

**CITY OF CHATTANOOGA PURCHASING DEPARTMENT
101 EAST 11th STREET, CITY HALL, SUITE G-13
CHATTANOOGA, TENNESSEE 37402**

Request for Proposal No.: 164394

Ordering Dept.: Human Resources

Buyer: Deidre Keylon; e-mail: rfp@chattanooga.gov (NO E-MAILED PROPOSALS ACCEPTED!!!!)

Phone No.: 423-643-7231; Fax No.: 423-643-7244

Products or Services Being Purchased: Life & Disability Insurance and FMLA Administration

SEALED PROPOSAL MUST BE RECEIVED AS SPECIFIED AND NO LATER THAN

4:00 P.M. E.S.T. ON FEBRUARY 13, 2018

ALL QUESTIONS MUST BE RECEIVED AS SPECIFIED AND NO LATER THAN

4:00 P.M. E.S.T. ON JANUARY 30, 2018

The City of Chattanooga reserves the right to reject any and/or all proposals, waive any informalities in the proposals received, and to accept any proposal which in its opinion may be for the best interest of the City. The City of Chattanooga will be non-discriminatory in the purchase of all goods and services on the basis of race, color or national origin. The City of Chattanooga (COC) Terms and Conditions posted on Website are applicable:

<http://www.chattanooga.gov/purchasing/standard-terms-and-conditions>

NOTE: ALL PROPOSALS MUST BE SIGNED.

All proposals received are subject to the terms and conditions contained herein and as listed in the above referenced website. The undersigned Offeror acknowledges having received, reviewed, and agrees to be bound to these terms and conditions, unless specific written exceptions are otherwise stated within Offeror's proposal.

PLEASE PROVIDE THE FOLLOWING:

Company Name: _____

Mailing Address: _____

City & Zip Code: _____

Phone/Toll-Free No.: _____

Fax No.: _____

E-Mail Address: _____

Contact Person: _____

Signature: _____

Date: _____

COMPLETED AND SIGNED COVER PAGE TO BE RETURNED WITH PROPOSAL

City Of Chattanooga, Tennessee
Department of Human Resources



Request for Proposal

Life & Disability Insurance and FMLA Administration

January 24, 2018

The City is requesting proposals from insurance companies directly for Group Life & AD&D, Voluntary Life & AD&D, Short Term Disability, Long-Term Disability and FMLA Administration. Russ Blakely & Associates, LLC is the City's Benefits Advisor and no compensation will be paid to any other broker or agent.

Table of Contents

<u>Section I: General Information</u>	3
Overview and General Instructions to Proposers	3-6
<u>Section II: Scope of Work</u>	6
Scope of Work	6-7
<u>Desired Outcome</u>	6-7
<u>Payment of Services</u>	7
<u>Section III: Evaluation Criteria and Scoring</u>	7-8
<u>Section IV: Response Format</u>	8-9
<u>Appendix A: Questionnaire, Financial Response Form & Current Plan Information</u>	10-153
<u>Appendix B: Proposer Qualification Data</u>	154-155
<u>Appendix C: Vendor Disclosure and Acknowledgement</u>	156
<u>Appendix D: Affirmative Action Plan</u>	157-158
<u>Appendix E: No Contact/No Advocacy Affidavit</u>	159

SECTION I

OVERVIEW

The Department of Human Resources of the City of Chattanooga is seeking Basic Life, Basic Accident Death and Dismemberment (AD&D), Voluntary Life and AD&D, Short-Term Disability, Long-Term Disability Insurance and Family Medical Leave Act (FMLA) Administration. The awarded insurance company will be responsible for administering all lines of coverage based on the final agreed upon contracts and policies issued. Respondents may reply in part or in whole. The City of Chattanooga may award multiple contracts and may award by product type.

The City provides Group Life and AD&D to all full time eligible employees as well as Long Term Disability to full time eligible employees enrolled in the General Pension Plan (sworn Safety employees are covered by LTD under their own plan). Benefit eligible employees are offered coverage for STD and Voluntary Life and AD &D at new hire for City employees and at annual Open Enrollment. The offering of coverage is made to employees of the City of Chattanooga, the Chattanooga Metropolitan Airport Authority and the Chattanooga Hamilton Convention and Trade Center.

The FMLA Management service is purchased by the City and is utilized for City employees. The service administers the FML management and ensures compliance for the City. The service

reviews all claims and certifies all FMLA leave requests and communicates to the City on a daily basis. The service also tracks absences and observes absence patterns, notifies HR when leave is requested and notifies the employees of their rights and responsibilities under FMLA. They track the total leave entitlement to ensure leave maximums are maintained. Weekly updates and reports are provided standardly.

Any Blanket Contract for services described herein shall be for a period of one (1) year, with two (2) additional optional one (1) year renewal periods, upon agreement of both parties.

The final number of contract(s) awarded will be within the sole discretion of the City.

GENERAL INSTRUCTIONS TO PROPOSERS

Sealed Proposals must be in a clearly labelled package and submitted as otherwise specified to the Purchasing Department, City of Chattanooga, for time-stamping by no later than 4:00 p.m., e.s.t. on February 13th, 2018, to the attention of:

City of Chattanooga Purchasing Department
101 East 11th Street, Suite G13
Chattanooga, TN 37402

Late or misdirected proposals shall be rejected and offered for return at the expense of the vendor, unopened without exception. Postmarks are not accepted.

Quantity and Format

Proposer shall submit three (3) complete copies of the proposal as follows: one (1) original (bound); one (1) copy (unbound); and one (1) electronic copy in PDF format on a flash drive, not a disc. All proposals shall be submitted in a sealed non-transparent envelope or box clearly labelled with the issuer's name and address and "**RFP No.164394.**"

Detailed Technical Proposals

Complete technical submittals shall be submitted with the Proposal. These technical submittals shall describe in detail how the Proposer complies with each specification requirement of the RFP. Any deviations from the specifications shall be noted.

Implied Requirements

All products and services not specifically mentioned in this RFP, but which are necessary to provide the functional capabilities described by the Proposer, shall be included in the Proposal.

Proposer-Supplied Materials

Any material submitted by a Proposer shall become the property of the City unless otherwise requested at the time of submission. **Any firm submitting a proposal should assume the information included in the proposal is subject to the Open Records / Freedom of Information Act.**

Incurring Costs

The City shall not be liable for any cost incurred by the proposer prior to the issuance of a contract purchase agreement and will not pay for the information solicited or obtained. Proposer shall not include or integrate any such expense as part of its proposal.

Economy of Preparation

Proposals shall be prepared simply and economically. Proposals shall provide a straightforward and concise proposal description. Emphasis shall be placed on clarity and content.

Proposal Withdrawal Procedure

A Proposal may be withdrawn at any time until the date and time set above for opening of proposals. Any proposal not so withdrawn shall, upon opening, constitute an irrevocable offer to provide the specifications set forth in the proposal, until the successful proposal(s) is/are accepted and a contract has been executed between the City and the successful Proposer(s).

Proposal Expiration

A Proposal shall be valid for four (4) months from the RFP due date. A proposal that is accepted by award will be incorporated into the contract.

General Reservation of City Rights

The City of Chattanooga may contact any firm for the purpose of obtaining additional information or clarification.

General Terms

Any contract resulting from this Request for Proposal will be subject to the City of Chattanooga's Standard Terms and Conditions which may be read at:

<http://www.chattanooga.gov/purchasing/standard-terms-and-conditions>

Any exceptions to the RFP itself or to the Standard Terms and Conditions must be submitted with the Proposal. Proposers shall state any exceptions to or deviations from the terms of this Request for Proposals and the Standard Terms and Conditions. Where proposer wishes to propose alternative approaches to meeting the City's technical or contractual requirements, these should be thoroughly explained. The Contractor shall be bound to accept all stated terms not accepted in its proposal.

City reserves the right to accept or reject any or all exceptions / deviations at its sole discretion. City reserves the right to reject excepted or conditional proposals at its sole discretion.

Contract Administration Activity

The Proposer will be expected to provide periodic reporting and/or attend Contract Administration meetings as described in this document or as otherwise required by the Issuing Department and the City Purchasing Division.

Proposed Schedule of RFP:

City releases RFP	1/24/2018
Last date to submit questions to City	1/30/2018
City provides answers to questions	2/2/2018
Last date to submit proposals to City for RFP	2/13/2018

REQUEST FOR ADDITIONAL INFORMATION

All questions and requests for information or clarification must be submitted in writing, and will be accepted until 4:00 p.m., e.s.t. on January 30th, 2018 and shall be clearly labelled as :QUESTION re: RFP No. 164394 "Life and Disability Insurance and FMLA Administration" and sent to:

City of Chattanooga Purchasing Division
Attn: Deidre Keylon, Buyer
101 East 11th Street, Suite G13
Chattanooga, TN 37402
Phone: (423) 643-7231
Fax: (423) 643-7244
rfp@chattanooga.gov

COMMUNICATION POINT OF CONTACT

Any communication concerning this RFP must be conducted exclusively with the Purchasing Division Buyer named, until the evaluation and award process has been completed. Failure to honor this request will be negatively viewed in the selection process and can result in elimination of the proposal.

SECTION II

PROPOSAL SCOPE OF WORK

Desired Outcomes:

- Provide the same basic coverage and coverage definitions as currently in place
- Simplify the administrative burden associated with offering these products
- Offer the best products possible at the lowest cost
- Maintain an integrated approach of offering Life, Disability and FMLA Administration

Scope of Work Includes:

The City is looking for an insurance company or multiple insurance companies to provide the following lines of coverage:

Basic Life & Accidental Death & Dismemberment – Paid by the City
Voluntary Life & Accidental Death & Dismemberment – Employee Paid
Voluntary Short-Term Disability – Employee Paid
Long-Term Disability – Paid by the City
FMLA Administration – Paid by the City

Coverage provided by selected vendor(s) will be effective on July 1, 2018. Complete plan documents have been provided as an attachment referenced in Appendix A. The benefits should

duplicate the current plan documents and if there are any deviations those need to be clearly outlined in your response as deviations.

Controlling cost of these plans and improving the administrative efficiency are critical components to this request. The City currently offers all these benefits through Voya and has for the past 5 years. The enrollment of these benefits is done online and the successful bidder will need to be able to integrate as needed with the online enrollment system as well as the City's payroll system. Currently all lines of coverage operate off of a self-billing process and the City would like to keep the same or a similar process in place. The City is also interested in any value add services your company can provide as well as programs you have in place to help manage the cost of disability claims. A company that can provide all lines of coverage and services will be looked at favorably in the process.

PAYMENT OF SERVICES

1. The City will make payment according to the City's policies and procedures.
2. Currently the City operates under a self-billing process and is requesting the same or a similar capability be provided going forward.

SECTION III

REVIEW AND EVALUATION OF PROPOSAL

All proposals submitted in response to this RFP will be evaluated by an Evaluation Committee, in accordance with the criteria described below. Total scores will be tabulated, and the contract will be awarded to the proposers whose proposal is deemed to be in the best interests of the City.

Evaluation Committee

A committee consisting of individuals selected by the City will receive all proposals submitted. Each proposal will be awarded a maximum of 100 points based on the evaluation criteria. The City, at its sole judgment, will decide if a proposal is viable.

Evaluation Criteria

In preparing responses, proposers should describe in detail how they propose to meet the specifications as detailed in this solicitation document.

The specific categorical factors that will be applied to the proposal information, in order to assist the City in selecting the most qualified proposers for the contract, are as follows:

- **15 points: Competence/Approach to Scope of Work**
- **20 points: Ability to match current contract language for each line of coverage**
- **20 points: Qualifications and Experience**
- **35 points: Value/Cost Efforts**
- **10 points: References**

Selection of Proposers for formal presentations (if any) and for contract negotiations will be evaluated based on an objective evaluation of the criteria listed above.

Formal Presentations

In the event that a Proposer cannot be selected solely on the Proposals submitted, the City may invite up to three (3) qualified insurance companies for formal presentations. The City reserves the right, however, to invite more or less than this number, if the quality of the proposals so merits.

The City Evaluation Committee may revise the initial scores based upon additional information and clarification received in this phase. If your company is invited to give a presentation to the City, the offered dates may not be flexible.

A presentation may not be required, and therefore, complete information must be submitted with a proposer's proposal.

Selection of Finalist(s)

After review of the proposals by the Evaluation Committee and formal presentations (if any), the City may, at its sole option, elect to reject all proposals or elect to pursue the project further. In the event that the City decides to pursue the project further, the City will select the highest ranked finalist(s) to negotiate an agreement.

SECTION IV

RESPONSE FORMAT

Cover Letter

Include a cover letter, issued by an Officer of the proposing entity, introducing your company, summarizing your qualifications, and detailing any exceptions to the RFP and/or Standard Terms and Conditions.

Include principal contact information for this RFP, including address, telephone number, email address, and website (if applicable).

The cover letter should also clearly outline the qualifications of the bidder to perform the scope of work under this contract as well as the experience in doing so.

Bad contact information and/or non-responsive references will be reflected in the scores.

Questionnaire

All of Attachment I must be completed and submitted with your response. All questions must be answered.

Financial Response Form

The financial response form must be completed as outlined. Any caveats or fees your company may charge must be provided immediately following your financial response form.

Proposer Qualification Data

Appendix B must be completed and included in your response.

Vendor Acknowledgement Form

The Vendor Acknowledgement Form must be included in a separate section of your RFP response. The form is found in Appendix B of the RFP.

Affirmative Action Plan

All responses must complete and include the Affirmative Action Plan document found in Appendix B.

No Contact/No Advocacy Affidavit

All responses must complete and include the Affirmative Action Plan document found in Appendix B.

APPENDIX A

Attachment I	Questionnaire
Attachment II	Financial Response Form
Attachment III	Employee Census
Attachment IV	Basic Life/Voluntary Life & AD&D Policy
Attachment V	Short-Term Disability Policy
Attachment VI	Long-Term Disability Policy

Experience documents:

Attachment VII	Basic Life Experience
Attachment VIII	LTD Experience
Attachment IX	STD Experience
Attachment X	Current Rates/Billing

QUESTIONNAIRE

Attachment I - Questionnaire

Intend to Bid - If not bidding on a specific line of coverage place N/A as the answer for the questions tied to that product.	Yes or No Answers
Intend to Bid - LTD Plan	
Intend to Bid - VSTD Plan	
Intend to Bid - Basic Life/AD&D Plan	
Intend to Bid - Supplemental Life/AD&D Plan	
Intend to Bid - FMLA Administration	
Carrier Confirmation of LTD Plan Design	Confirm or Non-Confirm (if not confirmed please explain)
The items in this section are some basic components of the LTD plan. Please refer to the Certificate of Coverage provided as attachment Attachment VII for a full review. Any deviations to benefits not noted below must be included in the deviations section below.	
Rates are quoted on a stand alone basis.	
Duplicate Inforce Plan Design - Please confirm that you have duplicated the inforce plan design. In addition, please confirm that you understand that by agreeing to this statement, if selected as the new carrier, that all plan and administrative provisions in the current contract will be duplicated to the best of your ability recognizing that policy language would be your standard language, unless noted in the deviations below.	
Plan Eligibility -All Full-time Active Employees participating in General Pension Plan who are citizens or legal residents of the United States, its territories and protectorates, excluding temporary, leased or seasonal Employees. Full-time Employment: at least 30 hours weekly	
Eligibility Waiting Period1) None - if You are working for the Employer on the Policy Effective Date; or2) The first day of the month following 6 month(s) of employment - if You start working for the Employer after the Policy Effective Date.	
Benefit % - 60% of monthly earnings, benefits may be reduced by any deductible sources of income and disability earnings.	
Monthly Benefit Maximum - \$5,000	
Monthly Minimum Benefit	
The greater of: 1) \$100; or 2) 10% of the benefit based on Monthly Income Loss before the deduction of Other Income Benefits.	
Elimination Period - The latest of 180 consecutive days for disability due to injury, sickness or the date your salary continuation or accumulated sick leave payments end if applicable.	
Definition of Disability/Own Occupation Definition - 24 Month Eligible employees will be entitled to LTD benefits for their own occupation for two years and any occupation from the end of the Own Occupation Period to the Maximum Benefit Period.	

Benefit Duration Maximum Duration of Benefits Table		
Age When Disabled - Benefits Payable	Prior to Age 60 - To Normal Retirement Age; for age 60 and older the benefit is based on chart below or SSNRA whichever is greater	
Age 60 - 60 months		
Age 61 - 48 months		
Age 62 - 42 months		
Age 63 - 36 months		
Age 64 - 30 months		
Age 65 - 24 months		
Age 66 - 21 months		
67 - 18 months		
15 months		
over - 12 months	Age 68 - Age 69 and	
Contributory Status - Non-Contributory - Employer Paid		
Mental and Nervous Limitation - Included - 24 months		
Recurrent Disability - Included		
Refer to plan document and note any deviations		
Substance Abuse Limitation - Included - 24 months		
Earnings Definition		
Pre-disability Earnings means Your regular monthly rate of pay, not counting bonuses, commissions and tips and tokens, overtime pay or any other fringe benefits or extra compensation in effect on the last day You were Actively at Work before You became Disabled. However, if You are an hourly paid Employee, Pre-disability Earnings means the product of:		
1) the average number of hours You worked per month, not including overtime, over the most recent 12 month period immediately prior to the last day You were Actively at Work before You became Disabled, multiplied by:		
2) Your hourly wage in effect on the last day You were Actively at Work before You became Disabled.		
Social Security Integration - Full Family		
Pre-Existing Condition - Included - 3/12		
Refer to Plan Document and note any deviations		
Family Care Credit Benefit - Included		
Refer to Plan Document and note any deviations		
Survivor Income Benefit - Included		
Survivor Income Benefit: Will my survivors receive a benefit if I die while receiving Disability Benefits?		
When proof that you have died is provided, we will pay your eligible survivor a lump sum benefit equal to three times your last full monthly payment if, on the date of your death, both of the following are true:	Your You were	
disability had continued for 180 or more consecutive days receiving or were eligible to receive payments under the policy		
Workplace Modification Benefit - Included		
Refer to plan document and note any deviations		
LTD Rate Guarantee Period - Quotes are requested for at least a 3-year fixed price the City will enter into a 12 month contract and be renewable, by mutual agreement, for 4 additional one year periods (five year maximum). Price adjustments for renewal years 4 and 5 will be considered.		Please Select 1 Year 2 Years 3 Years 4 Years 5 Years

LTD Compensation Total LTD Commission - 10% Commission	
Rates should be guaranteed for 3 years. The City will enter into a 1 year contract with the ability to renew 2 additional 1 year contracts.	
LTD Plan Deviations - Current plan provision should be listed below.	Proposed Alternative

Carrier Confirmation Voluntary Short Term Disability	Confirm or Non-Confirm (if not confirmed please explain)
The items in this section describe the basic features of the product in scope. It is not intended to be a full description of the plans. The complete Certificate of Coverage has been provided as Attachment VI and any deviations not covered below must be listed under the deviations for VSTD.	
Rates are quoted on a stand alone basis.	
Duplicate Inforce Plan Design - Please confirm that you have duplicated the inforce plan design. In addition, please confirm that you understand that by agreeing to this statement, if selected as the new carrier, that all plan and administrative provisions in the current contract will be duplicated to the best of your ability recognizing that policy language would be your standard language, unless noted in your deviations listed below.	
Plan Eligibility -All permanent, full-time employees in active employment in the United States with the Employer working at least 30 hours per week.	
The waiting period is first of month following 30 days	
Benefit %	
Option 1 - 50%	
Option 2 - 70%	
Weekly Benefit Maximum - \$2,000	
Accident Elimination Period - 14 Days	
Sickness Elimination Period - 14 Days	
Definition of Disability	
Refer to Plan Document and note deviations	
Benefit Duration - 24 Weeks	
Contributory Status - Voluntary - Employee Paid	
Earnings Definition - Refer to Plan Document and note any deviations	
Pre-Existing Exclusion - There is no pre-ex on the STD plan.	
Rates should be guaranteed for 3 years. The City will enter into a 1 year contract with the ability to renew 2 additional 1 year contracts.	
Commissions have been quoted at 18%	
VSTD Plan Deviations - Current plan provision should be listed below.	Proposed Alternative

Carrier Confirmation Life Insurance and Accidental Death & Dismemberment	Confirm or Non-Confirm (if not confirmed please explain)
The items in this section describe the basic features of the product in scope. It is not intended to be a full description of the plans. The complete Certificate of Coverage has been provided as Attachment IV and any deviations not covered below must be listed under the deviations for this section.	
Rates are quoted on a stand alone basis.	
Duplicate Inforce Plan Design - Please confirm that you have duplicated the inforce plan design. In addition, please confirm that you understand that by agreeing to this statement, if selected as the new carrier, that all plan and administrative provisions in the current contract will be duplicated to the best of your ability recognizing that policy language would be your standard language, unless noted in your deviations below	

Plan Eligibility	
Basic Life -All Full-Time Active Employees who meet the City's eligibility requirements.	
Plan Eligibility	
Supplemental Life - All permanent, full-time employees who met the City's eligibility requirements.	
Waiting Period	
Please see Plan Document and note any deviations	
Reduction Schedule	
If you have reached age 70, but not age 75, your amount of life insurance will be:	
- 65% of the amount of life insurance you had prior to age 70;	
or- 65% of the amount of life insurance shown above if you become insured on or after age 70 but before age 75.	
There will be no further increases in your amount of life insurance.	
If you have reached age 75 or more, your amount of life insurance will be:	
- 50% of the amount of life insurance you had prior to your first reduction;	
or- 50% of the amount of life insurance shown above if you become insured on or after age 75	
There will be no further increases in your amount of life insurance.	
Both Supplemental and Basic Life and AD&D rates should be guaranteed for 3 years. The City will enter into a 1 year contract with the ability to renew 2 additional 1 year contracts.	
Basic Life/AD&D Compensation	
Total Basic Life/AD&D Commission - 11% Commission	
Supplemental Life/AD&D Compensation	
Total Supplemental Life/AD&D Commission - 23% Commission	
BASIC Life	Confirm or Non-Confirm (if not confirmed please explain)
Basic Life Insurance Benefit -1 times Your annual Earnings	
Basic Life Maximum Benefit - \$50,000	
Monthly Minimum Benefit - \$10,000	
Guarantee Issue Benefit - \$50,000	
Contributory Status - Employer Paid - Non-Contributory	
Waiver of Premium - Included	
Please see Plan Document and note any deviations	
Reduction Schedule	
Please see Plan Document and note any deviations	
Conversion - Included	
Please see Plan Document and note any deviations	
Earnings Definition -Please see Plan Document and note any deviations	
Portability - Included	
Please see Plan Document and note any deviations	
Accelerated Death Benefit - Included	
Please see Plan Document and note any deviations	
AD&D Transportation Benefit - Included	
Percentage of AD&D Principal Sum: 2%	
Maximum Amount: \$2,000	
AD&D Seat Belt Benefit - Included	
Percentage of AD&D Principal Sum: 10%	
Maximum Amount: \$25,000	

AD&D Safety Belt and Air Bag Benefit - Included Percentage of AD&D Principal Sum: 15% Maximum Amount: \$40,000 (combined with Seat belt - one third tied to Airbag and two thirds tied to seat belt)	
Supplemental Life Insurance/AD&D - Employee	Confirm or Non-Confirm (if not confirmed please explain)
Supplemental Life Insurance Benefit Amounts in \$10,000 benefit units as applied for by you and approved by the carrier.	
Supplemental Life Insurance Maximum Benefit OVERALL MAXIMUM BENEFIT OF LIFE INSURANCE FOR YOU: The lesser of:- 5 x annual earnings; or - \$500,000.	
Guarantee Issue Benefit - \$150,000	
Reduction Schedule Please see Plan Document and note any deviations	
Conversion - Included	
Portability - Included Refer to Plan Document and note any deviations	
Accelerated Death Benefit - Included Refer to Plan Document and note any deviations	
AD&D - Transportation Benefit - Included 2% up to \$2,000	
AD&D - Seatbelt Benefit - Included 10% of the Full Amount of your accidental death and dismemberment insurance benefit. Maximum Benefit is \$25,000.	
AD&D - Safety Belt and Air Bag Benefit - Included 15% of the Full Amount of your accidental death and dismemberment insurance benefit. Maximum Benefit is \$40,000 including seatbelt payment.	
Supplemental Life Insurance/AD&D - Spouse	Confirm or Non-Confirm (if not confirmed please explain)
Supplemental Life Insurance Benefit Amounts in \$5,000 benefit units as applied for by you and approved by the carrier. All amounts are rounded to the next higher multiple of \$5,000, if not already an exact multiple thereof. THE AMOUNT OF YOUR SPOUSE'S LIFE INSURANCE WILL REDUCE BY THE SAME PERCENTAGE AND AT THE SAME TIME YOUR LIFE INSURANCE REDUCES.	
Supplemental Life Insurance Maximum Benefit The lesser of: - 100% of employee amount of insurance; or- \$250,000.	
Reduction Schedule Please see Plan Document and note any deviations	
AD&D - Transportation Benefit - Included 2% up to \$2,000	
AD&D - Seatbelt Benefit - Included 10% of the Full Amount of your accidental death and dismemberment insurance benefit. Maximum Benefit is \$25,000.	
AD&D - Safety Belt and Air Bag Benefit - Included 15% of the Full Amount of your accidental death and dismemberment insurance benefit. Maximum Benefit is \$40,000 including seatbelt payment.	
Guarantee Issue Benefit \$25,000	
Supplemental Life Insurance/AD&D - Dependent Children	Confirm or Non-Confirm (if not confirmed please explain)

Supplemental Life Insurance Benefit Amounts in \$2,000 benefit units as applied for by you and approved by the carrier. All amounts are rounded to the next higher multiple of \$2,000, if not already a multiple thereof.	
Supplemental Life Insurance Maximum Benefit - Dependent Children	
Attained age at death:	
Live birth to 6 months: \$1,000	
6 months to age 26: \$2,000 to maximum of \$10,000 in \$2,000 increments, the lesser of:- 100% of your amount of insurance; or- \$10,000.	
AD&D - Transportation Benefit - Included	
2% up to \$2,000	
AD&D - Seatbelt Benefit - Included	
10% of the Full Amount of your accidental death and dismemberment insurance benefit. Maximum Benefit is \$25,000.	
AD&D - Safety Belt and Air Bag Benefit - Included	
15% of the Full Amount of your accidental death and dismemberment insurance benefit. Maximum Benefit is \$40,000 including seatbelt payment.	
Basic & Supplemental Life and AD&D Plan Deviations - Current plan provision should be listed below.	Proposed Alternative

Carrier Confirmation of FMLA Administration Provisions	Confirm or Non-Confirm (if not confirmed please explain)
The items in this section describe the basic features of the product in scope. It is not intended to be a full description of the plans. Any discrepancies are governed by the contract provided as Attachment VIII in Appendix B.	
Rates are quoted on a stand alone basis.	
Please confirm that you have duplicated the services provided in the current contract and included as Attachment VIII in Appendix B.	
FMLA Administration rates should be guaranteed for 3 years. The City will enter into a 1 year contract with the ability to renew 2 additional 1 year contracts.	
FMLA Commissions - Net of Commissions	
FMLA Questions	Short Answer
How many clients do you provide FMLA administration for currently?	
What is the average size of client you provide FMLA administration for?	
Do you provide FMLA administration for other clients in Tennessee?	
How long have you provided FMLA administration?	
Where is your leave and processing center located?	
How many employees are at this location?	
What type of training will be provided to the City staff responsible for the leave administration?	
Does your system have the ability to consistently apply the rules surrounding FMLA?	
How does your system notify City employees of a potential violation of FMLA?	
Please list the leave services your company can provide.	
Will your services provide full end to end leave management?	
Do you provide assistance in return to work initiatives?	
Can you take over ongoing leave administration or will you only support new leaves?	
Do you have clinical staff to review all medical related LOA claims?	
How do you transfer data to the City and how often?	
Provide a detailed outline of how your company would transition the leave administration services.	
Will City employees have access to online information regarding their leave?	
What access to information will the City staff in charge of leave administration have?	
Is the access able to be controlled by job title?	
What form can your company except feeds from the City?	

Provide same reporting that will be provided to the City and the frequency.	
What is the turnaround time of processing leave request?	
What type of flexibility does your company have to work within the City's current process?	
Is your solution integrated with Disability management as well providing a single intake point for leave and disability request?	
General Request	Short Answer with Supporting documents labeled and directly following Attachment I responses.
All products quoted will be effective July 1, 2018.	
Provide at least 3 government references with contact name, address, phone and email address.	
How will you transition the participants from one company to another?	
Please outline the time line for implementation assuming a final decision of March 31, 2018. If your response is more than 250 characters, please attach your outline.	
Please provide a copy of past 2 years financial report.	
What is the procedure for assisting participant's to receive Social Security benefits?	
Does your company provide an Employee Assistance program for those covered under the LTD policy? Please describe.	
If your company provides an Employee Assistance program, is there an additional cost?	
Would you be able to offer the Employee Assistance program to additional employees not covered under the General Pension plan and if so, what would the cost be?	
If the City wishes to not include the Employee Assistance Program in the LTD policy what would be the cost reduction?	
Proposals must be valid for 120 days to allow the City to make a final selection.	
Please indicate any applicable package discounts if any products are sold together.	
Where is your customer service office located? Note if different for each product.	

FINANCIAL RESPONSE FORM

City of Chattanooga - Life and Disability RFP
Attachment II - Financial Response Form

	Stand Alone	Packaged
LTD		
Volume per \$100		
Rate		
Rate Guarantee		
STD - less than 55 rate		
Volume per \$10		
Rate		
Rate Guarantee		
STD - age 55 - 59 rate		
Volume per \$10		
Rate		
Rate Guarantee		
STD - age 60 and over rate		
Volume per \$10		
Rate		
Rate Guarantee		
FMLA		
Volume - per employee per month		
Rate		
Rate Guarantee		
Basic Life		
Volume per \$1,000		
Rate		
Rate Guarantee		
Basic AD&D		
Volume - per \$1,000		
Rate		
Rate Guarantee		

Voluntary Life - age graded rates per \$1,000		
	Employee Rates	Spouse Rates
<25		
25-29		
30-34		
35-39		
40-44		
45-49		
50-54		
55-59		
60-64		
65-69		
70-74		
75+		
Rate Guarantee		
Voluntary AD&D		
Volume - per \$1,000		
Rate		
Rate Guarantee		
Child		
Volume		
Rate		
Rate Guarantee		

Any financial caveats must follow the financial response form in your response.

CENSUS

City of Chattanooga
Eligibility for Basic Life/ADD and LTD
File date: 1/2/2018

Employee Number	Birth Date	Sex	Last Hire Date	Adjusted Serv	Department Name	Job Name	Life ADD ind	LTD ind	Salary Rate
10453	01/21/1950	M	12/03/1973	(blank)	Police	Police Sergeant	1	0	62,973.66
10559	05/02/1948	F	08/26/1991	(blank)	Youth & Family Development	Family Services Supervisor	1	1	36,353.23
11031	02/12/1953	M	07/01/1982	(blank)	Youth & Family Development	Energy Specialist	1	1	46,613.34
12534	07/10/1947	M	07/23/1974	(blank)	Public Works	Crew Supervisor 3 CDL	1	0	51,091.90
12565	05/23/1949	M	07/31/1974	(blank)	Public Works	Equipment Operator 3	1	1	39,737.63
12703	02/25/1945	M	12/06/1974	(blank)	Economic & Community Deve	Combination Inspector	1	1	57,684.47
12896	03/19/1956	M	09/30/1974	(blank)	Transportation	Manager Traffic Control	1	1	67,270.49
13012	02/18/1945	M	12/03/1976	(blank)	Public Works	Crew Supervisor 1	1	1	39,746.36
13079	03/31/1952	M	02/11/1981	(blank)	Public Works	Construction Inspector Supv	1	1	61,582.67
13243	01/01/1953	M	01/15/1975	(blank)	Public Works	General Supervisor	1	1	55,691.99
13245	01/14/1947	M	01/15/1975	(blank)	Public Works	Crew Worker 1	1	1	35,271.59
14778	05/15/1961	F	09/19/1997	(blank)	Police	Administrative Support Asst 2	1	1	39,928.37
14999	12/23/1945	M	10/13/1975	(blank)	Public Works	Crew Worker 2	1	1	36,542.07
15758	07/21/1961	F	08/23/1994	(blank)	Youth & Family Development	Teacher	1	1	29,823.50
16396	07/16/1955	M	01/14/2000	(blank)	Public Works	Director Fleet Management	1	1	83,689.67
16464	10/16/1952	M	08/29/1997	(blank)	Transportation	Mgr Intelligent Trans Systems	1	1	65,834.51
16907	06/24/1954	M	12/09/1983	(blank)	Youth & Family Development	Recreation Facility Manager 1	1	1	51,188.50
17107	04/20/1943	F	01/25/1977	(blank)	General Gov't & Agencies	Librarian Head	1	1	75,844.72
17195	12/30/1957	M	06/08/1977	(blank)	Public Works	Pretreatment Supervisor	1	1	60,293.26
17562	12/31/1961	F	01/10/1983	(blank)	Youth & Family Development	Teacher	1	1	27,578.10
17835	03/16/1962	M	04/25/1983	(blank)	Youth & Family Development	Crew Worker 2	1	1	36,260.42
17851	09/23/1961	F	01/16/1998	(blank)	Youth & Family Development	Teacher Assistant	1	1	16,049.29
18418	02/26/1957	F	01/14/2002	(blank)	General Gov't & Agencies	Executive Assistant	1	1	54,426.63
18488	07/06/1958	M	11/17/1977	(blank)	Public Works	Equipment Operator 4	1	1	45,038.00
18578	07/03/1953	M	01/13/1978	(blank)	Economic & Community Deve	Development Ombudsman	1	1	58,694.80
18770	12/25/1957	F	01/31/2005	6/8/2010	General Gov't & Agencies	Assistant Director Library	1	1	79,458.00
18931	09/30/1957	M	09/10/1979	(blank)	Public Works	IT Specialist	1	1	60,293.26
19010	11/06/1960	M	07/15/1985	(blank)	Fire	Fire Captain	1	0	65,205.93
19030	01/07/1962	M	10/31/1983	(blank)	Public Works	Pretreatment Inspector 1	1	1	48,643.58
19031	01/30/1960	M	06/08/1984	(blank)	Public Works	Construction Program Supervisor	1	1	66,474.86
19098	07/16/1963	M	05/08/1995	(blank)	Public Works	Crew Worker 1	1	1	33,423.58
19118	04/20/1959	M	08/20/1982	(blank)	Public Works	Laboratory Technician 2	1	1	53,061.42
19733	09/03/1962	M	01/25/1990	(blank)	Youth & Family Development	Recreation Program Coordinator	1	1	55,750.55
19781	06/20/1957	M	07/27/1978	(blank)	Public Works	Equipment Operator 4	1	1	44,081.98
19910	06/30/1952	M	02/07/1992	(blank)	Youth & Family Development	Recreation Facility Manager 1	1	1	47,414.52
20455	05/23/1961	M	02/21/1996	(blank)	Public Works	Crew Worker 1	1	1	31,086.75
20508	10/18/1958	M	04/04/1980	(blank)	Youth & Family Development	Recreation Facility Manager 1	1	1	53,256.82
20574	10/20/1958	M	09/25/1979	(blank)	Youth & Family Development	General Supervisor	1	1	53,797.84
20798	08/07/1953	F	08/15/1988	(blank)	Youth & Family Development	Teacher	1	1	32,168.88
24075	06/30/1955	M	05/25/1979	(blank)	Public Works	Civil Engineer	1	1	59,963.28
24143	10/10/1960	M	09/04/1996	(blank)	Transportation	Crew Worker 1	1	1	32,240.48
24144	08/04/1959	M	11/12/1979	(blank)	Public Works	Crew Supervisor 2	1	1	47,266.90

24189	03/21/1951 F	08/30/1982 (blank)	Youth & Family Development	Multi Disciplinary Team Mgr	1	1	87,068.27
24228	03/24/1958 M	02/08/1991 (blank)	Youth & Family Development	Recreation Facility Manager 1	1	1	47,314.64
24279	06/25/1962 M	03/17/1993 (blank)	Public Works	Crew Worker 1	1	1	33,235.80
24286	12/21/1963 M	07/08/1992 (blank)	Public Works	Crew Supervisor 2	1	1	39,067.53
24487	08/29/1958 M	08/18/1997 (blank)	Public Works	Crew Worker 2	1	1	31,279.83
24522	02/13/1953 M	02/10/1989 (blank)	Police	Police Officer	1	1	46,858.32
24540	03/14/1963 M	04/07/1982 (blank)	Public Works	Equipment Operator 5	1	0	45,148.26
24556	03/04/1964 M	10/01/1993 (blank)	Fire	Firefighter	1	0	41,853.21
24608	08/18/1963 M	09/18/1989 (blank)	Transportation	Electrician 2	1	1	57,978.69
24621	10/19/1962 F	09/24/1997 (blank)	Public Works	Crew Worker 1	1	1	31,211.12
25077	08/24/1961 M	09/10/1979 (blank)	Transportation	Crew Supervisor 2	1	1	43,714.59
25148	01/24/1964 M	08/26/1996 (blank)	Public Works	Crew Supervisor 3 CDL	1	1	38,593.33
25248	05/29/1964 M	11/04/1993 (blank)	Public Works	Crew Worker 2	1	1	31,042.72
25288	08/22/1964 M	12/04/1989 (blank)	Public Works	Crew Worker 2	1	1	36,542.07
25865	04/22/1950 M	01/24/1980 (blank)	General Gov't & Agencies	Director Air Pollution	1	1	124,737.20
25954	12/20/1961 M	06/25/1998 (blank)	Public Works	Equipment Operator 4	1	1	40,664.71
26021	08/29/1954 M	03/22/2007 (blank)	General Gov't & Agencies	City Court Officer	1	1	44,000.00
26164	10/03/1956 F	04/07/1980 (blank)	Finance & Admin	Budget Officer	1	1	98,068.27
26265	11/17/1953 F	04/21/1980 (blank)	General Gov't & Agencies	Executive Assistant	1	1	55,372.45
26297	02/09/1952 M	03/02/1993 (blank)	Public Works	Equipment Mechanic 3	1	0	49,192.53
26419	09/03/1955 M	06/24/1998 (blank)	Public Works	Crew Worker 1	1	1	27,756.99
26441	11/18/1946 M	09/11/1981 (blank)	Police	Building Maintenance Mechanic 1	1	1	40,801.43
26522	02/02/1956 M	06/16/1980 (blank)	Transportation	Traffic Engineering Coord	1	1	53,569.58
26607	01/01/1962 M	05/11/1995 (blank)	Public Works	Crew Supervisor 3	1	1	37,201.00
26777	06/21/1964 M	04/06/1988 (blank)	Public Works	Crew Worker 2	1	1	35,161.97
26784	12/03/1962 M	02/16/1987 3/6/1987	Public Works	Equipment Operator 1	1	1	36,413.99
26785	05/16/1960 M	03/27/1987 (blank)	General Gov't & Agencies	IT Specialist	1	1	59,095.59
26915	11/20/1946 M	10/20/1997 (blank)	Public Works	Equipment Operator 4	1	1	36,578.61
27282	05/27/1957 F	04/17/1992 (blank)	Police	Police Information Center Tech 2	1	1	37,208.83
27303	10/20/1963 F	10/19/1992 (blank)	Youth & Family Development	Teacher	1	1	37,773.27
27590	09/07/1951 F	12/08/1995 (blank)	Public Works	Administrative Support Asst 2	1	1	33,935.36
27630	08/24/1962 M	05/06/1988 (blank)	Police	Police Sergeant	1	1	62,973.66
27820	10/01/1958 F	01/02/1981 (blank)	General Gov't & Agencies	Programmer 2	1	0	76,085.25
28328	11/22/1966 M	11/22/1993 (blank)	Public Works	Director City Wide Services	1	1	87,125.00
28387	04/08/1964 M	07/18/1996 (blank)	Public Works	Equipment Operator 4	1	1	36,964.13
28627	12/20/1965 M	03/06/1990 (blank)	Economic & Community Deve	Code Enforcement Inspector 1	1	1	40,111.34
28937	10/05/1956 F	11/02/1981 (blank)	General Gov't & Agencies	Director Research and Infor	1	1	89,533.27
29282	10/13/1960 M	02/11/2011 9/30/1999	Public Works	Equipment Operator 4	1	1	37,712.00
29364	12/10/1956 M	01/24/1996 (blank)	Public Works	Equipment Operator 4	1	1	36,577.66
29366	11/18/1959 F	06/03/1988 (blank)	Youth & Family Development	Recreation Facility Manager 1	1	1	51,188.50
29434	06/26/1966 M	01/22/1997 (blank)	Public Works	Equipment Operator 4	1	1	35,248.99
29518	05/26/1966 M	06/14/1982 8/1/1989	Public Works	Equipment Operator 4	1	1	40,332.43
2953	11/30/1941 M	11/06/1964 (blank)	Public Works	Crew Supervisor 3	1	1	51,091.81
29553	11/07/1955 F	06/11/1982 (blank)	General Gov't & Agencies	IT Business Project Analyst	1	1	83,526.77
29581	08/01/1954 M	06/11/1982 (blank)	General Gov't & Agencies	Programmer 2	1	1	69,244.77
29770	02/28/1968 M	10/01/1993 (blank)	Fire	Fire Captain	1	0	63,306.74
29865	09/20/1957 M	08/16/1982 (blank)	General Gov't & Agencies	Library Assistant 2	1	1	46,276.85
29888	10/17/1960 F	12/07/2007 (blank)	Human Resources	Director Employee Benefits	1	1	86,897.96

30040	09/03/1954 F	01/30/1985 (blank)	General Gov't & Agencies	Librarian Head	1	1	57,284.77
30123	09/06/1956 F	06/10/1983 (blank)	Police	Police Information Center Mgr	1	1	49,299.48
30197	10/26/1945 F	05/17/1993 (blank)	Youth & Family Development	Special Project Coordinator	1	1	53,185.52
30229	01/05/1954 M	07/24/1990 (blank)	Public Works	Equipment Operator 4	1	1	39,555.77
30299	08/23/1957 M	08/25/2011 11/20/1988	Public Works	Crew Worker 2	1	1	36,542.07
30395	09/21/1951 M	04/11/1983 (blank)	Economic & Community Deve	Chief Building Inspector	1	1	66,592.64
30489	01/21/1961 M	03/27/1987 (blank)	Youth & Family Development	Recreation Facility Manager 1	1	1	51,188.50
30490	09/10/1964 M	10/01/1993 (blank)	Fire	Firefighter Senior	1	1	51,474.16
30677	07/20/1962 M	06/27/1983 (blank)	General Gov't & Agencies	Library Assistant 3	1	1	50,484.49
30902	11/20/1968 M	01/15/2009 2/21/1991	Public Works	Fleet Maintenance Shop Supv	1	1	55,075.37
30917	12/07/1964 M	02/08/1990 (blank)	Public Works	Equipment Operator 4	1	1	35,259.11
30997	10/19/1965 F	02/06/1989 (blank)	General Gov't & Agencies	Librarian Head	1	1	55,274.05
31024	01/08/1959 F	08/07/2009 12/5/1983	Public Works	Administrative Support Asst 1	1	1	36,542.07
31181	04/17/1964 M	09/26/1983 (blank)	Public Works	Soil Engineering Specialist	1	1	58,102.94
31508	07/10/1964 M	02/20/1984 (blank)	Transportation	Construction Inspector 2	1	1	56,773.26
31562	07/08/1966 M	06/17/2005 (blank)	Public Works	Crew Worker 1	1	1	27,099.89
31567	08/28/1959 M	03/16/1984 (blank)	Finance & Admin	Manager Financial Operations	1	1	99,663.32
31735	05/15/1958 F	08/24/1992 (blank)	Youth & Family Development	Resource Specialist	1	1	31,627.63
32316	12/11/1966 F	06/01/1990 (blank)	Police	Telecommunicator	1	1	40,901.92
32380	10/01/1958 M	03/07/2001 (blank)	Public Works	Equipment Operator 4	1	1	32,621.99
32527	05/02/1953 M	06/25/1984 (blank)	Public Works	Equipment Operator 4	1	1	44,079.77
33038	11/09/1956 M	10/08/1984 (blank)	Economic & Community Deve	Electrical Inspector 1	1	1	55,372.45
33316	04/27/1963 M	09/23/1991 (blank)	Public Works	Crew Worker 1	1	1	33,235.80
33450	10/16/1959 M	03/29/1985 (blank)	Public Works	Equipment Mechanic 3	1	1	55,099.68
33454	02/04/1967 M	07/13/1990 (blank)	Economic & Community Deve	Code Enforcement Insp Supv	1	1	49,163.89
33734	12/28/1969 M	05/08/1995 (blank)	Transportation	Crew Worker 2	1	1	33,783.72
33754	10/09/1970 M	03/13/1991 (blank)	Youth & Family Development	Crew Worker 1	1	1	37,511.75
34742	09/20/1965 F	08/01/1990 (blank)	Youth & Family Development	Recreation Facility Manager 1	1	1	49,420.08
34754	05/19/1963 M	09/09/1985 (blank)	Fire	Fire Captain	1	0	67,162.12
34776	06/30/1964 M	12/30/1988 6/14/1989	General Gov't & Agencies	Manager Applications Development	1	1	84,894.60
35057	07/31/1965 M	12/20/1985 3/4/1990	Police	Police Chief of Staff	1	0	106,118.25
35315	12/17/1967 M	02/17/1997 (blank)	Public Works	Crew Worker 2	1	1	27,065.48
36075	11/14/1954 M	08/04/1986 (blank)	Transportation	City Traffic Engineer	1	1	108,020.34
36083	08/12/1957 F	08/15/1986 (blank)	Youth & Family Development	Lead Teacher Center Supervisor	1	1	46,462.31
36233	01/07/1959 M	05/20/2011 10/23/1986	Public Works	Crew Worker 1	1	1	37,285.89
36234	01/21/1961 M	08/25/1986 (blank)	Fire	Firefighter Senior	1	1	51,474.16
36237	10/01/1958 M	08/25/1986 11/11/1986	Public Works	Crew Supervisor 3 CDL	1	1	38,939.72
36311	02/06/1960 M	09/17/1986 (blank)	Public Works	Crew Worker 1	1	1	33,242.40
36452	03/16/1968 F	10/24/1986 (blank)	Police	Telecommunicator	1	1	45,494.11
36455	08/22/1960 M	10/28/1986 (blank)	Public Works	Laboratory Technician 1	1	1	52,595.88
36872	07/05/1953 M	08/25/1999 (blank)	Public Works	Equipment Operator 4	1	1	34,327.02
36905	11/16/1966 M	09/26/1988 (blank)	Public Works	Equipment Operator 4	1	1	41,672.26
36993	09/08/1959 M	06/01/1987 (blank)	Public Works	Crew Worker 2	1	1	35,101.97
37346	03/01/1967 M	06/09/1987 (blank)	Public Works	Equipment Operator 4	1	1	44,951.40
37383	11/26/1969 M	12/14/2001 (blank)	Youth & Family Development	Recreation Specialist	1	1	35,726.96
37462	02/15/1973 F	08/19/1996 (blank)	Youth & Family Development	Collaboration Assistant Teacher	1	1	26,500.00
37501	06/19/1971 M	08/18/1994 (blank)	Public Works	Crew Worker 1	1	1	31,086.75
37516	08/19/1966 F	07/10/1987 (blank)	Police	Police Sergeant	1	0	62,973.66

37521	11/16/1966 M	01/01/1993 (blank)	Public Works	Equipment Operator 4	1	37,360.47
37522	06/04/1967 M	09/18/1992 (blank)	Fire	Fire Captain	1	63,306.74
38110	10/30/1955 F	05/17/2002 (blank)	Youth & Family Development	Center Clerk	1	17,158.22
38143	05/14/1958 M	01/15/1988 (blank)	Youth & Family Development	Recreation Facility Manager 1	1	51,188.50
38231	03/19/1967 M	01/18/1991 (blank)	Public Works	Inventory Technician	1	37,282.40
38404	06/28/1958 M	04/06/1988 (blank)	Public Works	Inventory Technician	1	42,948.97
38652	04/21/1951 M	06/06/1988 (blank)	Police	Building Maintenance Mechanic 1	1	42,108.37
39100	03/24/1961 M	06/27/1988 (blank)	Finance & Admin	Court Operations Technician 1	1	39,979.93
39154	12/29/1960 M	01/30/1998 (blank)	Police	Master Police Officer	1	55,951.28
39340	01/11/1960 F	01/15/1999 (blank)	Police	Administrative Support Asst 2	1	40,139.61
39361	09/30/1956 F	08/15/1988 (blank)	Youth & Family Development	Coordinator EHS	1	60,002.15
39388	06/20/1959 F	08/26/1988 (blank)	Police	Occupational Safety Specialist	1	42,250.00
39404	03/23/1953 F	08/31/1988 3/19/1997	General Gov't & Agencies	Manager Air Monitoring	1	67,097.64
39419	01/05/1962 F	12/18/1998 (blank)	Police	Telecommunicator	1	41,112.43
39420	06/02/1954 M	09/06/1988 (blank)	Public Works	Plant Operator 2	1	45,355.44
39452	05/06/1958 F	09/26/1988 (blank)	Youth & Family Development	Clerk IV	1	46,844.29
39604	10/13/1961 F	10/18/1988 (blank)	General Gov't & Agencies	Library Assistant 2	1	46,276.85
39606	03/28/1955 M	10/26/1988 (blank)	Public Works	Inventory Clerk	1	36,425.08
39631	12/08/1955 F	11/04/1988 (blank)	General Gov't & Agencies	Subdivisions Coordinator	1	56,464.69
39693	06/03/1957 F	08/23/1994 (blank)	Youth & Family Development	Teacher	1	34,418.62
39756	08/23/1960 M	12/19/1988 (blank)	Public Works	Crew Worker 1	1	33,423.58
39867	03/10/1958 M	02/02/1989 (blank)	Public Works	Equipment Operator 1	1	37,577.93
39869	02/23/1958 M	02/02/1989 (blank)	Public Works	Crew Worker 2	1	35,049.95
39963	07/26/1959 M	02/27/1989 (blank)	Public Works	General Supervisor	1	45,840.00
40024	06/19/1962 F	03/20/1989 (blank)	Public Works	Scale Operator	1	35,570.85
40053	07/01/1962 F	04/14/1989 (blank)	Police	Executive Assistant	1	49,420.08
40067	08/18/1959 M	04/24/1989 (blank)	Public Works	Equipment Operator 4	1	38,169.02
40117	04/20/1971 F	04/28/2006 (blank)	Youth & Family Development	Recreation Specialist	1	32,935.18
40123	08/15/1971 F	06/06/2008 5/23/1997	Police	Administrative Support Asst 2	1	39,032.50
40531	04/08/1961 M	06/19/1989 (blank)	General Gov't & Agencies	Manager APC Engineering	1	81,257.50
40613	02/05/1970 M	07/28/1989 (blank)	Police	Shift Supervisor	1	53,893.02
40635	05/07/1967 M	06/30/1989 (blank)	Police	Telecommunicator	1	46,647.67
40643	11/20/1965 M	07/14/1989 (blank)	Police	Electronics Surveillance Tech	1	57,400.31
40648	02/27/1948 F	07/14/1989 (blank)	Public Works	Personnel Assistant	1	37,805.96
40673	10/21/1962 F	07/28/1989 (blank)	Fire	Inventory Technician	1	40,616.13
40679	06/05/1964 M	08/02/1989 (blank)	General Gov't & Agencies	Programmer 2	1	66,920.69
40703	06/02/1967 M	10/01/1993 (blank)	Fire	Fire Lieutenant	1	57,934.63
40793	07/29/1952 F	09/11/1989 (blank)	General Gov't & Agencies	Library Assistant 1	1	38,220.40
40818	03/25/1962 M	09/25/1989 (blank)	Transportation	Traffic Signal Systems Engineer	1	66,625.00
40820	09/16/1953 F	10/06/1989 (blank)	Police	Terminal Agency Coordinator	1	46,500.23
40868	09/05/1959 M	10/20/1989 (blank)	Police	Master Police Officer	1	55,951.28
40896	07/04/1966 F	11/03/1989 (blank)	Finance & Admin	Assistant City Treasurer	1	59,769.83
41081	04/10/1965 M	02/01/1990 (blank)	Public Works	Assistant City Engineer	1	93,725.26
41149	04/16/1956 F	08/24/1992 (blank)	Youth & Family Development	Lead Teacher Center Supervisor	1	46,380.19
41203	12/08/1958 F	08/27/1992 (blank)	Finance & Admin	Deputy City Court Clerk	1	47,660.00
41213	01/14/1964 M	05/21/1990 (blank)	Youth & Family Development	Crew Worker 1	1	31,211.12
41219	04/10/1969 M	05/21/1990 (blank)	Public Works	General Supervisor	1	43,822.00
41236	04/02/1947 M	06/01/1990 (blank)	Public Works	Municipal Forester	1	77,113.67

41277	01/22/1970 M	07/02/1990 (blank)	Public Works	Crew Worker 2	1	1	36,259.38
41309	01/21/1966 M	08/07/1990 3/30/1991	Police	Police Captain	1	0	82,166.34
41314	11/01/1965 M	08/10/1990 (blank)	Public Works	Waste Resources Maintenance Manager	1	1	71,608.32
41318	01/12/1972 M	08/17/1990 (blank)	Police	Master Police Officer	1	0	55,951.28
41353	05/04/1964 M	08/24/1990 (blank)	Police	Master Police Officer	1	0	55,951.28
41354	05/19/1967 M	08/24/1990 (blank)	Police	Police Captain	1	0	82,166.34
41421	12/07/1958 F	09/07/1990 7/1/1988	General Gov't & Agencies	Director Design Center	1	1	99,163.86
41484	08/08/1963 M	10/09/1990 (blank)	Public Works	Administrative Support Asst 1	1	1	35,712.76
41519	05/18/1954 F	10/15/1990 (blank)	General Gov't & Agencies	Librarian Head	1	1	75,844.72
41557	05/05/1965 F	09/29/2003 (blank)	Youth & Family Development	Teacher	1	1	29,537.55
41568	08/21/1962 F	11/12/1990 (blank)	General Gov't & Agencies	Library Community Rel Coord	1	1	54,471.58
41575	10/05/1967 M	11/13/1990 (blank)	General Gov't & Agencies	IT Specialist	1	1	52,206.79
41606	10/09/1963 M	11/28/1990 (blank)	Public Works	Crew Supervisor 3 CDL	1	1	47,121.54
41609	12/29/1957 M	12/05/1990 (blank)	Public Works	Crew Supervisor 2	1	1	43,643.19
41677	01/21/1964 M	01/10/1991 6/20/1991	Public Works	Crew Supervisor 3 CDL	1	1	44,380.58
41682	07/30/1958 F	04/17/2006 (blank)	Youth & Family Development	Clerk III	1	1	33,672.48
41721	08/28/1962 M	01/25/1991 (blank)	Police	Master Police Officer	1	1	55,951.28
41759	11/22/1970 M	02/04/1991 8/25/1995	Police	Master Police Officer	1	0	55,951.28
41762	03/04/1966 F	02/21/1992 (blank)	Youth & Family Development	Recreation Program Coordinator	1	1	49,491.97
41780	11/03/1964 M	02/08/1991 (blank)	Police	Pawn Technician	1	1	39,979.93
41781	01/10/1968 F	02/08/1991 (blank)	Police	Police Information Center Tech 1	1	1	36,425.08
41790	03/18/1962 M	02/08/1991 (blank)	Police	Master Police Officer	1	0	55,951.28
41811	06/22/1963 M	03/01/1991 (blank)	Fire	Firefighter Senior	1	0	51,474.16
41826	08/04/1966 M	03/08/1991 (blank)	Police	Police Sergeant	1	0	62,973.66
41838	08/01/1965 M	03/11/1991 (blank)	Public Works	Equipment Operator 5	1	1	41,863.23
41865	01/13/1957 F	03/20/1991 (blank)	Transportation	Executive Assistant	1	1	43,598.87
41867	10/14/1970 M	02/19/1992 (blank)	Public Works	Equipment Operator 4	1	1	36,577.66
41871	08/11/1965 M	04/03/1991 (blank)	Public Works	Equipment Operator 5	1	1	46,547.50
41947	02/23/1972 M	05/29/1991 (blank)	Public Works	Engineering Coordinator	1	1	56,625.23
41960	03/01/1964 M	08/20/1991 (blank)	Public Works	Manager Golf Courses	1	1	68,647.01
42000	02/10/1958 M	07/09/1991 (blank)	Youth & Family Development	Crew Worker 1	1	1	33,242.42
42041	12/26/1965 M	08/20/1991 (blank)	Public Works	Golf Course Superintendent	1	1	54,723.76
42090	06/14/1957 F	02/21/1992 (blank)	Youth & Family Development	Recreation Facility Manager 1	1	1	49,420.08
42119	04/26/1960 F	02/27/1998 (blank)	General Gov't & Agencies	Director Scenic Cities	1	1	37,472.90
42223	09/16/1962 M	10/04/1991 (blank)	Police	Master Police Officer	1	0	55,951.28
42228	08/18/1962 M	06/12/1992 (blank)	Public Works	Sewer Project Coordinator	1	1	60,878.01
42239	09/17/1968 M	10/04/1991 (blank)	Police	Master Police Officer	1	0	55,951.28
42242	08/27/1964 M	10/04/1991 (blank)	Police	Police Officer	1	0	46,858.32
42304	07/22/1956 F	10/21/1991 (blank)	Economic & Community Deve	Manager Community Development	1	1	84,374.71
42372	11/15/1971 F	10/28/1996 (blank)	Transportation	Administrative Support Spec	1	1	34,252.60
42414	03/31/1962 F	12/09/1991 (blank)	General Gov't & Agencies	Deputy Director Purchasing	1	1	56,547.76
42420	01/05/1964 M	02/07/1992 (blank)	Youth & Family Development	Recreation Facility Manager 1	1	1	45,555.54
42425	09/26/1971 M	12/16/1991 (blank)	Public Works	Equipment Operator 4	1	1	36,418.52
42445	08/21/1970 F	01/10/1992 (blank)	Police	Police Information Center Tech 2	1	1	37,976.57
42470	03/10/1969 M	12/03/1999 (blank)	Economic & Community Deve	Community Develop Specialist	1	1	47,343.29
42477	07/03/1966 M	02/21/2001 (blank)	Public Works	Crew Worker 1	1	1	27,099.98
42488	02/01/1966 M	01/24/1992 (blank)	Police	Police Sergeant	1	0	62,973.66
42489	06/10/1968 M	01/24/1992 12/29/1992	General Gov't & Agencies	Master Police Officer	1	0	55,951.28

42491	02/10/1965	M	04/07/2000	(blank)	Police	Master Police Officer	1	0	54,321.63
42495	11/21/1968	M	01/24/1992	(blank)	Police	Police Officer	1	0	46,858.32
42497	10/05/1970	M	01/24/1992	(blank)	Police	Police Sergeant	1	0	62,973.66
42508	04/14/1966	M	10/01/1993	(blank)	Fire	Fire Captain	1	0	63,306.74
42525	09/13/1971	M	02/10/1992	(blank)	Transportation	Assistant Transportation Engineer	1	1	64,626.01
42544	05/21/1961	M	08/02/1996	8/2/1996	Youth & Family Development	Recreation Specialist	1	1	38,344.39
42545	03/13/1961	M	08/06/1993	(blank)	Youth & Family Development	Recreation Facility Manager 1	1	1	43,844.86
42554	12/20/1966	M	02/19/1992	(blank)	Public Works	Crew Worker 1	1	1	33,235.80
42603	11/20/1962	M	04/12/1996	(blank)	Public Works	Crew Supervisor 3	1	1	40,624.85
42619	02/03/1959	M	03/23/1992	(blank)	Public Works	General Supervisor	1	1	54,641.06
42638	05/09/1963	F	04/03/1992	(blank)	Youth & Family Development	Teacher Assistant	1	1	18,636.80
42645	12/27/1969	M	04/07/1992	3/17/1995	Youth & Family Development	Crew Supervisor 2	1	1	37,937.41
42670	03/19/1969	F	05/04/1992	(blank)	General Gov't & Agencies	Senior Auditor	1	1	71,850.22
42693	07/04/1973	M	03/24/1999	(blank)	Public Works	Golf Operations Coordinator	1	1	41,351.44
42714	07/25/1958	M	05/27/1992	(blank)	Public Works	Equipment Operator 5	1	1	46,898.74
42718	01/09/1971	M	09/25/1996	(blank)	Public Works	Crew Supervisor 1	1	1	33,995.08
42722	11/14/1952	F	06/12/1992	(blank)	Finance & Admin	Administrator City Finance Officer	1	1	144,761.46
42729	04/05/1968	M	10/14/1994	(blank)	Police	Master Police Officer	1	0	55,951.28
42744	11/12/1968	M	06/17/1992	(blank)	Public Works	Equipment Operator 5	1	1	42,038.28
42746	10/24/1957	M	06/12/1992	(blank)	Public Works	Plant Manager	1	1	76,875.00
42748	01/17/1970	F	06/29/1992	(blank)	General Gov't & Agencies	Library Assistant 3	1	1	48,229.50
42762	07/27/1965	M	06/26/1992	(blank)	Police	Assistant Police Chief	1	0	93,384.06
42887	02/08/1965	F	08/24/1992	(blank)	Youth & Family Development	Family Services Coordinator	1	1	53,055.54
42919	02/27/1957	M	03/22/1993	(blank)	Public Works	Equipment Operator 3	1	1	32,964.79
43045	11/09/1965	F	10/28/1996	10/28/1996	Youth & Family Development	Education Coordinator	1	1	51,952.78
43082	12/24/1960	F	11/09/1992	(blank)	General Gov't & Agencies	Librarian 2	1	1	52,694.38
43098	10/07/1943	F	11/20/1992	(blank)	General Gov't & Agencies	Administrative Support Spec	1	1	45,159.08
43105	09/30/1957	M	01/28/2014	(blank)	Public Works	Crew Worker 3	1	1	27,670.59
43106	09/25/1955	M	11/18/1992	(blank)	Public Works	Crew Supervisor 3	1	1	47,484.83
43136	03/20/1967	M	11/30/1992	(blank)	Public Works	Director Waste Resources	1	1	98,961.47
43210	08/22/1953	F	02/05/1993	(blank)	Finance & Admin	Accounts Payable Supervisor	1	1	46,272.84
43253	09/17/1956	F	03/05/1993	(blank)	Finance & Admin	Deputy Administrator Finance	1	1	100,793.32
43277	09/24/1969	F	03/19/1993	(blank)	Finance & Admin	Management Budget Analyst 3	1	1	79,077.47
43283	09/19/1951	M	03/15/1993	(blank)	Public Works	Equipment Operator 4	1	1	39,979.93
43296	11/08/1951	M	03/24/1993	(blank)	Public Works	Crew Supervisor 1	1	1	38,551.15
43314	03/07/1968	M	04/01/1993	(blank)	Police	Police Sergeant	1	0	62,973.66
43316	08/27/1967	M	04/01/1993	8/14/1995	Police	Master Police Officer	1	0	55,951.28
43320	11/10/1964	M	04/01/1993	(blank)	Police	Police Lieutenant	1	0	73,003.73
43323	06/03/1970	M	11/13/1992	(blank)	Police	Police Sergeant	1	0	62,973.66
43324	11/07/1965	M	04/01/1993	(blank)	Police	Police Sergeant	1	0	62,973.66
43325	11/11/1964	M	04/01/1993	(blank)	Police	Master Police Officer	1	0	55,951.28
43326	12/17/1968	M	04/01/1993	(blank)	Police	Police Sergeant	1	0	62,973.66
43330	07/07/1969	M	01/22/1993	(blank)	Police	Police Captain	1	0	79,773.15
43380	10/23/1973	M	05/11/1993	(blank)	Police	Master Police Officer	1	0	55,951.28
43403	07/24/1961	F	09/30/1994	(blank)	Finance & Admin	Court Operations Technician 1	1	1	39,979.93
43422	10/25/1964	M	06/01/1993	(blank)	Public Works	Fleet Maintenance Shop Supv	1	1	52,959.60
43423	09/07/1947	F	06/11/1993	(blank)	Finance & Admin	Administrative Support Asst 2	1	1	35,260.81
43435	09/14/1963	M	06/15/1993	(blank)	Public Works	Equipment Mechanic 3	1	1	49,192.53

43436	05/07/1955	M	06/15/1993	(blank)	Public Works	Equipment Mechanic 2	1	1	46,874.20
43455	07/23/1962	F	06/21/1994	(blank)	Human Resources	Benefits Technician	1	1	45,342.06
43464	08/06/1975	F	07/21/1998	(blank)	General Gov't & Agencies	Library Assistant 2	1	1	38,568.46
43482	05/10/1971	F	03/22/1996	(blank)	Police	Police Sergeant	1	0	59,358.71
43509	05/17/1973	F	02/23/1996	(blank)	Fire	Fire Captain	1	0	59,672.67
43512	06/17/1958	M	08/02/1993	(blank)	Youth & Family Development	Recreation Division Manager	1	1	65,689.10
43661	08/17/1960	F	08/24/1993	(blank)	Youth & Family Development	Lead Teacher Center Supervisor	1	1	53,340.33
43741	08/18/1965	M	10/01/1993	(blank)	Fire	Fire Captain	1	0	63,306.74
43742	03/26/1967	M	10/01/1993	(blank)	Fire	Fire Lieutenant	1	0	57,934.63
43743	12/02/1965	M	10/01/1993	(blank)	Fire	Fire Lieutenant	1	0	57,934.63
43744	12/28/1960	M	10/01/1993	(blank)	Fire	Fire Battalion Chief	1	0	73,389.86
43765	01/18/1970	M	05/28/1997	(blank)	Transportation	Crew Worker 1	1	1	31,086.75
43782	08/18/1953	M	10/15/1993	(blank)	Police	Police Officer	1	0	46,858.32
43785	08/21/1969	M	10/15/1993	(blank)	Police	Police Lieutenant	1	0	73,003.73
43787	09/27/1962	M	10/15/1993	(blank)	Police	Police Officer	1	0	46,858.32
43788	10/26/1971	M	10/15/1993	(blank)	Police	Police Lieutenant	1	0	73,003.73
43792	01/19/1962	M	10/15/1993	(blank)	Police	Police Sergeant	1	0	62,973.66
43793	04/27/1960	M	10/15/1993	(blank)	Police	Master Police Officer	1	0	55,951.28
43794	05/20/1969	M	10/15/1993	6/23/1994	Police	Master Police Officer	1	0	55,951.28
43795	01/15/1971	M	10/15/1993	(blank)	Police	Police Officer	1	0	46,858.32
43817	09/08/1970	M	10/15/1993	(blank)	Fire	Fire Captain	1	0	59,672.67
43835	12/22/1967	F	11/03/1993	(blank)	Public Works	Public Information Specialist	1	1	43,936.54
43917	02/15/1968	M	12/10/1993	(blank)	Police	Photographic Lab Technician	1	1	41,490.43
43927	07/30/1969	M	01/03/1994	(blank)	Public Works	Civil Engineer	1	1	50,708.30
43980	12/08/1972	M	02/11/1994	(blank)	Police	Police Lieutenant	1	0	66,808.75
43987	08/20/1965	M	02/11/1994	(blank)	General Gov't & Agencies	Network Analyst	1	1	68,847.87
44023	07/10/1954	F	02/11/1994	(blank)	Police	Administrative Support Asst 2	1	1	39,634.86
44027	05/26/1968	M	02/18/1994	(blank)	General Gov't & Agencies	Systems & Database Spec 2	1	1	71,921.30
44061	07/07/1954	M	03/09/1994	(blank)	Public Works	Crew Worker 1	1	1	33,242.65
44107	09/27/1966	F	04/19/1994	(blank)	General Gov't & Agencies	Librarian 2	1	1	50,952.25
44126	07/18/1965	M	05/03/1994	(blank)	Public Works	Crew Worker 2	1	1	29,217.45
44157	08/11/1960	F	06/01/1994	(blank)	General Gov't & Agencies	Librarian 2	1	1	49,016.53
44170	02/29/1964	M	02/12/1999	7/10/1997	Youth & Family Development	Recreation Specialist	1	1	38,344.39
44171	10/10/1975	M	08/11/2003	(blank)	Public Works	Building Maintenance Mechanic 1	1	1	33,168.04
44253	08/01/1964	M	08/10/1994	(blank)	Public Works	Equipment Operator 3	1	1	37,360.47
44388	12/11/1971	F	08/23/1994	(blank)	Youth & Family Development	Teacher	1	1	25,573.60
44431	03/17/1963	M	09/06/1994	(blank)	Public Works	General Supervisor	1	1	51,600.02
44463	08/08/1960	F	08/30/1996	(blank)	General Gov't & Agencies	Principal Planner	1	1	57,502.50
44527	09/22/1964	M	09/26/1994	(blank)	Fire	Fire Lieutenant	1	0	53,018.40
44553	07/12/1963	M	10/14/1994	(blank)	Police	Police Sergeant	1	0	61,139.49
44555	06/21/1971	M	10/14/1994	(blank)	Police	Assistant Police Chief	1	0	93,384.06
44556	06/22/1969	M	10/14/1994	(blank)	Police	Police Sergeant	1	0	61,139.49
44558	01/02/1973	M	10/14/1994	(blank)	Police	Police Lieutenant	1	0	70,877.41
44559	02/04/1968	M	10/14/1994	(blank)	Police	Police Sergeant	1	0	61,139.49
44563	11/24/1971	M	10/14/1994	(blank)	Police	Police Sergeant	1	1	61,139.49
44564	10/27/1971	F	10/14/1994	(blank)	Police	Master Police Officer	1	1	55,951.28
44565	04/04/1966	F	10/14/1994	(blank)	Police	Assistant Police Chief	1	0	93,384.06
44644	10/20/1967	M	11/11/1994	(blank)	Transportation	Senior Engineer	1	1	74,799.01

44710	01/13/1964 M	12/22/1994 (blank)	Public Works	Crew Worker 1	1	1	32,235.52
44722	06/04/1971 F	01/03/1995 (blank)	Youth & Family Development	Teacher Assistant	1	1	21,793.00
44748	12/08/1964 M	05/24/1996 (blank)	Fire	Fire Equipment Specialist	1	1	40,293.26
44811	05/18/1967 F	03/06/1995 (blank)	Economic & Community Deve	Executive Assistant	1	1	42,067.95
44812	09/17/1966 M	03/15/1995 (blank)	Economic & Community Deve	Code Enforcement Inspector 1	1	1	35,893.84
44815	01/25/1976 F	02/14/1996 (blank)	Public Works	Crew Scheduler	1	1	38,309.35
44833	09/09/1957 M	03/20/1995 (blank)	Public Works	Crew Supervisor 3	1	1	49,406.86
44847	01/27/1966 F	05/12/1995 (blank)	Finance & Admin	Court Operations Assistant	1	1	33,935.36
44848	05/20/1958 F	01/04/2008 (blank)	Youth & Family Development	Teacher	1	1	36,422.25
44874	03/30/1953 F	09/27/1996 (blank)	Youth & Family Development	Administrative Support Asst 1	1	1	31,225.11
44883	01/19/1973 M	03/31/1995 (blank)	Police	Police Captain	1	0	77,449.66
44884	08/14/1969 M	03/31/1995 (blank)	Police	Police Officer	1	0	46,858.32
44885	08/06/1972 M	03/31/1995 (blank)	Police	Master Police Officer	1	0	55,951.28
44890	07/10/1969 M	03/31/1995 (blank)	Police	Master Police Officer	1	0	55,951.28
44892	02/02/1973 M	03/31/1995 (blank)	Police	Master Police Officer	1	0	55,951.28
44895	03/29/1971 M	03/31/1995 (blank)	Police	Police Chief	1	0	140,937.50
44896	03/06/1967 M	03/31/1995 (blank)	Police	Master Police Officer	1	0	55,951.28
44897	01/14/1975 M	05/21/1999 (blank)	Police	Police Lieutenant	1	0	68,813.02
44902	12/13/1961 F	04/14/1995 (blank)	Economic & Community Deve	Administrative Support Asst 2	1	0	36,956.34
44927	07/29/1965 M	04/19/1995 (blank)	Public Works	Fleet Maintenance Shift Supv	1	1	50,189.49
45005	05/20/1977 M	11/23/2005 (blank)	Youth & Family Development	Recreation Specialist	1	1	32,289.29
45273	02/08/1952 F	07/10/1997 2/12/1999	Youth & Family Development	Recreation Specialist	1	1	38,344.39
55000	04/22/1961 M	09/06/1995 (blank)	Public Works	Crew Worker 2	1	1	33,781.41
55019	06/07/1951 F	08/28/1995 (blank)	General Gov't & Agencies	Engineer 1	1	0	66,071.08
55030	07/08/1967 F	12/19/1997 (blank)	Youth & Family Development	Clerk III	1	1	34,755.70
55058	09/08/1963 M	11/27/1995 (blank)	General Gov't & Agencies	Librarian I	1	1	43,632.62
55085	04/10/1973 F	02/26/1996 12/28/1998	Youth & Family Development	Teacher	1	1	36,341.82
55089	06/02/1959 F	03/11/1996 (blank)	General Gov't & Agencies	Passport Specialist	1	1	42,607.08
55098	07/25/1958 M	04/04/1996 (blank)	General Gov't & Agencies	Personnel Officer	1	1	50,335.01
55111	07/18/1959 M	09/04/2007 (blank)	Public Works	Crew Supervisor 2	1	1	34,486.32
55112	02/07/1967 F	11/05/1996 (blank)	Youth & Family Development	Crew Worker 1	1	1	31,211.12
55176	02/18/1956 M	03/31/1997 (blank)	Public Works	Equipment Mechanic 2	1	1	40,528.62
55178	04/14/1963 F	07/29/1996 (blank)	General Gov't & Agencies	Librarian Head	1	1	55,274.60
55218	04/01/1966 F	01/08/2001 (blank)	Youth & Family Development	Teacher Assistant	1	1	18,324.03
55285	10/10/1960 F	09/24/1997 (blank)	Youth & Family Development	Crew Worker 1	1	1	31,211.12
55306	05/26/1957 M	07/14/1997 (blank)	General Gov't & Agencies	Air Pollution Investigator	1	0	45,012.20
55322	07/11/1968 F	03/14/2014 7/11/2014	General Gov't & Agencies	Library Assistant 2	1	1	32,798.00
55346	02/08/1977 M	12/30/1998 (blank)	Fire	Fire Captain	1	0	57,934.63
55351	05/18/1972 M	02/04/2000 (blank)	Youth & Family Development	Recreation Facility Manager 1	1	1	41,253.80
55402	04/29/1978 F	11/30/2001 (blank)	Fire	Firefighter Senior	1	0	47,106.15
55427	08/27/1980 M	05/03/2002 (blank)	Fire	Fire Battalion Chief	1	0	63,306.74
55459	05/02/1958 F	09/22/1998 (blank)	General Gov't & Agencies	Library Assistant 2	1	1	38,568.46
55462	06/01/1952 F	09/21/1998 (blank)	General Gov't & Agencies	Library Assistant 2	1	1	38,568.46
55478	05/01/1968 F	11/09/1998 (blank)	General Gov't & Agencies	Library Assistant 2	1	1	38,568.46
55480	08/26/1972 F	01/15/1999 (blank)	Police	Training Specialist	1	1	46,472.66
55497	02/16/1968 M	02/02/1999 (blank)	General Gov't & Agencies	Air Pollution Instrument Technician	1	0	43,643.16
55503	06/30/1979 M	03/14/2008 6/20/2008	Public Works	Golf Operations Assistant	1	1	26,500.00
55537	10/26/1980 M	04/25/2008 (blank)	Fire	Fire Lieutenant	1	0	45,734.13

55542	07/09/1974 F	06/30/2000 (blank)	General Gov't & Agencies	Deputy Director Planning	1	1	90,467.21
55601	05/05/1982 M	12/12/2003 (blank)	Police	Police Sergeant	1	0	54,321.63
55622	08/24/1975 F	10/20/1999	General Gov't & Agencies	Planning Analyst 1	1	1	50,146.00
55637	01/11/1962 F	10/08/1999 (blank)	Economic & Community Deve	Plans Review Specialist 1	1	1	44,899.51
55639	08/03/1970 M	10/20/1999 (blank)	Youth & Family Development	Crew Worker 1	1	1	27,099.98
55643	07/09/1962 F	06/30/2000 (blank)	Economic & Community Deve	Administrative Support Spec	1	1	30,387.00
55647	09/30/1955 F	09/20/1999 (blank)	General Gov't & Agencies	Library Assistant 2	1	1	37,215.08
55656	12/07/1952 F	10/22/2001 (blank)	General Gov't & Agencies	Library Assistant 2	1	1	32,798.00
55665	06/10/1973 F	08/25/2000 (blank)	General Gov't & Agencies	Director Strategic & Long Range	1	1	85,595.90
55669	07/10/1968 F	02/25/2000 (blank)	General Gov't & Agencies	Planning Technician 2	1	1	41,744.70
55766	12/21/1940 M	08/11/2000 (blank)	General Gov't & Agencies	City Court Officer	1	1	44,695.41
55800	10/14/1952 M	05/01/2002 (blank)	Youth & Family Development	Crew Worker 1	1	1	27,099.89
55807	09/05/1953 M	10/24/2000 (blank)	General Gov't & Agencies	Library Assistant 2	1	1	36,576.22
55823	01/30/1958 M	01/26/2001 (blank)	General Gov't & Agencies	Air Pollution Instrument Technician	1	0	40,441.32
55840	10/09/1977 F	09/15/2006 (blank)	Youth & Family Development	Recreation Specialist	1	1	32,289.29
55931	10/14/1986 F	10/22/2010 (blank)	Youth & Family Development	Recreation Specialist	1	1	32,004.93
55932	05/07/1984 F	02/11/2011 (blank)	Youth & Family Development	Recreation Specialist	1	1	32,004.93
55948	11/13/1961 F	10/08/2001 (blank)	General Gov't & Agencies	Library Assistant 3	1	1	45,852.58
56020	08/11/1965 M	08/21/2002 (blank)	Public Works	Crew Worker 2	1	1	27,099.89
56035	08/31/1960 M	07/09/2004 (blank)	General Gov't & Agencies	Planner 1	1	1	57,400.31
56057	05/06/1977 M	12/01/2003 (blank)	Public Works	Equipment Operator 5	1	1	34,021.00
56079	04/27/1958 M	10/09/2002 (blank)	Public Works	Crew Worker 2	1	1	28,084.40
56090	03/07/1959 F	10/28/2002 (blank)	General Gov't & Agencies	Library Assistant 2	1	1	36,576.22
56106	09/17/1969 F	06/18/2012	General Gov't & Agencies	Library Assistant 2	1	1	34,675.00
56117	06/07/1947 M	04/03/2006 (blank)	General Gov't & Agencies	City Court Officer	1	1	44,000.00
56156	10/06/1956 F	09/26/2003 (blank)	Police	Personnel Assistant	1	1	34,229.15
56161	12/09/1955 M	07/22/2003 (blank)	General Gov't & Agencies	Library Assistant 1	1	1	28,728.76
56180	03/11/1985 M	11/19/2003 (blank)	Public Works	Crew Worker 2	1	1	28,590.88
56184	09/04/1955 M	11/29/2004 (blank)	Public Works	Crew Worker 1	1	1	27,099.89
56197	08/03/1979 F	07/01/2005 (blank)	General Gov't & Agencies	Graphic and Tech Specialist	1	1	42,249.74
56205	05/05/1959 F	05/14/2004 (blank)	General Gov't & Agencies	Library Assistant 2	1	1	36,576.22
56304	07/30/1966 M	11/29/2004 (blank)	Public Works	Crew Worker 1	1	1	27,099.89
56306	11/28/1985 M	06/10/2016 (blank)	Public Works	Plant Operator 1	1	1	28,504.00
56319	02/01/1964 F	02/10/2005	Economic & Community Deve	Permit Clerk	1	1	32,522.84
56329	08/03/1964 M	05/23/2008	Public Works	Crew Worker 2	1	1	26,500.00
56341	01/29/1946 M	10/28/2005 (blank)	Youth & Family Development	Crew Worker 1	1	1	27,099.89
56373	01/14/1970 F	01/27/2006 (blank)	General Gov't & Agencies	Clerk to Council	1	1	55,712.08
56376	05/06/1972 M	05/07/2010	Public Works	Crew Worker 1	1	1	27,099.89
56388	08/29/1967 M	09/08/2005 (blank)	Public Works	Crew Worker 2	1	1	28,563.42
56389	01/26/1969 M	09/03/2010	Public Works	Equipment Operator 5	1	1	34,648.48
56441	04/07/1973 M	10/13/2006 (blank)	Fire	Fire Captain	1	0	51,474.17
56450	08/05/1957 F	06/14/2005 (blank)	General Gov't & Agencies	Library Assistant 2	1	1	36,576.22
56455	11/22/1964 M	05/26/2006 (blank)	Youth & Family Development	Crew Worker 2	1	1	27,099.89
56475	11/29/1964 M	10/27/2006 (blank)	Public Works	Engineering Coordinator	1	1	53,749.16
56489	05/24/1969 M	10/02/2006 (blank)	Public Works	Crew Worker 1	1	1	27,099.98
56494	11/02/1971 M	12/19/2005 (blank)	Youth & Family Development	Recreation Facility Manager 1	1	1	37,714.02
56512	09/06/1970 F	03/14/2008	Finance & Admin	Administrative Support Asst 2	1	1	27,670.59
56537	10/01/1986 M	07/20/2007 (blank)	Police	Police Officer	1	0	45,493.51

56545	04/14/1986 M	03/23/2012 (blank)	Youth & Family Development	Recreation Facility Manager 1	1	1	34,782.00
56555	10/22/1960 F	11/24/2006 (blank)	Youth & Family Development	Recreation Specialist	1	1	32,935.18
56613	10/03/1980 F	08/07/2006 (blank)	General Gov't & Agencies	Public Relations Coordinator 1	1	0	42,249.74
56614	11/23/1953 F	01/19/2007 (blank)	Public Works	GIS Technician	1	1	38,601.17
56615	02/15/1980 M	08/24/2006 (blank)	General Gov't & Agencies	Engineer 1	1	0	50,708.30
56651	12/01/1959 F	05/09/2008 9/11/2009	Youth & Family Development	Community Facilities Supv	1	1	38,255.53
56666	10/07/1967 M	04/25/2008 12/5/2008	Public Works	Crew Worker 1	1	1	26,903.25
56668	08/10/1958 F	08/17/2007 (blank)	Public Works	Crew Worker 2	1	1	28,650.88
56701	08/19/1978 F	06/18/2007 (blank)	General Gov't & Agencies	Librarian I	1	1	40,017.79
56724	08/16/1966 M	02/29/2008 6/20/2008	Public Works	Crew Worker 1	1	1	26,903.25
56728	04/19/1975 M	11/26/2007 (blank)	Public Works	Crew Worker 1	1	1	26,903.25
56735	02/06/1987 M	02/29/2008 (blank)	Public Works	Survey Party Chief	1	1	38,234.73
56738	04/08/1963 F	03/28/2008 10/27/2010	Youth & Family Development	Crew Worker 1	1	1	26,903.25
56745	12/28/1977 F	11/29/2007 (blank)	General Gov't & Agencies	Library Assistant 2	1	1	26,903.25
56765	01/14/1972 F	01/25/2008 9/26/2008	Economic & Community Deve	Permit Clerk	1	1	36,576.30
56782	10/24/1955 F	03/24/2008 8/15/2008	Public Works	Crew Worker 1	1	1	28,343.60
56841	11/21/1992 M	05/23/2008 10/17/2014	Finance & Admin	Management Budget Analyst 1	1	1	26,903.25
56883	04/07/1991 F	06/26/2015 1/22/2016	Finance & Admin	Court Operations Assistant	1	1	45,935.49
5787	05/16/1945 M	05/01/1970 (blank)	General Gov't & Agencies	Manager APC Operations	1	1	26,850.00
60008	01/27/1964 F	07/21/1995 (blank)	Police	Inventory Clerk	1	0	66,935.21
60015	03/29/1959 F	08/21/1995 (blank)	Youth & Family Development	Teacher	1	1	33,935.36
60030	11/20/1970 M	08/24/1995 (blank)	Public Works	Equipment Operator 4	1	1	34,460.48
60044	02/28/1962 M	03/05/2003 (blank)	Public Works	Equipment Operator 5	1	1	38,350.88
60050	05/29/1974 M	03/22/1996 (blank)	Police	Police Sergeant	1	1	34,621.39
60051	02/08/1965 M	01/31/1997 (blank)	Police	Police Captain	1	0	59,358.71
60053	05/11/1967 M	03/22/1996 (blank)	Fire	Fire Lieutenant	1	0	75,193.84
60055	12/25/1971 M	03/22/1996 (blank)	Police	Police Sergeant	1	0	47,106.15
60058	07/02/1972 M	03/22/1996 (blank)	Police	Master Police Officer	1	0	59,358.71
60062	02/07/1972 M	03/22/1996 (blank)	Police	Police Sergeant	1	0	54,321.63
60069	09/04/1973 M	03/22/1996 (blank)	Police	Police Sergeant	1	0	59,358.71
60070	07/30/1972 M	03/22/1996 (blank)	Police	Police Sergeant	1	0	59,358.71
60073	06/06/1964 M	03/22/1996 (blank)	Police	Police Sergeant	1	0	59,358.71
60076	02/19/1966 M	11/06/1998 (blank)	Police	Police Sergeant	1	0	59,358.71
60077	05/29/1967 M	03/22/1996 (blank)	Police	Master Police Officer	1	0	52,739.45
60082	12/28/1968 F	10/04/1995 (blank)	Youth & Family Development	Master Police Officer	1	0	54,321.63
60097	12/09/1957 M	11/09/1995 (blank)	Public Works	Disabilities & Mental Health Coord	1	1	44,568.72
60107	04/27/1971 M	12/26/1995 (blank)	Public Works	Equipment Operator 4	1	1	38,571.06
60118	09/03/1970 M	02/23/1996 (blank)	Fire	City Engineer	1	1	105,697.30
60120	06/20/1960 M	02/23/1996 (blank)	Fire	Firefighter Senior	1	0	49,974.92
60121	07/16/1971 M	02/23/1996 (blank)	Fire	Fire Captain	1	0	59,672.67
60122	10/01/1973 M	02/23/1996 (blank)	Fire	Fire Captain	1	0	59,672.67
60123	09/07/1963 M	02/23/1996 (blank)	Fire	Firefighter Senior	1	0	49,974.92
60124	04/18/1967 F	02/23/1996 (blank)	Fire	Fire Lieutenant	1	0	54,608.94
60125	09/11/1971 M	02/23/1996 (blank)	Fire	Staff Firefighter Senior	1	0	52,974.92
60126	11/24/1969 M	02/23/1996 (blank)	Fire	Fire Chief	1	0	118,770.50
60127	05/15/1974 M	02/23/1996 (blank)	Fire	Firefighter Senior	1	0	49,974.92
60128	05/21/1962 M	02/23/1996 (blank)	Fire	Fire Battalion Chief	1	0	69,176.97
60130	09/02/1963 M	02/23/1996 (blank)	Fire	Fire Captain	1	0	59,672.67
				Fire Lieutenant	1	0	54,608.94

60131	03/16/1965 M	02/23/1996 (blank)	Fire	Fire Captain	1	0	59,672.67
60133	02/28/1966 M	02/23/1996 (blank)	Fire	Fire Battalion Chief	1	0	69,176.97
60134	02/06/1969 M	02/23/1996 (blank)	Fire	Fire Battalion Chief	1	0	69,176.97
60135	01/17/1969 M	02/23/1996 (blank)	Fire	Fire Lieutenant	1	0	54,608.94
60136	11/07/1968 M	02/23/1996 (blank)	Fire	Firefighter Senior	1	0	49,974.92
60144	06/29/1956 M	03/05/1996 (blank)	Public Works	Equipment Mechanic 1	1	1	38,517.65
60155	09/15/1971 M	03/22/1996 (blank)	Police	Police Sergeant	1	0	59,358.71
60157	01/07/1974 M	01/11/2013 1/11/1997	Police	Police Officer	1	0	46,858.32
60158	04/02/1973 M	03/22/1996 (blank)	Police	Master Police Officer	1	0	54,321.63
60159	03/19/1971 M	03/22/1996 (blank)	Police	Police Lieutenant	1	0	68,813.02
60164	10/15/1974 M	03/22/1996 (blank)	Police	Police Sergeant	1	0	59,351.71
60166	02/08/1971 M	03/22/1996 (blank)	Police	Police Lieutenant	1	0	68,813.02
60167	11/30/1964 M	03/22/1996 (blank)	Police	Police Officer	1	0	46,858.32
60168	06/30/1966 M	03/22/1996 (blank)	Police	Master Police Officer	1	0	54,321.63
60169	07/16/1965 M	03/22/1996 (blank)	Police	Police Officer	1	0	46,858.32
60170	11/24/1965 M	03/22/1996 6/13/1997	Police	Master Police Officer	1	0	54,321.63
60171	07/20/1966 M	03/22/1996 (blank)	Police	Police Officer	1	0	46,858.32
60172	02/15/1969 M	03/22/1996 (blank)	Police	Master Police Officer	1	0	54,321.63
60176	06/20/1969 M	03/22/1996 (blank)	Police	Police Lieutenant	1	0	68,813.02
60178	07/14/1977 M	04/10/1996 (blank)	Fire	Fire Lieutenant	1	0	53,018.40
60184	10/09/1969 M	04/17/1996 (blank)	Public Works	Equipment Mechanic 1	1	1	37,122.79
60189	12/19/1950 F	07/18/1997 (blank)	Fire	Administrative Support Asst 2	1	1	34,812.57
60190	07/04/1958 M	05/24/1996 (blank)	Police	Administrative Support Asst 1	1	1	32,608.52
60192	02/21/1972 F	06/03/1996 (blank)	Public Works	Administrative Support Spec	1	1	37,846.34
60194	09/20/1965 F	06/07/1996 (blank)	Police	Floor Supervisor	1	1	46,472.66
60199	09/22/1974 M	06/26/1996 (blank)	Public Works	Equipment Mechanic 3	1	1	45,000.00
60202	07/01/1975 M	07/17/1996 (blank)	Public Works	Crew Supervisor 2	1	1	36,904.89
60204	12/03/1951 M	07/19/1996 (blank)	Public Works	Equipment Mechanic 2	1	1	36,266.95
60215	01/14/1977 F	01/15/1999 (blank)	Public Works	Administrative Support Spec	1	1	35,250.00
60230	07/27/1962 F	10/18/1996 (blank)	General Gov't & Agencies	Fiscal Analyst	1	1	47,145.60
60233	05/19/1966 M	11/14/1996 (blank)	Public Works	Golf Course Superintendent	1	1	54,723.76
60250	07/29/1976 M	01/17/1997 (blank)	Police	Police Officer	1	0	46,858.32
60251	09/23/1961 M	01/08/1997 (blank)	Public Works	Crew Worker 2	1	1	33,348.79
60265	12/21/1972 M	01/31/1997 (blank)	Police	Master Police Officer	1	0	54,321.63
60266	11/09/1967 M	01/31/1997 (blank)	Police	Police Lieutenant	1	0	68,813.02
60268	08/25/1971 M	01/31/1997 (blank)	Police	Master Police Officer	1	0	54,321.63
60269	11/09/1971 M	01/31/1997 (blank)	Police	Police Sergeant	1	0	59,358.71
60271	04/12/1973 M	12/03/2010 7/22/1997	Police	Assistant Police Chief	1	0	93,384.06
60274	08/31/1971 M	01/13/2012 12/18/1999	Police	Police Sergeant	1	0	57,629.82
60275	06/14/1972 M	01/31/1997 (blank)	Police	Master Police Officer	1	0	54,321.63
60302	01/09/1956 M	04/09/1997 (blank)	Public Works	Equipment Operator 5	1	1	40,101.38
60307	05/19/1963 M	04/18/1997 (blank)	Economic & Community Deve	Director Land Development	1	1	86,196.35
60317	08/11/1965 F	06/20/1997 (blank)	Police	Terminal Agency Coord 911	1	1	42,909.77
60327	10/24/1947 M	07/09/1997 (blank)	Youth & Family Development	Fitness Trainer PT	1	1	20,336.64
60330	03/18/1970 M	07/07/1997 (blank)	Public Works	Chief Plant Operator	1	1	50,079.39
60331	08/13/1942 M	07/07/1997 (blank)	Economic & Community Deve	Plumbing Inspector 1	1	1	45,615.91
60335	11/25/1967 F	07/01/1998 (blank)	Youth & Family Development	Recreation Specialist	1	1	38,344.39
60343	01/31/1971 M	07/23/1997 (blank)	Public Works	General Supervisor	1	1	43,822.00

60352	06/01/1969 F	08/15/1997 (blank)	Youth & Family Development	Teacher	1	1	26,914.08
60355	09/06/1967 F	07/05/1999 (blank)	General Gov't & Agencies	Communication Design Supervisor	1	1	45,521.78
60357	02/06/1972 F	10/02/2015 (blank)	Youth & Family Development	Teacher	1	1	36,903.44
60364	08/20/1955 F	09/08/1997 (blank)	Youth & Family Development	Dietary Assistant	1	1	12,257.64
60368	08/29/1971 F	09/12/1997 (blank)	Finance & Admin	Executive Assistant	1	1	49,420.07
60375	08/10/1972 M	09/24/1997 (blank)	Public Works	Equipment Operator 5	1	1	43,415.10
60379	08/19/1971 M	09/30/1997 (blank)	Fire	Firefighter Senior	1	0	49,974.92
60380	01/01/1979 F	12/09/2016 (blank)	Youth & Family Development	Family Services Assistant	1	1	25,927.10
60386	07/20/1972 M	10/15/1997 (blank)	Fire	Fire Captain	1	0	57,934.63
60387	01/12/1973 F	10/13/1997 (blank)	Youth & Family Development	Dietary Assistant	1	1	17,499.44
60400	11/26/1971 M	11/22/1996 (blank)	Police	Master Police Officer	1	0	54,321.63
60407	07/03/1975 M	12/17/1997 (blank)	Fire	Fire Lieutenant	1	0	47,106.15
60408	08/07/1946 M	01/05/1998 (blank)	Economic & Community Deve	Electrical Inspector 1	1	1	45,615.92
60409	03/09/1978 M	12/17/1997 (blank)	Public Works	Equipment Operator 4	1	1	32,500.04
60419	04/03/1959 F	01/16/1998 (blank)	Youth & Family Development	Teacher	1	1	35,691.99
60422	07/14/1974 M	01/22/1998 (blank)	Public Works	Building Maintenance Mechanic 1	1	1	33,714.87
60425	05/15/1973 M	01/30/1998 (blank)	Police	Police Sergeant	1	0	57,629.82
60427	04/29/1972 M	01/30/1998 (blank)	Police	Master Police Officer	1	0	52,739.45
60430	06/16/1971 M	01/30/1998 (blank)	Police	Master Police Officer	1	0	52,739.45
60431	12/02/1961 M	01/30/1998 (blank)	Police	Police Captain	1	0	77,449.66
60433	07/23/1970 M	01/30/1998 (blank)	Police	Police Sergeant	1	0	57,629.82
60438	09/23/1972 M	01/30/1998 (blank)	Police	Master Police Officer	1	0	52,739.45
60441	05/12/1976 M	01/30/1998 (blank)	Police	Police Sergeant	1	0	57,629.82
60443	01/07/1973 M	01/30/1998 (blank)	Police	Police Sergeant	1	0	57,629.82
60444	10/28/1974 M	01/30/1998 (blank)	Police	Master Police Officer	1	0	52,739.45
60445	03/24/1966 M	01/30/1998 (blank)	Police	Police Sergeant	1	0	57,629.82
60446	05/13/1976 M	01/30/1998 (blank)	Police	Police Sergeant	1	0	57,629.82
60453	06/21/1962 F	02/27/1998 (blank)	Youth & Family Development	Clerk IV	1	1	34,929.00
60457	03/01/1965 M	03/06/1998 (blank)	Fire	Fire Captain	1	0	57,934.63
60458	06/24/1975 F	03/06/1998 (blank)	Fire	Fire Battalion Chief	1	0	67,162.12
60459	09/13/1965 M	03/06/1998 (blank)	Fire	Fire Captain	1	0	57,934.63
60461	05/19/1974 M	03/06/1998 (blank)	Fire	Fire Battalion Chief	1	0	67,162.12
60462	03/04/1968 M	03/06/1998 (blank)	Fire	Fire Lieutenant	1	0	53,018.40
60463	12/08/1965 M	03/06/1998 (blank)	Fire	Fire Captain	1	0	57,934.63
60464	07/04/1967 M	03/06/1998 (blank)	Fire	Fire Captain	1	0	57,934.63
60465	12/28/1971 M	03/06/1998 (blank)	Fire	Fire Lieutenant	1	0	53,018.40
60466	06/05/1972 M	03/06/1998 (blank)	Fire	Fire Captain	1	0	57,934.63
60467	11/05/1975 M	03/06/1998 (blank)	Fire	Fire Lieutenant	1	0	53,018.40
60468	02/10/1966 M	03/06/1998 (blank)	Fire	Fire Lieutenant	1	0	57,934.63
60469	08/26/1976 M	03/06/1998 (blank)	Fire	Fire Captain	1	0	67,162.12
60474	07/07/1965 M	09/17/2012	Public Works	Deputy Fire Marshal	1	0	34,693.02
60475	12/25/1971 M	4/7/1998	Public Works	Crew Worker 1	1	1	57,934.63
60485	11/02/1959 M	03/07/1998 (blank)	Fire	Fire Captain	1	0	37,805.96
60486	01/03/1974 M	03/26/1998 (blank)	Public Works	Building Maintenance Mechanic 1	1	1	31,551.44
60488	12/02/1956 F	03/27/1998 (blank)	Public Works	Crew Worker 2	1	1	35,451.09
60495	04/03/1956 F	04/13/1998 (blank)	Finance & Admin	Court Operations Assistant	1	1	42,383.02
60498	05/21/1962 M	08/19/1998 (blank)	Police	Accounting Technician 2	1	1	42,501.90
60513	06/22/1972 F	05/11/1998 (blank)	Public Works	Golf Operations Coordinator	1	1	82,928.28
			Youth & Family Development	Director Recreation	1	1	

60530	02/11/1959 F	06/19/1998 (blank)	Fire	Fiscal Analyst	1	1	51,461.47
60532	07/09/1957 F	06/15/1998 (blank)	Youth & Family Development	Head Start EHS Director	1	1	97,293.76
60533	11/15/1971 M	06/18/1998 (blank)	Public Works	Crew Supervisor 2	1	1	34,930.99
60548	08/22/1958 M	07/22/1998 (blank)	Public Works	Crew Worker 2	1	1	30,173.60
60550	02/07/1972 M	07/29/1998 (blank)	Public Works	Crew Worker 1	1	1	28,908.59
60553	12/13/1966 M	07/31/1998 (blank)	Fire	Building Maintenance Mechanic 2	1	1	35,917.37
60574	04/06/1957 M	08/28/1998 (blank)	Fire	Public Relations Coordinator 2	1	1	72,092.63
60577	03/05/1974 M	08/31/1998 (blank)	Youth & Family Development	Accounting Technician 1	1	1	39,471.02
60578	09/17/1973 M	08/28/1998 (blank)	Fire	Deputy Fire Chief	1	0	75,000.00
60580	11/18/1964 M	08/28/1998 (blank)	Fire	Fire Lieutenant	1	0	53,018.40
60583	05/26/1973 M	08/28/1998 (blank)	Fire	Fire Lieutenant	1	0	53,018.40
60584	10/31/1969 M	08/28/1998 (blank)	Fire	Firefighter Senior	1	0	48,519.34
60585	07/22/1972 M	08/28/1998 (blank)	Fire	Fire Captain	1	0	57,934.63
60586	04/01/1977 M	08/28/1998 (blank)	Fire	Fire Captain	1	0	57,934.63
60588	05/16/1970 M	08/28/1998 (blank)	Fire	Fire Captain	1	0	57,934.63
60604	11/21/1956 M	09/09/1998 10/26/1998	Public Works	Crew Worker 3	1	1	33,194.07
60608	05/27/1958 M	09/16/1998 (blank)	Public Works	Crew Worker 3	1	1	35,873.91
60611	09/12/1959 F	09/25/1998 (blank)	Public Works	Sewer Project Coordinator	1	1	42,249.49
60614	05/26/1959 F	12/04/1998 (blank)	Economic & Community Deve	Neighborhood Relations Specialist	1	1	42,140.65
60629	10/29/1957 M	10/07/1998 (blank)	Public Works	Plant Operator 2	1	1	40,441.32
60644	01/02/1968 M	10/14/1998 (blank)	Public Works	General Supervisor	1	1	43,822.00
60649	05/12/1976 F	08/24/2001 (blank)	Youth & Family Development	Teacher	1	1	30,181.61
60653	08/15/1955 F	10/30/1998 (blank)	Executive Branch	Administrative Support Spec	1	1	36,901.32
60654	06/06/1972 M	11/06/1998 12/2/1999	Police	Police Sergeant	1	0	57,629.82
60658	06/28/1976 M	11/06/1998 (blank)	Police	Police Officer	1	0	46,858.32
60660	10/18/1969 M	11/06/1998 (blank)	Police	Master Police Officer	1	0	52,739.45
60662	11/15/1969 M	11/06/1998 (blank)	Police	Master Police Officer	1	0	52,739.45
60666	02/05/1963 M	11/06/1998 (blank)	Police	Master Police Officer	1	0	54,321.63
60668	07/11/1969 M	11/06/1998 (blank)	Police	Police Sergeant	1	0	57,629.82
60670	10/28/1972 M	11/06/1998 (blank)	Police	Police Sergeant	1	0	57,629.82
60673	02/28/1976 M	11/06/1998 (blank)	Police	Master Police Officer	1	0	52,739.45
60674	06/08/1977 M	11/06/1998 (blank)	Police	Master Police Officer	1	0	52,739.45
60675	05/03/1971 M	11/06/1998 (blank)	Police	Police Sergeant	1	0	57,629.82
60676	04/15/1976 M	11/06/1998 (blank)	Police	Police Officer	1	0	46,858.32
60677	12/27/1966 M	11/06/1998 (blank)	Police	Police Sergeant	1	0	57,629.82
60678	04/14/1964 M	11/06/1998 (blank)	Police	Master Police Officer	1	0	55,951.28
60693	08/26/1960 F	11/20/1998 (blank)	Police	Administrative Support Asst 2	1	1	41,452.40
60694	02/18/1976 M	11/20/1998 (blank)	General Gov't & Agencies	Web Master	1	1	59,202.58
60696	01/17/1946 M	11/20/1998 (blank)	Economic & Community Deve	Building Inspector 2	1	1	50,205.48
60704	07/30/1956 M	12/02/1998 (blank)	Public Works	General Supervisor	1	1	48,711.67
60706	04/08/1958 F	12/04/1998 (blank)	Police	Telecommunicator	1	1	41,112.43
60710	12/02/1953 F	12/04/1998 (blank)	Finance & Admin	Court Operations Technician 2	1	1	34,696.01
60725	04/11/1962 M	08/30/2000 (blank)	Public Works	Plant Maintenance Planner	1	1	43,254.09
60735	04/15/1959 F	01/29/1999 (blank)	Police	Telecommunicator	1	1	41,035.49
60739	11/18/1956 F	04/13/2007 (blank)	Youth & Family Development	Dietary Assistant	1	1	14,459.71
60752	08/19/1953 M	02/10/1999 (blank)	Transportation	Equipment Operator 4	1	1	45,133.48
60753	04/20/1966 M	02/12/1999 (blank)	General Gov't & Agencies	Systems & Database Spec 1	1	1	63,958.09
60754	06/02/1955 M	02/08/1999 (blank)	Economic & Community Deve	Plumbing Inspector 2	1	1	49,265.18

60757	10/16/1950 M	02/12/1999 (blank)	Police	Police Information Center Tech 1	1	1	31,225.04
60767	11/10/1971 F	03/12/1999 (blank)	Police	Crime Scene Technician	1	1	36,250.00
60772	02/03/1968 M	03/17/1999 (blank)	Public Works	Equipment Operator 5	1	1	41,801.00
60776	06/21/1973 F	03/22/1999 (blank)	Youth & Family Development	Teacher	1	1	32,018.89
60785	09/19/1967 M	03/31/1999 (blank)	Public Works	Equipment Operator 4	1	1	33,754.13
60787	12/16/1964 M	04/09/1999 (blank)	Fire	Fire Captain	1	0	57,934.63
60788	06/02/1965 M	04/09/1999 (blank)	Fire	Fire Lieutenant	1	0	53,018.40
60789	10/27/1972 M	04/09/1999 (blank)	Fire	Fire Captain	1	0	57,934.63
60792	04/17/1970 M	04/09/1999 6/24/1999	Fire	Firefighter Senior	1	0	48,519.34
60793	08/15/1977 M	04/09/1999 (blank)	Fire	Fire Lieutenant	1	0	53,018.40
60794	06/01/1977 M	04/09/1999 (blank)	Fire	Staff Lieutenant	1	0	56,018.40
60795	10/11/1975 M	04/09/1999 (blank)	Fire	Fire Lieutenant	1	0	53,018.40
60798	03/11/1976 M	04/14/1999 (blank)	Public Works	Crew Supervisor 3	1	1	41,250.00
60800	03/09/1959 M	05/07/1999 (blank)	Police	Police Fleet & Facilities Mgr	1	1	53,478.25
60804	04/29/1968 M	04/28/1999 (blank)	Public Works	General Supervisor	1	1	45,828.51
60805	01/20/1969 M	05/07/1999 (blank)	Fire	Fire Lieutenant	1	0	51,474.17
60807	03/20/1968 F	05/07/1999 (blank)	Public Works	Water Quality Supervisor	1	1	63,282.40
60817	12/17/1975 M	05/17/1999 (blank)	Public Works	Pump Stn Operations Supv	1	1	52,275.00
60825	06/02/1957 M	05/21/1999 (blank)	Police	Master Police Officer	1	0	52,739.45
60829	07/06/1969 M	05/21/1999 (blank)	Police	Master Police Officer	1	0	52,739.45
60832	01/17/1966 M	05/21/1999 (blank)	Police	Police Sergeant	1	0	57,629.82
60836	10/18/1970 M	05/21/1999 (blank)	Police	Master Police Officer	1	0	54,321.63
60839	11/01/1973 M	05/21/1999 (blank)	Police	Police Officer	1	0	46,858.32
60840	01/04/1972 M	07/28/2000 (blank)	Fire	Fire Captain	1	0	56,247.22
60841	11/02/1971 F	05/21/1999 (blank)	Police	Police Captain	1	0	73,003.73
60845	05/24/1973 M	05/21/1999 (blank)	Police	Police Officer	1	0	46,858.32
60850	06/18/1966 M	05/20/1999 (blank)	Transportation	Equipment Operator 4	1	1	33,752.78
60878	04/29/1979 F	05/20/1999 (blank)	Human Resources	Human Resources Generalist	1	1	43,185.88
60892	11/20/1978 M	01/12/2001 (blank)	Police	Police Sergeant	1	0	55,951.28
60911	05/20/1968 F	12/15/2000 (blank)	Fire	Fire Captain	1	0	57,934.63
60912	08/28/1972 M	08/27/1999 (blank)	Fire	Fire Lieutenant	1	0	53,018.40
60915	02/13/1977 M	08/27/1999 (blank)	Fire	Firefighter	1	0	41,853.21
60916	10/10/1964 M	08/27/1999 (blank)	Fire	Assistant Fire Chief	1	0	73,389.86
60917	04/12/1970 M	08/27/1999 (blank)	Fire	Fire Captain	1	0	57,934.63
60918	09/23/1971 M	08/27/1999 (blank)	Fire	Firefighter Senior	1	0	48,519.34
60920	07/19/1963 M	08/27/1999 (blank)	Fire	Staff Captain	1	0	60,934.63
60921	10/13/1971 M	08/27/1999 (blank)	Fire	Fire Captain	1	0	57,934.63
60922	07/04/1972 M	08/27/1999 (blank)	Fire	Staff Captain	1	0	60,934.63
60923	07/23/1973 M	08/27/1999 (blank)	Fire	Fire Captain	1	0	57,934.63
60924	08/10/1974 M	08/27/1999 (blank)	Fire	Staff Lieutenant	1	0	56,108.40
60926	04/03/1972 M	08/27/1999 (blank)	Fire	Fire Captain	1	0	57,934.63
60927	02/08/1970 M	08/27/1999 (blank)	Fire	Firefighter Senior	1	0	48,519.34
60950	12/24/1980 M	12/12/2003 (blank)	Police	Police Officer	1	0	46,858.32
60952	12/02/1979 M	07/24/2000 (blank)	Police	Police Officer	1	0	46,858.32
60959	06/14/1956 F	09/16/2005 (blank)	Fire	Administrative Support Asst 2	1	1	28,168.36
60973	08/17/1971 M	10/22/1999 (blank)	Transportation	Electrician 1	1	1	49,038.39
60974	10/17/1967 M	09/19/2003 (blank)	Public Works	General Supervisor	1	1	49,046.21
60983	07/24/1966 F	11/05/1999 (blank)	Economic & Community Deve	Neighborhood Program Specialist	1	1	48,562.81

60987	11/07/1978	M	12/15/2000	(blank)	Fire	Fire Lieutenant	1	0	45,734.13
60988	06/04/1973	F	11/19/1999	(blank)	Police	Administrative Support Spec	1	1	42,507.79
61017	02/23/1962	M	12/31/1999	(blank)	Public Works	Equipment Mechanic 2	1	1	42,067.95
61022	04/08/1971	M	12/31/1999	(blank)	Public Works	Fleet Maintenance Shift Supv	1	1	47,250.00
61023	09/01/1974	M	12/31/1999	(blank)	Economic & Community Deve	Code Enforcement Inspector 1	1	1	40,528.62
61033	08/09/1962	M	01/19/2000	(blank)	Public Works	Crew Supervisor 1	1	1	28,545.88
61035	07/20/1959	M	02/16/2000	(blank)	Public Works	Crew Worker 2	1	1	31,848.99
61059	12/09/1963	M	02/23/2000	(blank)	Public Works	Crew Worker 1	1	1	27,099.89
61087	10/26/1976	M	03/17/2000	(blank)	Fire	Fire Captain	1	0	56,247.22
61088	01/30/1976	M	03/17/2000	(blank)	Fire	Fire Captain	1	0	56,247.22
61090	09/25/1971	M	03/17/2000	(blank)	Fire	Fire Captain	1	0	56,247.22
61091	05/18/1963	M	03/17/2000	(blank)	Fire	Firefighter Senior	1	0	47,106.15
61092	05/04/1973	M	06/17/2005	(blank)	Fire	Fire Captain	1	0	53,018.40
61093	04/02/1973	M	03/17/2000	(blank)	Fire	Fire Marshal	1	0	78,412.50
61094	07/09/1971	M	03/17/2000	(blank)	Police	Police Officer	1	0	46,858.32
61095	08/16/1975	M	03/17/2000	(blank)	Fire	Executive Deputy Fire Chief	1	0	100,368.00
61096	07/21/1977	M	03/17/2000	(blank)	Fire	Fire Captain	1	0	56,247.22
61098	11/29/1971	M	03/17/2000	(blank)	Police	Police Officer	1	0	45,493.51
61100	01/28/1978	M	03/17/2000	(blank)	Fire	Fire Captain	1	0	56,247.22
61101	07/03/1971	M	03/17/2000	(blank)	Fire	Staff Captain	1	0	59,247.22
61102	01/23/1976	M	03/17/2000	(blank)	Fire	Fire Captain	1	0	56,247.22
61103	03/02/1967	M	03/17/2000	(blank)	Fire	Fire Captain	1	0	59,247.22
61107	03/15/1977	M	03/17/2000	(blank)	Fire	Firefighter Senior	1	0	47,106.15
61113	08/10/1961	M	03/29/2000	(blank)	Public Works	Crew Worker 1	1	1	31,086.75
61114	07/14/1972	M	04/07/2000	(blank)	Police	Master Police Officer	1	0	54,321.63
61115	08/03/1974	M	04/07/2000	(blank)	Police	Police Lieutenant	1	0	66,808.75
61116	01/23/1969	M	04/07/2000	(blank)	Police	Police Sergeant	1	0	61,139.49
61119	07/17/1966	M	04/07/2000	(blank)	Police	Master Police Officer	1	0	55,951.28
61120	12/30/1968	M	04/07/2000	(blank)	Police	Master Police Officer	1	0	54,321.63
61129	01/08/1955	M	04/19/2000	(blank)	Fire	General Supervisor	1	1	48,436.77
61157	03/19/1941	M	06/08/2000	(blank)	General Gov't & Agencies	City Judge	1	1	172,737.00
61161	07/03/1956	F	06/02/2000	(blank)	Finance & Admin	Payroll Supervisor	1	1	50,708.30
61162	09/15/1964	M	06/02/2000	(blank)	Youth & Family Development	Tennis Professional	1	1	62,144.92
61171	12/27/1977	M	12/15/2000	(blank)	Police	Police Sergeant	1	0	55,951.28
61176	04/30/1951	M	06/16/2000	(blank)	Public Works	Building Information Specialist	1	1	62,631.15
61190	12/26/1952	F	06/30/2000	(blank)	Finance & Admin	Accounting Manager	1	1	75,389.35
61204	08/18/1976	F	07/24/2000	(blank)	Police	Police Sergeant	1	0	55,951.28
61205	05/23/1972	F	07/24/2000	(blank)	Police	Police Officer	1	0	46,858.32
61206	05/30/1975	M	07/24/2000	(blank)	Police	Master Police Officer	1	0	54,321.63
61209	05/25/1976	M	07/24/2000	(blank)	Police	Master Police Officer	1	0	51,203.35
61210	07/03/1974	M	07/24/2000	(blank)	Police	Master Police Officer	1	0	51,203.35
61211	09/10/1972	M	07/24/2000	(blank)	Police	Police Lieutenant	1	0	64,862.87
61217	06/25/1961	M	07/24/2000	(blank)	Police	School Patrol Officer Supv	1	1	30,873.65
61222	01/18/1968	M	07/24/2000	(blank)	Police	Police Lieutenant	1	0	64,862.87
61226	09/09/1975	M	07/24/2000	(blank)	Police	Police Sergeant	1	0	55,951.28
61230	10/06/1970	M	07/24/2000	(blank)	Police	Police Sergeant	1	0	55,951.28
61237	05/16/1979	M	07/28/2000	(blank)	Fire	Fire Captain	1	0	56,247.22
61238	01/03/1979	M	07/28/2000	(blank)	Fire	Fire Lieutenant	1	0	51,474.17

61239	01/02/1977	M	07/28/2000	(blank)	Fire	Firefighter Senior	1	0	47,106.15
61240	11/21/1975	M	07/28/2000	(blank)	Fire	Fire Captain	1	0	56,247.22
61243	02/24/1978	M	07/28/2000	(blank)	Fire	Firefighter Senior	1	0	47,106.15
61244	03/09/1977	M	07/28/2000	(blank)	Fire	Fire Battalion Chief	1	0	65,205.93
61245	01/19/1968	M	07/28/2000	(blank)	Fire	Firefighter Senior	1	0	47,106.15
61246	07/27/1978	M	07/28/2000	(blank)	Fire	Firefighter Senior	1	0	47,106.15
61247	11/07/1968	M	07/28/2000	(blank)	Fire	Fire Captain	1	0	56,247.22
61248	04/27/1978	M	07/28/2000	(blank)	Fire	Fire Captain	1	0	56,247.22
61249	10/21/1976	M	07/28/2000	(blank)	Fire	Firefighter Senior	1	0	47,106.15
61250	03/11/1977	M	07/28/2000	(blank)	Fire	Firefighter Senior	1	0	47,106.15
61251	09/22/1976	M	07/28/2000	(blank)	Fire	Assistant Fire Chief	1	0	71,252.29
61252	01/21/1972	M	07/28/2000	(blank)	Fire	Fire Battalion Chief	1	0	65,205.93
61253	02/17/1971	F	07/28/2000	(blank)	Fire	Fire Lieutenant	1	0	51,474.17
61254	08/09/1970	F	07/28/2000	(blank)	Fire	Fire Captain	1	0	56,247.22
61255	08/10/1971	M	07/28/2000	(blank)	Fire	Fire Lieutenant	1	0	51,474.17
61265	06/24/1975	M	08/21/2015	8/21/2015	Public Works	Equipment Mechanic 2	1	1	33,271.00
61268	12/21/1953	F	07/28/2000	(blank)	Youth & Family Development	Community Facilities Supv	1	1	38,601.17
61296	01/23/1965	F	09/22/2000	(blank)	Police	Telecommunicator	1	1	40,130.44
61303	07/22/1977	F	08/25/2000	(blank)	Police	Administrative Support Asst 2	1	1	30,873.65
61316	09/12/1975	M	11/18/2011	(blank)	Public Works	Equipment Operator 4	1	1	31,559.06
61323	09/25/1968	M	09/08/2000	10/12/2000	Public Works	Equipment Mechanic 3	1	1	39,519.70
61325	12/13/1973	M	09/08/2000	(blank)	Public Works	Equipment Mechanic 1	1	1	33,753.20
61339	11/16/1958	M	03/29/2006	(blank)	Public Works	Equipment Mechanic 3	1	1	39,519.70
61352	12/04/1964	M	10/06/2000	(blank)	Economic & Community Deve	Code Enforcement Inspector 2	1	1	53,366.61
61363	11/18/1961	M	10/18/2000	(blank)	Public Works	Equipment Operator 4	1	1	33,752.78
61371	01/08/1953	F	11/03/2000	(blank)	Fire	Administrative Support Asst 2	1	1	34,812.57
61394	10/11/1977	M	12/15/2000	(blank)	Fire	Fire Lieutenant	1	0	48,519.34
61403	02/11/1970	F	12/01/2000	(blank)	Public Works	Executive Assistant	1	1	39,961.60
61410	02/04/1972	M	12/08/2000	(blank)	Fire	Fire Captain	1	0	56,247.22
61413	08/09/1978	F	12/08/2000	(blank)	Fire	Fire Captain	1	0	56,247.22
61414	06/11/1975	M	12/08/2000	(blank)	Fire	Fire Lieutenant	1	0	51,474.17
61415	03/23/1978	M	12/08/2000	(blank)	Fire	Staff Captain	1	0	59,247.22
61416	12/29/1970	M	12/08/2000	(blank)	Fire	Firefighter Senior	1	0	47,106.15
61418	10/13/1971	M	12/08/2000	(blank)	Fire	Fire Captain	1	0	56,247.22
61419	03/26/1974	M	12/08/2000	(blank)	Fire	Fire Lieutenant	1	0	51,474.17
61420	01/07/1973	M	12/08/2000	(blank)	Fire	Firefighter Senior	1	0	47,106.15
61422	07/08/1977	M	12/08/2000	(blank)	Fire	Fire Lieutenant	1	0	51,474.17
61423	08/06/1976	M	12/08/2000	(blank)	Fire	Fire Lieutenant	1	0	51,474.17
61425	06/28/1975	M	12/08/2000	(blank)	Fire	Fire Captain	1	0	56,247.22
61426	09/21/1976	M	12/08/2000	(blank)	Fire	Battalion Chief	1	0	65,205.93
61427	09/20/1973	F	12/08/2000	(blank)	Fire	Fire Captain	1	0	56,247.22
61429	10/08/1978	M	12/15/2000	(blank)	Police	Fire Captain	1	0	56,247.22
61430	07/12/1979	M	12/15/2000	(blank)	Police	Police Officer	1	0	46,858.32
61433	11/16/1977	M	12/15/2000	(blank)	Police	Master Police Officer	1	0	51,203.35
61435	08/30/1971	M	12/15/2000	(blank)	Police	Police Sergeant	1	0	55,951.28
61436	09/19/1977	M	12/15/2000	(blank)	Police	Master Police Officer	1	0	51,203.35
61437	05/12/1975	M	12/15/2000	(blank)	Police	Police Sergeant	1	0	55,951.28
61441	07/18/1965	M	12/15/2000	(blank)	Police	Police Lieutenant	1	0	64,862.87
						Master Police Officer	1	0	51,203.35

61449	03/03/1978 M	12/15/2000 (blank)	Police	Police Officer	1	0	46,858.32
61450	10/05/1967 M	12/15/2000 (blank)	Police	Police Sergeant	1	0	55,951.28
61456	10/03/1978 M	12/15/2000 (blank)	Police	Police Sergeant	1	0	55,951.28
61457	06/18/1975 M	09/30/2005 (blank)	Police	Police Sergeant	1	0	52,739.45
61458	02/21/1971 M	12/15/2000 (blank)	Police	Police Officer	1	0	46,858.32
61462	03/22/1951 M	12/15/2000 (blank)	Public Works	Industrial Electrician 1	1	1	39,487.22
61469	05/24/1960 M	12/20/2000 (blank)	Public Works	Building Maintenance Mechanic 1	1	1	32,461.46
61501	05/26/1970 F	08/09/2002 (blank)	Police	Telecommunicator	1	1	34,555.26
61505	02/08/1972 M	02/09/2001 (blank)	Economic & Community Deve	Recreation Division Manager	1	1	60,239.42
61506	12/21/1965 F	02/23/2001 (blank)	Police	Police Information Center Tech 1	1	1	27,099.89
61508	07/10/1957 F	02/23/2001 (blank)	Police	Police Information Center Tech 1	1	1	27,099.89
61524	11/16/1974 M	02/23/2001 (blank)	Police	Police Officer	1	1	46,858.32
61536	02/15/1957 M	02/28/2001 (blank)	Public Works	Equipment Mechanic 2	1	1	33,425.51
61543	08/27/1953 M	03/21/2001 (blank)	Public Works	Crew Worker 1	1	1	27,099.89
61545	04/02/1972 M	03/14/2001 (blank)	Public Works	Equipment Mechanic 1	1	1	33,753.20
61547	07/04/1955 F	03/23/2001 (blank)	Youth & Family Development	Administrative Support Spec	1	1	35,727.00
61563	10/15/1967 M	04/18/2001 (blank)	Public Works	Equipment Operator 5	1	1	36,904.89
61574	07/31/1958 F	04/25/2001 (blank)	Public Works	Crew Supervisor 1	1	1	35,567.36
61575	03/02/1952 M	04/27/2001 (blank)	Public Works	Engineering Coordinator	1	1	56,093.81
61576	03/22/1969 M	05/04/2001 (blank)	Public Works	Senior Engineer	1	1	69,968.43
61577	07/11/1978 F	01/04/2008 (blank)	Youth & Family Development	Collaboration Primary Caregiver	1	1	28,723.23
61582	05/07/1975 F	05/04/2001 (blank)	Police	Telecommunicator	1	1	39,225.38
61583	07/04/1977 F	05/04/2001 (blank)	Police	Floor Supervisor	1	1	46,472.66
61585	12/13/1970 F	05/04/2001 (blank)	Police	Administrative Support Asst 1	1	1	30,500.00
61617	02/16/1979 M	07/13/2001 (blank)	Fire	Assistant Fire Chief	1	0	71,252.29
61620	12/06/1974 M	07/13/2001 (blank)	Fire	Firefighter Senior	1	0	47,106.15
61621	06/24/1966 M	07/13/2001 (blank)	Fire	Fire Lieutenant	1	0	51,474.17
61623	09/28/1971 M	07/13/2001 (blank)	Fire	Fire Lieutenant	1	0	51,474.17
61624	08/04/1979 M	07/13/2001 (blank)	Fire	Fire Lieutenant	1	0	51,474.17
61626	08/04/1973 M	07/13/2001 (blank)	Fire	Fire Captain	1	0	56,247.22
61628	12/14/1970 F	07/13/2001 (blank)	Fire	Fire Captain	1	0	56,247.22
61629	01/16/1977 M	07/13/2001 (blank)	Fire	Firefighter Senior	1	0	47,106.15
61631	04/01/1968 M	05/03/2002 (blank)	Fire	Fire Captain	1	0	56,247.22
61633	12/06/1964 M	07/13/2001 (blank)	Fire	Fire Captain	1	0	54,608.94
61634	10/15/1975 M	07/13/2001 (blank)	Fire	Fire Captain	1	0	56,247.22
61638	04/30/1973 M	07/13/2001 (blank)	Fire	Firefighter Senior	1	0	47,106.15
61639	05/31/1976 M	07/30/2001 (blank)	Economic & Community Deve	Code Enforcement Insp Supv	1	1	40,707.00
61646	09/03/1976 M	07/30/2001 (blank)	Police	Master Police Officer	1	1	51,203.35
61647	12/23/1975 M	07/30/2001 (blank)	Police	Police Sergeant	1	0	55,951.28
61649	08/21/1977 M	07/30/2001 (blank)	Police	Master Police Officer	1	0	52,739.45
61653	06/05/1977 M	07/30/2001 (blank)	Police	Police Sergeant	1	0	55,951.28
61654	03/02/1974 M	07/30/2001 (blank)	Police	Police Sergeant	1	0	55,951.28
61656	10/27/1975 M	07/30/2001 (blank)	Police	Police Officer	1	0	46,858.32
61658	11/27/1965 M	07/30/2001 (blank)	Police	Police Sergeant	1	0	55,951.28
61660	11/08/1975 M	07/30/2001 (blank)	Police	Police Sergeant	1	0	59,358.71
61663	05/04/1978 F	07/30/2001 (blank)	Police	Police Sergeant	1	0	55,951.28
61666	02/01/1975 F	07/23/2001 (blank)	Police	Master Police Officer	1	0	51,203.35
61673	09/09/1976 F	07/23/2001 11/6/2002	Youth & Family Development	Teacher	1	1	39,994.14
			Youth & Family Development	Teacher	1	1	33,799.94

61675	06/21/1959 F	07/23/2001 (blank)	Youth & Family Development	Teacher Assistant	1	1	16,731.71
61684	12/13/1973 F	08/27/2001 (blank)	Youth & Family Development	Lead Teacher Center Supervisor	1	1	45,992.12
61686	09/10/1958 M	08/27/2001 (blank)	Youth & Family Development	Facility & Grounds Supervisor	1	1	48,070.00
61687	05/25/1957 F	09/04/2001 (blank)	Youth & Family Development	Family Services Assistant	1	1	19,006.45
61689	11/12/1970 M	08/30/2001 (blank)	Fire	Fire Lieutenant	1	0	48,519.34
61692	05/31/1973 F	10/05/2001 (blank)	Youth & Family Development	Resource Specialist	1	1	25,958.62
61700	01/28/1968 F	09/23/2016 11/25/2016	Youth & Family Development	Teacher	1	1	29,051.64
61702	12/07/1966 F	02/01/2002 (blank)	Youth & Family Development	Center Clerk	1	1	20,819.74
61704	05/13/1956 F	05/31/2002 (blank)	Youth & Family Development	Teacher	1	1	28,300.24
61711	07/06/1963 F	11/02/2001 (blank)	Youth & Family Development	Aquatics Program Coordinator	1	1	47,343.29
61719	03/28/1971 F	11/16/2001 (blank)	Youth & Family Development	Recreation Facility Manager 1	1	1	37,870.62
61721	04/30/1968 M	11/30/2001 (blank)	Fire	Firefighter Senior	1	0	47,106.15
61722	11/02/1979 M	11/30/2001 (blank)	Fire	Fire Lieutenant	1	0	51,474.17
61724	11/26/1977 M	11/30/2001 (blank)	Fire	Firefighter Senior	1	0	47,106.15
61725	06/22/1977 M	11/30/2001 (blank)	Fire	Fire Lieutenant	1	0	51,474.17
61726	09/23/1972 M	11/30/2001 (blank)	Fire	Fire Captain	1	0	56,247.22
61727	12/21/1970 M	11/30/2001 (blank)	Fire	Fire Captain	1	0	56,247.22
61728	07/20/1979 M	11/30/2001 (blank)	Fire	Fire Lieutenant	1	0	51,474.17
61729	10/15/1974 M	11/30/2001 (blank)	Fire	Fire Captain	1	0	56,247.22
61731	09/17/1971 M	11/30/2001 (blank)	Fire	Staff Captain	1	0	59,247.22
61732	04/15/1976 M	11/30/2001 (blank)	Fire	Fire Lieutenant	1	0	51,474.17
61733	06/27/1978 M	11/30/2001 (blank)	Fire	Firefighter Engineer	1	0	45,734.13
61735	03/27/1979 M	11/30/2001 (blank)	Fire	Fire Lieutenant	1	0	51,474.17
61736	11/28/1975 M	11/30/2001 (blank)	Fire	Firefighter Senior	1	0	47,106.15
61738	08/20/1974 M	11/30/2001 (blank)	Fire	Staff Captain	1	0	59,247.22
61739	07/30/1977 M	11/30/2001 (blank)	Fire	Fire Lieutenant	1	0	51,474.17
61740	12/17/1972 M	11/30/2001 (blank)	Fire	Fire Lieutenant	1	0	49,974.92
61749	10/21/1975 M	12/26/2001 (blank)	Public Works	Construction Program Supervisor	1	1	61,548.59
61753	06/01/1972 M	01/04/2002 (blank)	General Gov't & Agencies	IT Specialist	1	1	51,826.11
61756	03/28/1952 F	01/09/2002 (blank)	Public Works	Inventory Clerk	1	1	28,084.40
61776	03/23/1977 M	02/27/2002 (blank)	Public Works	Equipment Operator 5	1	1	36,905.02
61787	06/30/1956 M	04/05/2002 (blank)	Transportation	Electrician 1	1	1	49,038.39
61788	07/04/1971 F	04/05/2002 (blank)	Police	Administrative Support Asst 2	1	1	29,565.77
61796	11/17/1955 F	04/16/2002 (blank)	General Gov't & Agencies	Judicial Assistant	1	1	49,620.42
61804	08/03/1960 M	04/24/2002 (blank)	Public Works	Crew Supervisor 3 CDL	1	1	37,742.38
61806	02/03/1980 M	05/03/2002 (blank)	Fire	Fire Lieutenant	1	0	49,974.92
61807	10/17/1980 M	05/03/2002 (blank)	Fire	Fire Captain	1	0	54,608.94
61809	05/30/1974 M	05/03/2002 (blank)	Fire	Fire Captain	1	0	54,608.94
61810	04/04/1970 M	05/03/2002 (blank)	Fire	Fire Lieutenant	1	0	49,974.92
61811	05/29/1980 M	05/03/2002 (blank)	Fire	Firefighter Senior	1	0	45,734.13
61814	04/12/1967 M	05/03/2002 (blank)	Fire	Firefighter Senior	1	0	45,734.13
61815	08/26/1978 M	05/03/2002 (blank)	Fire	Firefighter Senior	1	0	45,734.13
61816	10/11/1963 F	05/03/2002 (blank)	Fire	Firefighter Senior	1	0	45,734.13
61818	03/29/1977 M	05/03/2002 (blank)	Fire	Firefighter Senior	1	0	45,734.13
61819	06/06/1978 M	05/03/2002 (blank)	Fire	Firefighter Senior	1	0	45,734.13
61820	03/11/1977 M	05/03/2002 (blank)	Fire	Staff Captain	1	0	57,608.94
61821	07/15/1977 M	05/03/2002 (blank)	Fire	Fire Captain	1	0	54,608.94
61824	01/08/1973 F	08/05/2002 (blank)	Youth & Family Development	Family Services Assistant	1	1	27,014.42

61826	01/23/1970 F	09/29/2017 (blank)	Youth & Family Development	Teacher	1	1	26,802.00
61830	12/11/1964 F	05/15/2002 (blank)	Public Works	Crew Supervisor 1	1	1	30,893.58
61863	01/28/1958 M	06/12/2002 (blank)	Public Works	Equipment Mechanic 3	1	1	39,625.00
61864	09/14/1956 F	06/14/2002 (blank)	Fire	Electronics Com Technician 2	1	1	49,451.04
61879	06/18/1977 F	07/26/2002 (blank)	Police	Police Sergeant	1	0	54,321.63
61880	09/03/1977 M	07/26/2002 (blank)	Police	Master Police Officer	1	0	49,711.99
61882	04/10/1974 M	07/26/2002 (blank)	Police	Police Officer	1	0	46,858.32
61883	12/23/1967 M	07/26/2002 (blank)	Police	Police Lieutenant	1	0	64,862.87
61884	09/15/1969 F	07/26/2002 (blank)	Police	Police Sergeant	1	0	54,321.63
61886	07/15/1975 M	07/26/2002 (blank)	Police	Police Officer	1	0	46,858.32
61887	07/29/1978 M	07/26/2002 (blank)	Police	Police Sergeant	1	0	54,321.63
61894	07/10/1970 M	07/26/2002 (blank)	Police	Police Officer	1	0	46,858.32
61902	01/31/1979 M	07/26/2002 (blank)	Police	Police Sergeant	1	0	54,321.63
61903	09/03/1978 M	07/26/2002 (blank)	Police	Police Officer	1	0	46,858.32
61905	08/05/1972 M	07/26/2002 (blank)	Police	Police Sergeant	1	0	54,321.63
6191	11/23/1948 F	01/26/1971 (blank)	Public Works	Administrative Support Spec	1	0	46,858.32
61910	12/24/1969 M	07/26/2002 (blank)	Police	Police Officer	1	1	45,159.08
61912	03/08/1978 F	07/26/2002 (blank)	Police	Police Lieutenant	1	0	46,858.32
61913	05/16/1969 M	07/26/2002 (blank)	Police	Master Police Officer	1	0	62,973.66
61915	04/19/1974 M	07/26/2002 (blank)	Police	Police Sergeant	1	0	49,711.99
61916	02/19/1978 M	07/26/2002 (blank)	Police	Police Sergeant	1	0	54,321.63
61920	09/17/1976 M	07/26/2002 (blank)	Police	Master Police Officer	1	0	54,321.63
61921	07/05/1978 M	07/26/2002 (blank)	Police	Master Police Officer	1	0	49,711.99
61923	06/06/1963 M	07/31/2002 (blank)	Public Works	Plant Lqd Operations Supv	1	0	57,912.50
61928	04/27/1957 F	08/05/2002 (blank)	Youth & Family Development	Teacher	1	1	29,609.12
61929	03/11/1956 F	10/04/2002 (blank)	Youth & Family Development	Family Services Assistant	1	1	26,402.20
61943	10/10/1974 M	08/23/2002 (blank)	Public Works	Equipment Operator 5	1	1	36,904.89
61945	12/20/1980 M	08/23/2002 (blank)	Youth & Family Development	Recreation Program Coordinator	1	1	42,321.19
61950	04/01/1962 M	09/09/2002 (blank)	Public Works	Equipment Operator 4	1	1	36,351.23
61956	10/04/1958 M	09/18/2002 (blank)	Public Works	Crew Supervisor 2	1	1	37,453.45
61958	05/08/1955 F	09/20/2002 (blank)	General Gov't & Agencies	Customer Service Representative 1	1	1	31,206.64
61964	02/05/1976 F	12/27/2002 (blank)	General Gov't & Agencies	Customer Service Supervisor	1	1	37,771.00
61966	08/07/1968 M	09/30/2002 (blank)	Public Works	Crew Supervisor 2	1	1	36,904.89
61974	03/07/1958 F	03/31/2003 (blank)	Youth & Family Development	Teacher Assistant	1	1	15,907.12
61977	04/07/1967 F	10/11/2002 (blank)	Youth & Family Development	Teacher Assistant	1	1	18,565.72
61983	09/22/1974 F	10/18/2002 (blank)	Public Works	Accounts Coordinator	1	1	43,405.58
61993	12/05/1952 M	11/01/2002 (blank)	Economic & Community Deve	Fiscal Analyst	1	1	46,822.26
61994	12/24/1976 F	04/13/2007 (blank)	Youth & Family Development	Therapeutic Program Coordinator	1	1	51,357.06
62005	05/28/1949 F	11/15/2002 (blank)	General Gov't & Agencies	Call Center Manager	1	1	58,171.86
62007	06/08/1967 F	11/30/2009 7/28/2004	Youth & Family Development	Teacher	1	1	27,259.60
62026	05/23/1969 F	03/31/2003 (blank)	Youth & Family Development	Center Clerk	1	1	25,193.84
62039	08/07/1981 M	02/21/2003 (blank)	Fire	Firefighter Senior	1	0	45,734.13
62040	04/23/1976 M	02/21/2003 (blank)	Fire	Fire Captain	1	0	54,608.94
62041	07/09/1977 M	02/21/2003 (blank)	Fire	Firefighter Senior	1	0	45,734.13
62042	07/24/1977 M	02/21/2003 (blank)	Fire	Firefighter Senior	1	0	45,734.13
62043	09/16/1969 M	02/21/2003 (blank)	Fire	Firefighter Senior	1	0	45,734.13
62044	03/08/1979 M	02/21/2003 (blank)	Fire	Firefighter Senior	1	0	45,734.13
62045	08/24/1970 M	02/21/2003 (blank)	Fire	Firefighter	1	0	41,853.21

62047	06/04/1977 M	02/21/2003 (blank)	Fire	Fire Captain	1	0	54,608.94
62048	11/08/1973 M	02/21/2003 (blank)	Fire	Firefighter Senior	1	0	45,734.13
62049	06/18/1980 M	02/21/2003 (blank)	Fire	Fire Captain	1	0	54,608.94
62051	08/24/1979 M	02/21/2003 (blank)	Fire	Firefighter Engineer	1	0	44,402.07
62053	11/26/1981 M	02/21/2003 (blank)	Fire	Fire Captain	1	0	54,608.94
62060	10/17/1959 M	02/27/2003 (blank)	Public Works	Crew Supervisor 1	1	1	34,332.38
62062	07/09/1951 F	03/07/2003 (blank)	Public Works	Manager IT Public Works	1	1	71,043.44
62095	11/23/1960 F	08/06/2004 (blank)	Human Resources	Benefits Technician	1	1	35,916.44
62097	04/25/1959 M	06/13/2003 (blank)	Public Works	Manager Laboratory Services	1	1	63,075.92
62101	05/05/1978 M	06/27/2003 (blank)	Public Works	Soil Engineering Specialist	1	1	47,500.00
62108	02/01/1969 M	08/04/2003 (blank)	Public Works	Equipment Operator 4	1	1	33,752.78
62118	01/21/1981 F	08/21/2003 (blank)	Youth & Family Development	Teacher	1	1	28,775.52
62121	07/01/1961 M	09/02/2003 (blank)	Public Works	Crew Supervisor 2	1	1	35,597.94
62123	06/02/1958 M	09/11/2003 (blank)	Public Works	Chief Maintenance Mechanic	1	1	47,969.32
62130	02/03/1959 F	09/23/2003 (blank)	Police	Police Information Center Tech 2	1	1	31,559.06
62132	11/07/1959 F	09/19/2003 (blank)	Public Works	General Supervisor	1	1	57,168.32
62140	03/18/1969 M	09/29/2003 (blank)	Public Works	Crew Worker 2	1	1	28,084.40
62142	08/13/1972 M	10/01/2003 (blank)	Transportation	Crew Worker 3	1	1	42,279.00
62143	05/30/1981 M	10/01/2003 (blank)	Fire	Firefighter Engineer	1	0	43,108.80
62144	07/05/1968 F	06/10/2005 (blank)	Youth & Family Development	Teacher	1	1	26,057.08
62161	11/03/1971 F	11/03/2003 (blank)	Youth & Family Development	Family Services Supervisor	1	1	37,733.07
62166	12/05/1962 M	11/19/2003 (blank)	Public Works	Plant Sld Operations Supv	1	1	49,520.50
62167	10/23/1963 M	11/19/2003 (blank)	Public Works	Equipment Operator 4	1	1	31,987.44
62172	08/23/1953 M	12/04/2003 (blank)	Public Works	Equipment Operator 4	1	1	34,660.68
62177	06/09/1967 M	12/12/2003 (blank)	Police	Police Sergeant	1	0	54,321.63
62179	04/23/1978 F	07/08/2016 (blank)	Police	Police Officer	1	0	36,990.39
62182	11/13/1979 M	12/12/2003 (blank)	Police	Police Officer	1	0	46,858.32
62183	02/23/1981 M	12/12/2003 (blank)	Police	Police Officer	1	0	46,858.32
62184	02/18/1975 M	12/12/2003 (blank)	Police	Police Officer	1	0	46,858.32
62189	05/14/1969 F	12/12/2003 (blank)	Police	Police Officer	1	0	46,858.32
62192	10/31/1972 M	12/12/2003 (blank)	Police	Police Officer	1	0	46,858.32
62194	09/07/1977 M	12/12/2003 (blank)	Police	Police Lieutenant	1	0	62,973.66
62195	04/05/1965 M	12/12/2003 (blank)	Police	Police Officer	1	0	46,858.32
62198	10/23/1979 M	12/12/2003 (blank)	Police	Police Sergeant	1	0	54,321.63
62201	12/22/1981 M	12/12/2003 (blank)	Police	Police Sergeant	1	0	54,321.63
62202	05/19/1970 M	12/12/2003 (blank)	Police	Police Officer	1	0	46,858.32
62203	02/26/1979 M	12/12/2003 (blank)	Police	Police Officer	1	0	46,858.32
62205	05/22/1979 M	12/12/2003 (blank)	Police	Police Lieutenant	1	0	62,973.66
62209	09/05/1978 M	12/12/2003 (blank)	Police	Police Officer	1	0	46,858.32
62210	02/09/1976 M	12/12/2003 (blank)	Police	Police Officer	1	0	46,858.32
62212	08/17/1972 M	12/12/2003 (blank)	Police	Police Officer	1	0	46,858.32
62213	08/24/1975 M	12/12/2003 (blank)	Police	Police Officer	1	0	46,858.32
62215	07/24/1977 M	12/12/2003 (blank)	Police	Police Officer	1	0	46,858.32
62227	03/17/1962 M	12/30/2003 (blank)	Public Works	Equipment Operator 3	1	1	37,194.00
62246	02/20/1958 M	02/25/2004 (blank)	Public Works	Equipment Operator 4	1	1	33,752.78
62249	07/07/1957 F	03/05/2004 (blank)	Police	Fingerprint Technician	1	1	29,603.61
62250	04/06/1962 F	03/03/2004 (blank)	Public Works	Crew Worker 1	1	1	27,099.89
62259	11/27/1955 M	03/29/2004 (blank)	Public Works	Equipment Operator 5	1	1	34,486.32

62260	09/16/1971	M	04/07/2004	(blank)	Transportation	Equipment Operator 4	1	33,752.78
62281	01/23/1958	M	06/04/2004	(blank)	Public Works	Forestry Supervisor	1	48,436.77
62284	11/02/1980	M	06/11/2004	(blank)	Fire	Firefighter Senior	0	44,402.07
62285	01/09/1972	M	06/11/2004	(blank)	Fire	Firefighter Senior	0	44,402.07
62287	05/04/1981	M	06/11/2004	(blank)	Fire	Fire Lieutenant	0	48,519.34
62288	03/19/1971	M	06/11/2004	(blank)	Fire	Fire Captain	0	53,018.40
62289	04/27/1980	M	06/11/2004	(blank)	Fire	Fire Captain	0	53,018.40
62291	10/22/1976	M	06/11/2004	(blank)	Fire	Firefighter Senior	0	44,402.07
62294	04/18/1981	M	06/11/2004	(blank)	Fire	Staff Captain	0	56,018.40
62295	02/06/1981	M	06/11/2004	(blank)	Fire	Fire Lieutenant	0	48,519.34
62298	05/21/1977	M	06/11/2004	(blank)	Public Works	Engineering Manager	1	71,099.23
62305	01/13/1969	M	07/09/2004	(blank)	Public Works	Water Quality Specialist 2	1	48,786.16
62306	09/01/1980	M	07/23/2004	(blank)	Fire	Fire Lieutenant	0	48,519.34
62315	06/27/1980	M	08/06/2004	(blank)	Police	Police Officer	0	46,858.32
62331	12/25/1963	F	08/20/2004	(blank)	General Gov't & Agencies	City Judge	1	172,737.00
62332	09/19/1947	M	08/20/2004	(blank)	General Gov't & Agencies	City Court Officer	1	44,000.00
62333	09/18/1971	F	08/20/2004	(blank)	General Gov't & Agencies	Judicial Assistant	1	49,000.00
62336	12/29/1967	M	09/01/2004	(blank)	Public Works	Pretreatment Inspector 1	1	36,905.40
62337	06/23/1955	F	09/03/2004	(blank)	Economic & Community Deve	Community Develop Specialist	1	44,212.46
62340	05/28/1952	F	09/10/2004	(blank)	Public Works	Administrative Support Asst 2	1	30,307.18
62345	02/21/1975	F	10/01/2004	(blank)	Police	Administrative Support Spec	1	40,600.94
62355	01/04/1956	M	10/20/2004	(blank)	Public Works	Crew Worker 3	1	29,565.77
62358	08/04/1963	M	10/27/2004	(blank)	Public Works	Crew Supervisor 3 CDL	1	40,380.71
62364	10/05/1957	M	11/04/2004	(blank)	Public Works	Crew Worker 1	1	33,423.58
62368	03/02/1958	F	02/28/2005	(blank)	Youth & Family Development	Health Technician	1	25,318.84
62369	01/12/1967	M	11/12/2004	(blank)	Transportation	Civil Engineer	1	50,708.30
62371	06/19/1953	F	11/26/2004	(blank)	Police	Police Property Supervisor	1	42,413.00
62373	02/20/1970	M	11/24/2004	(blank)	Public Works	Manager Water Quality	1	78,552.21
62375	10/19/1970	M	08/08/2005	(blank)	Public Works	Crew Worker 3	1	29,565.77
62380	08/21/1951	F	12/03/2004	(blank)	Finance & Admin	Accountant 1	1	47,304.75
62393	10/10/1966	M	12/29/2004	(blank)	Public Works	Equipment Mechanic 2	1	36,905.40
62397	10/19/1966	M	12/31/2004	(blank)	Fire	Manager Electronics Comm	1	76,527.97
62400	07/13/1959	M	01/05/2005	(blank)	Public Works	Pretreatment Inspector 1	1	36,905.40
62404	12/03/1954	M	01/12/2005	(blank)	Public Works	Plant Operator 2	1	37,408.47
62408	01/26/1970	M	01/18/2005	(blank)	General Gov't & Agencies	Director Development	1	69,725.63
62412	12/20/1957	M	02/04/2005	(blank)	Public Works	Water Quality Specialist 1	1	50,939.50
62415	04/22/1961	F	02/04/2005	(blank)	Youth & Family Development	Nurse	1	28,020.10
62423	01/26/1985	F	08/05/2005	(blank)	Youth & Family Development	Health Technician	1	21,694.60
62429	11/30/1972	M	03/04/2005	(blank)	Police	Police Sergeant	0	54,321.63
62430	08/05/1970	M	03/04/2005	(blank)	Police	Police Officer	0	46,858.32
62432	09/10/1974	M	03/04/2005	(blank)	Police	Police Officer	0	46,858.32
62433	01/11/1980	M	03/04/2005	(blank)	Police	Police Sergeant	0	52,739.45
62436	11/29/1965	M	03/04/2005	10/13/2005	Police	Police Officer	0	46,858.32
62442	10/27/1967	M	03/04/2005	(blank)	Police	Police Officer	0	46,858.32
62444	02/16/1979	M	03/04/2005	(blank)	Police	Police Officer	0	46,858.32
62445	11/24/1974	M	03/04/2005	(blank)	Police	Police Officer	0	46,858.32
62448	06/24/1969	M	03/04/2005	(blank)	Police	Police Officer	0	46,858.32
62451	12/10/1965	M	03/02/2005	(blank)	Public Works	Inventory Clerk	1	32,288.76

62455	11/21/1967 F	02/28/2005 (blank)	Youth & Family Development	Teacher Assistant	1	1	17,613.18
62460	02/07/1978 M	03/18/2005 (blank)	Public Works	Administrator Public Works	1	1	112,914.00
62478	06/27/1967 M	04/25/2005 (blank)	Public Works	Crew Worker 2	1	1	28,075.25
62480	03/04/1964 F	05/13/2005 (blank)	Finance & Admin	Tax Manager	1	1	48,833.00
62490	12/31/1968 M	05/27/2005 (blank)	General Gov't & Agencies	City Auditor	1	1	116,500.00
62493	06/15/1958 M	05/27/2005 (blank)	Public Works	Utility Financial Services Manager	1	1	66,226.28
62498	01/04/1977 M	05/31/2005 (blank)	Public Works	Industrial Electrician 2	1	1	55,207.01
62500	07/01/1972 M	06/17/2005 (blank)	Fire	Firefighter Senior	1	1	44,402.07
62501	06/23/1972 M	06/17/2005 (blank)	Fire	Fire Lieutenant	1	0	48,519.34
62502	03/05/1974 M	06/17/2005 (blank)	Fire	Fire Captain	1	0	53,018.40
62503	03/24/1968 M	06/17/2005 (blank)	Fire	Fire Captain	1	0	53,018.40
62504	10/11/1983 M	06/17/2005 (blank)	Fire	Firefighter Senior	1	0	44,402.07
62505	05/31/1982 M	06/17/2005 (blank)	Fire	Staff Lieutenant	1	0	51,519.34
62506	03/12/1972 M	06/17/2005 (blank)	Fire	Fire Lieutenant	1	0	48,519.34
62507	01/25/1972 M	06/17/2005 (blank)	Fire	Staff Captain	1	0	56,018.40
62508	12/01/1978 F	06/17/2005 (blank)	Fire	Fire Captain	1	0	53,018.40
62509	09/28/1979 M	06/17/2005 (blank)	Fire	Fire Lieutenant	1	0	48,519.34
62510	12/02/1982 M	06/17/2005 (blank)	Fire	Fire Captain	1	0	53,018.40
62511	05/07/1977 M	06/17/2005 (blank)	Fire	Firefighter Senior	1	0	44,402.07
62513	07/22/1976 M	06/17/2005 (blank)	Fire	Fire Captain	1	0	53,018.40
62515	10/18/1980 M	06/17/2005 (blank)	Fire	Fire Lieutenant	1	0	48,519.34
62517	10/03/1977 M	06/17/2005 (blank)	Fire	Fire Lieutenant	1	0	48,519.34
62518	12/29/1982 M	06/17/2005 (blank)	Fire	Fire Captain	1	0	53,018.40
62519	01/07/1976 M	06/17/2005 (blank)	Fire	Firefighter	1	0	41,853.21
62523	04/11/1953 F	06/10/2005 (blank)	General Gov't & Agencies	Buyer	1	1	44,212.46
62542	09/05/1968 M	06/29/2005 (blank)	Public Works	Industrial Maintenance Mechanic 1	1	1	35,396.84
62549	11/30/1963 M	08/05/2005 (blank)	Police	Police Information Center Tech 1	1	1	27,099.89
62550	01/20/1971 M	08/01/2012 8/1/2012	Public Works	Crew Supervisor 1	1	1	28,903.82
62552	07/27/1987 M	12/09/2005 (blank)	Public Works	Crew Supervisor 2	1	1	33,271.00
62568	09/09/1967 F	09/05/2005 (blank)	Youth & Family Development	Dietary Supervisor	1	1	34,269.93
62570	05/23/1961 M	09/16/2005 (blank)	Fire	Building Maintenance Mechanic 1	1	1	34,046.65
62571	12/27/1963 M	09/16/2005 (blank)	Fire	Fire Equipment Specialist	1	1	35,290.58
62573	01/19/1965 F	10/28/2005 (blank)	Youth & Family Development	Recreation Specialist	1	1	35,727.00
62584	04/13/1978 M	09/30/2005 (blank)	Police	Police Sergeant	1	0	52,739.45
62588	03/10/1983 M	09/30/2005 (blank)	Police	Police Sergeant	1	0	52,739.45
62592	07/06/1984 M	09/30/2005 (blank)	Police	Police Officer	1	0	46,858.32
62593	06/08/1982 M	09/30/2005 (blank)	Police	Police Sergeant	1	0	52,739.45
62615	11/30/1963 F	10/28/2005 (blank)	Finance & Admin	Court Operations Technician 1	1	1	29,500.00
62617	08/12/1970 M	10/28/2005 (blank)	Transportation	Crew Worker 2	1	1	28,597.36
62619	07/30/1974 F	10/28/2005 (blank)	Youth & Family Development	Parent Involvement Coordinator	1	1	44,779.83
62637	07/03/1981 F	12/23/2005 (blank)	Public Works	General Supervisor	1	1	43,822.00
62651	09/11/1954 M	02/03/2006 (blank)	Public Works	Inventory Coordinator	1	1	38,601.17
62655	02/10/1955 M	02/13/2006 (blank)	Economic & Community Deve	Code Enforcement Inspector 1	1	1	36,905.40
62657	05/22/1970 M	02/17/2006 (blank)	Fire	Fire Lieutenant	1	0	45,734.13
62658	05/16/1953 M	05/19/2008 4/4/2014	Public Works	Crew Worker 1	1	1	26,903.25
62660	01/16/1950 M	02/23/2006 (blank)	General Gov't & Agencies	Buyer	1	1	44,212.46
62662	08/08/1948 M	02/27/2006 (blank)	Public Works	Manager Sewer Construction	1	1	67,820.43
62665	03/05/1978 M	06/14/2006 (blank)	Public Works	Crew Supervisor 3 CDL	1	1	38,939.18

62668	01/18/1957 M	03/17/2006 (blank)	Public Works	GIS Systems & Database Manager	1	1	71,888.58
62671	03/31/1952 M	03/22/2006 (blank)	Public Works	Engineering Coordinator	1	1	56,091.08
62673	12/24/1960 M	03/29/2006 (blank)	Public Works	Equipment Mechanic 1	1	1	33,753.16
62674	12/14/1962 M	03/29/2006 (blank)	Public Works	Equipment Mechanic 3	1	1	40,160.83
62676	05/02/1971 M	01/11/2013	Public Works	Chief Plant Operator	1	1	38,161.00
62680	07/08/1972 F	04/24/2006 (blank)	Finance & Admin	Accountant 2	1	1	56,302.73
62692	04/16/1960 M	06/07/2006 (blank)	Public Works	Crew Worker 2	1	1	28,725.88
62699	02/01/1958 M	05/26/2006 (blank)	Public Works	Crew Supervisor 2	1	1	32,954.29
62700	06/25/1966 M	08/21/2006 (blank)	Economic & Community Deve	Deputy Administrator ECD	1	1	91,743.34
62704	01/18/1982 M	06/09/2006 (blank)	Police	Police Officer	1	0	45,493.51
62705	10/25/1969 M	06/09/2006 (blank)	Police	Police Officer	1	0	45,493.51
62709	11/21/1976 M	06/09/2006 (blank)	Police	Police Officer	1	0	45,493.51
62710	04/14/1979 M	06/09/2006 (blank)	Police	Police Officer	1	0	45,493.51
62711	12/08/1982 M	06/09/2006 (blank)	Police	Police Lieutenant	1	0	59,358.71
62712	01/02/1982 M	06/09/2006 (blank)	Police	Police Officer	1	0	45,493.51
62718	07/08/1979 M	06/09/2006 (blank)	Police	Police Officer	1	0	45,493.51
62719	12/02/1980 M	06/09/2006 (blank)	Police	Police Officer	1	0	45,493.51
62729	08/11/1957 M	06/23/2006 (blank)	Finance & Admin	Deputy Chief Operating Officer	1	1	102,934.70
62742	07/28/1981 F	08/18/2006 (blank)	Police	Police Sergeant	1	1	51,203.35
62745	10/23/1956 F	08/18/2006 (blank)	Youth & Family Development	Foster Grandparent Field Supv	1	1	34,594.00
62746	01/09/1956 F	08/18/2006 (blank)	Finance & Admin	Accounting Technician 2	1	1	33,450.00
62752	12/04/1971 M	08/31/2006 (blank)	Public Works	Park Ranger	1	1	27,099.89
62754	06/10/1965 M	08/31/2006 (blank)	Public Works	Chief Maintenance Mechanic	1	1	49,318.40
62755	03/16/1963 F	01/19/2010	Finance & Admin	Payroll Assistant	1	1	30,528.00
62763	04/28/1973 F	09/01/2006	Youth & Family Development	Teacher Assistant	1	1	20,955.48
62775	10/04/1979 M	10/13/2006 (blank)	Fire	Firefighter Senior	1	0	43,108.80
62776	06/18/1970 M	10/13/2006 (blank)	Fire	Firefighter Senior	1	0	43,108.80
62777	11/12/1983 M	10/13/2006 (blank)	Fire	Firefighter	1	0	40,634.18
62778	04/17/1976 M	10/13/2006 (blank)	Fire	Fire Captain	1	0	51,474.17
62779	12/15/1973 M	08/04/2017 (blank)	Public Works	Industrial Electrician 1	1	1	36,521.00
62780	09/17/1981 M	10/13/2006 (blank)	Fire	Firefighter Senior	1	0	43,108.80
62783	07/18/1977 M	10/13/2006 (blank)	Fire	Fire Lieutenant	1	0	47,106.15
62785	01/15/1975 M	10/13/2006 (blank)	Fire	Fire Lieutenant	1	0	47,106.15
62786	12/06/1975 M	10/13/2006 (blank)	Fire	Fire Lieutenant	1	0	43,108.80
62787	11/19/1980 M	10/13/2006 (blank)	Fire	Fire Lieutenant	1	0	47,106.15
62789	11/26/1982 M	10/13/2006 (blank)	Fire	Fire Lieutenant	1	0	47,106.15
62791	03/07/1979 M	10/13/2006 (blank)	Fire	Fire Captain	1	0	51,474.17
62793	09/02/1982 F	10/13/2006 (blank)	Police	Crime Analyst	1	1	38,161.00
62797	08/28/1989 M	10/09/2006	General Gov't & Agencies	Library Assistant 2	1	1	34,668.00
62799	04/21/1970 M	10/20/2006 (blank)	Transportation	Crew Worker 3	1	1	28,650.88
62805	07/20/1960 M	10/27/2006 (blank)	Youth & Family Development	Fiscal Analyst	1	1	50,750.05
62813	01/31/1965 F	02/16/2007 (blank)	Youth & Family Development	Crew Worker 1	1	1	27,099.89
62814	12/19/1959 F	03/30/2012	Youth & Family Development	Crew Worker 1	1	1	26,903.25
62824	08/12/1981 M	11/30/2006 (blank)	Public Works	Building Maintenance Mechanic 1	1	1	32,798.00
62827	04/26/1983 F	11/30/2006 (blank)	Public Works	GIS Analyst 2	1	1	51,268.43
62834	07/31/1977 M	12/26/2006 (blank)	Public Works	Equipment Mechanic 2	1	1	36,838.56
62835	02/26/1964 M	12/28/2006 (blank)	Public Works	Equipment Mechanic 2	1	1	38,487.71
62865	12/12/1979 M	02/09/2007 (blank)	Police	Police Sergeant	1	1	51,203.35

62866	01/10/1986	M	02/09/2007	(blank)	Police	Police Officer	1	0	45,493.51
62872	04/19/1984	M	02/09/2007	(blank)	Police	Police Officer	1	0	45,493.51
62873	08/29/1979	M	02/09/2007	(blank)	Police	Police Officer	1	0	45,493.51
62874	11/21/1969	M	02/09/2007	(blank)	Police	Police Sergeant	1	0	54,321.63
62875	06/08/1982	M	02/09/2007	(blank)	Police	Police Officer	1	0	45,493.51
62877	04/26/1983	M	02/09/2007	(blank)	Police	Police Officer	1	0	45,493.51
62879	06/18/1967	M	02/09/2007	(blank)	Police	Police Officer	1	0	45,493.51
62881	11/04/1985	M	02/09/2007	(blank)	Police	Police Officer	1	0	45,493.51
62893	09/18/1965	M	03/02/2007	(blank)	General Gov't & Agencies	IT Support Services Supervisor	1	1	55,816.51
62894	09/12/1982	F	02/22/2007	1/4/2010	Youth & Family Development	Teacher	1	1	26,507.03
62897	12/26/1981	M	03/16/2007	(blank)	Fire	Firefighter Senior	1	0	43,108.80
62898	01/25/1985	M	03/16/2007	(blank)	Fire	Firefighter Senior	1	0	43,108.80
62903	06/12/1979	M	03/16/2007	(blank)	Fire	Fire Lieutenant	1	0	47,106.15
62904	01/09/1972	M	03/16/2007	(blank)	Fire	Fire Captain	1	0	51,474.17
62905	03/04/1970	F	03/16/2007	(blank)	Fire	Fire Captain	1	0	51,474.17
62906	07/21/1979	F	03/16/2007	(blank)	Fire	Firefighter Senior	1	0	43,108.80
62907	04/05/1977	M	03/16/2007	(blank)	Fire	Fire Lieutenant	1	0	47,106.15
62908	05/25/1985	M	03/28/2014	7/25/2007	Fire	Firefighter Engineer	1	0	41,853.21
62911	12/04/1975	M	03/16/2007	(blank)	Fire	Fire Captain	1	0	51,474.17
62912	06/27/1968	M	03/09/2007	(blank)	Economic & Community Deve	Code Enforcement Inspector 2	1	1	40,380.52
62917	03/30/1963	F	03/30/2007	11/5/2010	Public Works	Accounting Technician 2	1	1	31,056.57
62920	03/21/1974	F	04/13/2007	(blank)	Fire	Firefighter Engineer	1	0	41,853.21
62921	02/09/1979	F	04/13/2007	(blank)	Economic & Community Deve	Community Develop Specialist	1	1	44,212.46
62925	12/21/1953	M	04/27/2007	(blank)	Police	Police Property Technician	1	1	29,653.62
62928	11/02/1975	M	06/22/2007	(blank)	Public Works	Crew Supervisor 1	1	1	30,101.61
62929	02/11/1960	F	04/27/2007	(blank)	Public Works	Fiscal Analyst	1	1	51,120.56
62933	03/23/1978	M	05/11/2007	(blank)	Public Works	Park Ranger	1	1	27,099.89
62938	12/24/1949	M	06/01/2007	(blank)	Public Works	Security Guard	1	1	32,667.59
62939	06/24/1976	M	05/29/2007	(blank)	Public Works	Survey Instrument Technician	1	1	32,959.88
62942	10/03/1979	M	05/31/2007	(blank)	Public Works	GIS Analyst 2	1	1	52,459.01
62952	03/11/1960	M	06/04/2007	(blank)	Public Works	Crew Supervisor 2	1	1	32,798.00
62970	05/19/1978	M	06/15/2007	(blank)	Economic & Community Deve	Applications Analyst	1	1	52,278.00
62993	03/03/1982	M	02/15/2008	(blank)	Public Works	Crew Worker 3	1	1	29,565.62
62997	12/31/1958	M	06/22/2007	(blank)	Fire	Fire Equipment Specialist	1	1	34,350.08
63000	11/15/1971	M	07/09/2007	(blank)	Public Works	Crew Supervisor 2	1	1	37,228.32
63001	05/01/1949	M	07/09/2007	(blank)	Public Works	Park Ranger	1	1	27,099.89
63002	06/25/1975	M	11/19/2012	11/11/2007	Public Works	Crew Worker 2	1	1	28,442.45
63006	04/12/1981	M	07/20/2016	8/19/2016	Youth & Family Development	Recreation Facility Manager 2	1	1	37,771.00
63009	02/17/1974	M	07/24/2007	(blank)	Public Works	Crew Worker 1	1	1	27,099.89
63014	06/17/1967	M	07/27/2007	(blank)	Youth & Family Development	Service Delivery Worker II	1	1	35,780.53
63017	09/05/1987	F	02/21/2014	(blank)	Fire	Firefighter	1	0	35,051.40
63019	10/26/1964	M	08/06/2007	(blank)	Public Works	Crew Supervisor 1	1	1	30,078.75
63020	08/29/1972	M	08/03/2007	(blank)	Transportation	Traffic Signal Designer Specialist	1	1	47,969.32
63021	07/08/1969	F	05/23/2008	(blank)	Public Works	Administrative Support Asst 1	1	1	26,903.25
63023	04/22/1979	F	08/03/2007	(blank)	General Gov't & Agencies	Programmer 2	1	1	53,059.13
63027	02/21/1972	F	09/23/2011	2/22/2010	Police	Police Officer	1	0	44,168.46
63030	02/09/1971	M	08/24/2007	(blank)	Police	Police Sergeant	1	0	52,739.45
63031	07/09/1964	M	08/24/2007	(blank)	Police	Police Officer	1	0	45,493.51

63033	03/30/1963 M	08/24/2007 (blank)	Police	Police Officer	1	0	46,858.32
63039	09/28/1974 M	08/17/2007 (blank)	Public Works	Industrial Occ Safety Supvr	1	1	46,553.79
63047	01/17/1980 M	09/04/2007 (blank)	Youth & Family Development	English Language Learner Supv	1	1	42,247.09
63052	04/30/1973 M	10/05/2007 (blank)	Public Works	Equipment Operator 4	1	1	33,752.78
63055	08/10/1962 F	09/28/2007 (blank)	General Gov't & Agencies	Customer Service Representative 1	1	1	32,461.46
63056	07/02/1950 F	10/12/2007 (blank)	General Gov't & Agencies	Customer Service Representative 1	1	1	33,714.87
63072	10/09/1985 M	10/19/2007 (blank)	Fire	Firefighter Engineer	1	0	38,301.61
63074	10/26/1977 F	10/19/2007 (blank)	Police	Police Officer	1	0	45,493.51
63075	02/26/1985 M	10/19/2007 (blank)	Police	Police Officer	1	0	45,493.51
63076	07/21/1977 M	10/19/2007 (blank)	Police	Police Officer	1	0	45,493.51
63078	12/02/1980 M	10/19/2007 (blank)	Police	Police Officer	1	0	45,493.51
63081	05/15/1985 M	05/16/2016 11/16/2007	Police	Police Officer	1	0	45,493.51
63082	03/01/1986 M	10/19/2007 (blank)	Police	Police Sergeant	1	0	51,203.35
63084	01/11/1981 M	10/19/2007 (blank)	Police	Police Officer	1	0	45,493.51
63085	09/27/1972 M	10/19/2007 (blank)	Police	Police Sergeant	1	0	51,203.35
63086	06/23/1981 M	02/04/2013 7/27/2008	Police	Police Officer	1	0	44,168.46
63087	09/24/1979 M	10/19/2007 (blank)	Police	Police Officer	1	0	45,493.51
63111	10/05/1970 M	07/07/2017 (blank)	Public Works	Industrial Electrician 1	1	1	36,521.00
63116	08/13/1982 F	12/07/2007 (blank)	Youth & Family Development	Family Services Assistant	1	1	26,401.15
63120	08/17/1962 F	12/07/2007 (blank)	Youth & Family Development	Human Resources Technician	1	1	41,883.21
63123	10/08/1980 F	08/08/2014 (blank)	Youth & Family Development	Collaboration Teacher	1	1	28,886.33
63134	09/28/1951 M	01/04/2008 (blank)	General Gov't & Agencies	Buyer	1	1	44,212.46
63143	06/02/1979 M	01/18/2008 (blank)	Transportation	Transportation Project Coordinator	1	1	54,349.07
63145	08/29/1979 M	01/18/2008 (blank)	Public Works	Chief Plant Operator	1	1	41,674.89
63146	05/22/1964 M	02/18/2008 (blank)	Public Works	Plant Operator 3	1	1	36,014.46
63147	03/03/1952 M	02/15/2008 (blank)	Public Works	Chief Plant Operator	1	1	39,386.69
63148	03/02/1966 M	01/25/2008 (blank)	Police	Fiscal Analyst	1	1	51,513.80
63159	07/05/1983 M	02/08/2008 (blank)	Police	Police Sergeant	1	0	49,711.99
63161	07/06/1983 M	02/08/2008 (blank)	Police	Police Sergeant	1	0	49,711.99
63167	12/22/1978 F	09/19/2008 9/19/2008	Police	Police Officer	1	0	44,168.46
63171	05/02/1939 F	02/20/2008 (blank)	General Gov't & Agencies	Council Member	1	1	24,516.83
63172	10/04/1968 M	02/08/2008 (blank)	Human Resources	Safety & Compliance Coordinator	1	1	44,785.00
63190	03/25/1979 M	04/07/2008 (blank)	Finance & Admin	Management Budget Analyst 1	1	1	45,798.34
63200	08/26/1952 M	04/25/2008 (blank)	Public Works	Engineering Coordinator	1	1	50,192.00
63208	06/23/1986 M	04/25/2008 (blank)	Fire	Firefighter Senior	1	0	41,853.21
63210	03/06/1984 M	04/25/2008 (blank)	Fire	Fire Lieutenant	1	0	45,734.13
63212	04/03/1986 M	04/25/2008 (blank)	Fire	Fire Lieutenant	1	0	45,734.13
63215	06/29/1979 M	04/25/2008 (blank)	Fire	Fire Lieutenant	1	0	45,734.13
63216	07/20/1984 M	04/25/2008 (blank)	Fire	Firefighter Senior	1	0	41,853.21
63217	08/27/1968 M	04/25/2008 (blank)	Fire	Firefighter Engineer	1	0	40,634.18
63219	02/16/1981 M	04/25/2008 (blank)	Fire	Fire Lieutenant	1	0	45,734.13
63220	07/17/1984 M	04/25/2008 (blank)	Fire	Firefighter Senior	1	0	41,853.21
63221	05/20/1972 M	04/25/2008 (blank)	Fire	Fire Lieutenant	1	0	45,734.13
63222	05/11/1978 F	04/25/2008 (blank)	Fire	Fire Lieutenant	1	0	45,734.13
63227	01/13/1978 F	05/09/2008 (blank)	Public Works	Fiscal Analyst	1	1	54,613.65
63261	04/27/1980 M	06/19/2008 7/3/2009	Public Works	Water Quality Specialist 2	1	1	45,828.51
63282	10/27/1955 F	09/26/2008 9/26/2008	Youth & Family Development	Family Services Assistant	1	1	20,755.15
63501	04/30/1956 M	07/18/2008 (blank)	Public Works	Equipment Operator 4	1	1	33,280.23

63583	05/28/1955	M	08/08/2008	(blank)	Fire	Electronics Shop Supervisor	1	1	57,529.36
63625	11/19/1958	M	08/04/2008	(blank)	Transportation	Electrician 1	1	1	47,917.71
63665	01/16/1973	M	08/22/2008	(blank)	Public Works	General Supervisor	1	1	43,529.00
63666	12/01/1971	M	08/22/2008	(blank)	Public Works	Plant Operator 3	1	1	35,694.95
63726	01/10/1960	F	08/25/2008	7/17/2009	Youth & Family Development	Collaboration Primary Caregiver	1	1	22,578.83
63767	06/14/1961	M	08/15/2008	2/10/2012	Youth & Family Development	Crew Worker 1	1	1	26,903.25
63812	11/26/1976	M	09/19/2008	(blank)	Police	Police Officer	1	0	46,858.32
63818	01/01/1976	M	09/19/2008	(blank)	Police	Police Officer	1	0	44,168.46
63819	10/11/1976	M	09/19/2008	(blank)	Police	Police Officer	1	0	44,168.46
63824	07/01/1981	F	09/19/2008	(blank)	Police	Police Officer	1	0	44,168.46
63827	04/07/1979	M	09/19/2008	(blank)	Police	Police Sergeant	1	0	49,711.99
63828	08/10/1971	M	09/19/2008	(blank)	Police	Police Officer	1	0	44,168.46
63829	12/26/1972	M	09/19/2008	(blank)	Police	Police Officer	1	0	46,858.32
63831	05/15/1984	M	09/19/2008	(blank)	Police	Police Officer	1	0	44,168.46
63833	04/10/1987	M	09/19/2008	(blank)	Police	Police Officer	1	0	44,168.46
63838	04/13/1984	M	09/19/2008	(blank)	Police	Police Officer	1	0	44,168.46
63839	11/27/1981	M	09/19/2008	(blank)	Police	Police Officer	1	0	44,168.46
63868	07/14/1969	M	09/23/2008	(blank)	Police	Police Officer	1	0	44,168.46
63969	12/01/1959	M	09/26/2008	7/15/2011	Youth & Family Development	Crew Worker 1	1	1	26,903.25
64008	12/17/1969	F	10/10/2008	(blank)	General Gov't & Agencies	Senior Auditor	1	1	67,857.31
64028	10/20/1968	M	10/24/2008	(blank)	Public Works	Plant Operator 2	1	1	36,257.32
64029	12/18/1959	M	10/24/2008	(blank)	Public Works	Plant Operator 2	1	1	36,250.00
64030	02/03/1971	F	10/24/2008	(blank)	Human Resources	HRMS Records Coordinator	1	1	47,205.00
64055	08/22/1969	F	05/23/2013	9/13/2013	Youth & Family Development	Recreation Program Coordinator	1	1	39,957.00
64114	07/03/1987	M	09/04/2015	9/4/2015	Youth & Family Development	Crew Worker 2	1	1	26,500.00
64154	11/29/1956	F	11/17/2008	(blank)	Economic & Community Deve	Real Property Coordinator	1	1	48,000.00
64195	04/15/1960	M	11/18/2008	(blank)	General Gov't & Agencies	Council Member	1	1	24,516.83
64314	09/08/1964	F	07/08/2016	3/31/2017	Youth & Family Development	Dietary Assistant	1	1	15,983.86
64335	09/15/1982	F	12/05/2008	(blank)	General Gov't & Agencies	Planner 2	1	1	46,396.92
64355	05/12/1966	F	12/15/2008	(blank)	Human Resources	Human Resources Generalist 2	1	1	48,163.19
64355	05/30/1979	F	02/17/2009	11/20/2009	Youth & Family Development	Recreation Division Manager	1	1	48,365.46
64555	07/28/1960	F	02/20/2009	(blank)	Transportation	Administrative Support Spec	1	1	33,454.21
64575	06/08/1961	M	03/10/2009	10/22/2010	General Gov't & Agencies	Landfill Technician	1	1	49,108.30
64675	01/08/1966	M	03/12/2009	9/10/2010	Police	Building Maintenance Mechanic 2	1	1	33,489.00
64680	08/20/1969	M	03/25/2009	5/18/2012	Public Works	Police Officer	1	0	46,858.32
64797	12/24/1964	F	04/24/2009	(blank)	Police	Engineering Coordinator	1	1	56,009.21
64896	02/06/1959	F	04/20/2009	7/31/2009	Public Works	Police Information Center Tech 1	1	1	26,903.25
64917	03/12/1968	F	05/11/2009	(blank)	Police	Administrative Support Asst 1	1	1	27,106.20
64960	05/02/1954	M	01/20/2009	12/18/2009	General Gov't & Agencies	Police Property Technician	1	1	29,307.71
64981	04/19/1983	F	05/19/2009	2/10/2014	General Gov't & Agencies	Planner 2	1	1	45,012.33
65044	01/23/1962	F	06/05/2009	(blank)	Public Works	Librarian Head	1	1	48,942.00
65046	02/09/1962	M	06/05/2009	(blank)	Public Works	Equipment Mechanic 1	1	1	33,454.21
65047	09/08/1973	F	05/29/2012	5/12/2017	Youth & Family Development	Inventory Coordinator	1	1	36,061.60
65121	09/10/1987	F	07/13/2009	(blank)	Public Works	Recreation Specialist	1	1	28,504.00
65235	02/04/1953	M	07/17/2009	(blank)	Public Works	Water Quality Supervisor	1	1	63,462.90
65255	03/12/1973	M	08/19/2009	7/2/2010	Youth & Family Development	Plant Operator 3	1	1	34,377.00
65383	07/13/1966	M	08/31/2009	(blank)	Public Works	Crew Worker 1	1	1	26,903.25
65442	03/19/1974	M				Chief Electrical Instrument Tech	1	1	50,390.35

65462	07/25/1965 M	08/31/2009 (blank)	Public Works	Laboratory Technician 2	1	1	39,609.05
65482	01/08/1980 M	09/08/2009 (blank)	General Gov't & Agencies	IT Project Manager	1	1	77,874.56
65484	04/09/1959 M	09/11/2009 (blank)	Public Works	Plant Operator 2	1	1	34,977.08
65509	11/20/1960 F	04/26/2010 9/10/2010	Economic & Community Deve	Permit Clerk	1	1	27,809.78
65616	03/29/1960 F	10/02/2009 (blank)	Youth & Family Development	Family Services Assistant	1	1	31,196.65
65632	10/07/1975 M	10/23/2009 (blank)	Human Resources	Director Safety, Compl & Risk Mgt	1	1	67,227.80
65635	07/29/1985 M	11/06/2009 (blank)	Fire	Fire Lieutenant	1	0	45,734.13
65636	04/07/1974 M	11/06/2009 (blank)	Fire	Firefighter Engineer	1	0	40,634.18
65637	09/30/1981 M	11/06/2009 (blank)	Fire	Firefighter Engineer	1	0	40,634.18
65639	07/01/1977 M	11/06/2009 (blank)	Fire	Firefighter Engineer	1	0	40,634.18
65642	02/04/1986 M	11/06/2009 (blank)	Fire	Firefighter Engineer	1	0	40,634.18
65643	04/24/1987 M	11/06/2009 (blank)	Fire	Firefighter Engineer	1	0	40,634.18
65644	01/03/1975 M	11/06/2009 (blank)	Fire	Firefighter Engineer	1	0	40,634.18
65645	04/26/1985 M	11/06/2009 (blank)	Fire	Fire Lieutenant	1	0	45,734.13
65646	01/22/1985 M	11/06/2009 (blank)	Fire	Firefighter	1	0	39,450.67
65647	07/18/1972 M	11/06/2009 (blank)	Fire	Firefighter Engineer	1	0	39,450.67
65648	04/23/1984 M	11/06/2009 (blank)	Fire	Firefighter Engineer	1	0	40,634.18
65649	04/01/1978 M	02/25/2014 6/6/2010	Fire	Firefighter Engineer	1	0	39,450.67
65652	10/06/1982 M	11/06/2009 (blank)	Fire	Firefighter Engineer	1	0	40,634.18
65654	08/07/1984 M	11/06/2009 (blank)	Fire	Firefighter Engineer	1	0	40,634.18
65655	02/02/1981 M	11/06/2009 (blank)	Fire	Firefighter Engineer	1	0	40,634.18
65656	07/03/1979 M	11/06/2009 (blank)	Fire	Firefighter	1	0	39,450.67
65657	12/19/1976 M	11/06/2009 (blank)	Fire	Fire Lieutenant	1	0	45,734.13
65658	09/18/1987 M	11/06/2009 (blank)	Fire	Firefighter Engineer	1	0	40,634.18
65659	07/21/1978 M	11/06/2009 (blank)	Fire	Fire Lieutenant	1	0	45,734.13
65662	02/05/1986 M	11/06/2009 (blank)	Fire	Firefighter Engineer	1	0	40,634.18
65663	03/29/1983 M	11/06/2009 (blank)	Fire	Firefighter Engineer	1	0	40,634.18
65666	05/31/1987 M	11/06/2009 (blank)	Fire	Firefighter Engineer	1	0	40,634.18
65667	08/03/1974 M	11/06/2009 (blank)	Fire	Fire Lieutenant	1	0	45,734.13
65668	10/25/1983 M	11/06/2009 (blank)	Fire	Firefighter Engineer	1	0	40,634.18
65690	07/11/1961 M	11/06/2009 (blank)	Public Works	Inventory Technician	1	1	37,377.31
65709	07/16/1953 M	11/20/2009 (blank)	Economic & Community Deve	Plans Review Specialist 3	1	1	45,630.00
65718	09/04/1957 F	12/04/2009 (blank)	Public Works	Landscape Architect 2	1	1	47,876.60
65721	05/05/1959 F	12/04/2009 9/9/1996	General Gov't & Agencies	Legal Assistant	1	1	47,649.28
65723	08/29/1966 F	12/04/2009 11/2/2005	General Gov't & Agencies	Legal Assistant	1	1	40,062.72
65763	11/09/1955 M	12/18/2009 (blank)	Police	Police Property Technician	1	1	29,307.71
65769	07/03/1957 F	12/18/2009 1/19/2006	General Gov't & Agencies	Staff Attorney 2	1	1	98,005.51
65770	03/25/1956 M	12/18/2009 8/26/1985	General Gov't & Agencies	Deputy City Attorney	1	1	132,027.15
65800	02/17/1979 F	01/04/2010 (blank)	Youth & Family Development	Family Services Assistant	1	1	20,001.65
65839	12/27/1988 F	02/19/2016 (blank)	Youth & Family Development	Dietary Assistant	1	1	16,182.74
65879	06/26/1959 F	01/29/2010 12/30/2011	Youth & Family Development	Dietary Assistant	1	1	11,063.41
65980	05/09/1979 F	02/26/2010 (blank)	Youth & Family Development	Teacher	1	1	31,475.21
65987	10/15/1971 F	02/26/2010 5/12/2017	Youth & Family Development	Crew Worker 1	1	1	25,550.00
66013	08/29/1972 M	03/26/2010 (blank)	Public Works	Equipment Mechanic 2	1	1	35,500.00
66052	03/02/1977 M	04/12/2010 (blank)	Economic & Community Deve	Code Enforcement Inspector 2	1	1	38,635.26
66076	03/05/1979 M	04/19/2010 (blank)	Public Works	Equipment Mechanic 2	1	1	35,326.46
66090	02/13/1958 M	04/30/2010 (blank)	Youth & Family Development	Crew Worker 2	1	1	26,903.25
66134	06/16/1962 M	05/07/2010 (blank)	Public Works	Crew Supervisor 3 CDL	1	1	38,590.25

66135	07/16/1954 M	05/07/2010 (blank)	Public Works	Plant Operator 2	1	1	34,350.08
66137	07/20/1953 F	05/14/2010 (blank)	Public Works	Administrative Manager	1	1	58,038.67
66175	08/07/1991 M	03/20/2015 (blank)	Fire	Firefighter	1	0	34,030.49
66178	07/26/1964 F	05/21/2010 (blank)	Police	Police Information Center Tech 1	1	1	26,903.25
66180	04/20/1965 M	05/21/2010 (blank)	Public Works	Equipment Mechanic 2	1	1	46,885.81
66187	02/01/1989 F	05/21/2010 8/19/2016	Youth & Family Development	Recreation Specialist	1	1	28,048.00
66190	11/06/1992 M	06/03/2011 6/3/2011	Youth & Family Development	Crew Worker 1	1	1	26,903.25
66191	04/18/1960 M	06/04/2010 (blank)	Transportation	Electronics Technician 1	1	1	50,304.15
66194	12/24/1972 F	05/24/2010 12/30/2011	Economic & Community Deve	Recreation Program Coordinator	1	1	43,012.09
66199	12/31/1955 M	06/04/2010 (blank)	Public Works	Equipment Operator 5	1	1	36,575.72
66202	03/05/1990 F	12/12/2014 9/30/2016	Public Works	Water Quality Technician	1	1	32,798.00
66251	11/14/1962 M	06/18/2010 (blank)	Public Works	Manager Site Development	1	1	74,335.05
66252	05/19/1958 M	06/18/2010 (blank)	Transportation	Equipment Operator 4	1	1	33,454.21
66257	10/31/1984 F	11/14/2012 6/17/2013	General Gov't & Agencies	Planner 2	1	1	44,000.00
66305	10/24/1967 F	07/12/2010 (blank)	Finance & Admin	Payroll Technician 2	1	1	36,563.39
66327	09/14/1967 F	07/16/2010 (blank)	General Gov't & Agencies	Open Data Specialist	1	1	52,830.16
66328	08/02/1956 F	07/26/2010 (blank)	Public Works	Inventory Coordinator	1	1	36,061.60
66348	07/05/1964 M	07/30/2010 (blank)	Public Works	Crew Supervisor 2	1	1	35,270.43
66408	09/28/1981 F	09/02/2016 (blank)	Fire	Firefighter	1	0	38,301.61
66409	05/08/1982 M	08/13/2010 (blank)	Fire	Firefighter Engineer	1	0	39,450.67
66410	04/17/1976 M	08/13/2010 (blank)	Fire	Fire Lieutenant	1	0	48,519.34
66411	09/16/1986 M	08/13/2010 (blank)	Fire	Firefighter	1	0	38,301.61
66412	09/12/1987 M	08/13/2010 (blank)	Fire	Fire Lieutenant	1	0	44,402.07
66413	05/15/1983 M	08/13/2010 (blank)	Fire	Firefighter Engineer	1	0	39,450.67
66414	06/05/1985 M	08/13/2010 (blank)	Fire	Fire Lieutenant	1	0	44,402.07
66415	04/12/1984 M	08/13/2010 (blank)	Fire	Firefighter Engineer	1	0	39,450.67
66417	03/04/1981 F	08/13/2010 (blank)	Fire	Firefighter	1	0	38,301.61
66418	08/30/1988 M	08/13/2010 (blank)	Fire	Fire Lieutenant	1	0	44,402.07
66419	05/03/1984 M	08/13/2010 (blank)	Fire	Fire Lieutenant	1	0	44,402.07
66420	01/09/1988 M	08/13/2010 (blank)	Fire	Firefighter Engineer	1	0	39,450.67
66421	08/13/1986 M	08/13/2010 (blank)	Fire	Firefighter	1	0	38,301.61
66422	08/09/1982 M	08/13/2010 (blank)	Fire	Firefighter Engineer	1	0	39,450.67
66423	01/02/1984 M	08/13/2010 (blank)	Fire	Firefighter Engineer	1	0	39,450.67
66424	04/07/1974 M	08/13/2010 (blank)	Fire	Fire Lieutenant	1	0	44,402.07
66425	10/12/1977 M	08/13/2010 (blank)	Fire	Fire Lieutenant	1	0	44,402.07
66426	01/31/1981 M	08/13/2010 (blank)	Fire	Fire Lieutenant	1	0	44,402.07
66427	05/05/1988 F	08/13/2010 (blank)	Fire	Firefighter Engineer	1	0	39,450.67
66428	06/24/1981 M	08/13/2010 (blank)	Fire	Firefighter Engineer	1	0	39,450.67
66429	06/30/1986 M	08/13/2010 (blank)	Fire	Firefighter Engineer	1	0	39,450.67
66430	12/23/1978 M	08/13/2010 (blank)	Fire	Fire Lieutenant	1	0	44,402.07
66432	06/14/1971 F	08/13/2010 (blank)	Public Works	Chemist	1	1	50,791.17
66435	04/28/1971 M	08/13/2010 (blank)	Transportation	Transportation Engineer	1	1	91,526.77
66436	02/17/1959 F	08/13/2010 (blank)	Youth & Family Development	Fiscal Specialist	1	1	38,110.11
66438	07/22/1966 F	08/13/2010 1/16/2015	Youth & Family Development	Teacher Assistant	1	1	21,780.96
66460	03/19/1963 M	08/27/2010 (blank)	Public Works	Equipment Operator 4	1	1	33,155.63
66461	05/31/1972 M	08/30/2010 (blank)	Youth & Family Development	Crew Supervisor 1	1	1	43,619.06
66462	07/22/1980 M	08/30/2010 (blank)	Finance & Admin	Director Open Data & Perf Mngt	1	1	74,282.78
66482	01/08/1984 M	09/10/2010 (blank)	Police	Police Officer	1	0	42,882.00

66485	09/28/1970 M	09/10/2010 (blank)	Police	Police Officer	1	0	42,882.00
66488	10/17/1985 M	09/10/2010 (blank)	Police	Police Officer	1	0	42,882.00
66489	02/08/1980 M	09/10/2010 (blank)	Police	Police Officer	1	0	42,882.00
66490	06/01/1980 M	09/10/2010 (blank)	Police	Police Officer	1	0	42,882.00
66492	04/18/1982 M	09/10/2010 (blank)	Police	Police Officer	1	0	42,882.00
66493	08/06/1983 M	09/10/2010 (blank)	Police	Police Officer	1	0	42,882.00
66494	05/23/1985 M	09/10/2010 (blank)	Police	Police Officer	1	0	42,882.00
66495	04/06/1982 M	09/10/2010 (blank)	Police	Police Officer	1	0	42,882.00
66498	04/04/1987 M	09/10/2010 (blank)	Police	Police Officer	1	0	42,882.00
66499	09/10/1974 M	09/10/2010 (blank)	Police	Police Officer	1	0	42,882.00
66500	04/12/1981 M	09/10/2010 (blank)	Police	Police Officer	1	0	42,882.00
66600	03/20/1980 M	09/17/2010 (blank)	Fire	Electronics Shop Supervisor	1	0	48,816.17
66602	11/04/1979 M	09/10/2010 (blank)	Youth & Family Development	Recreation Specialist	1	1	33,723.98
66603	01/17/1964 M	09/20/2010 (blank)	Economic & Community Deve	Code Enforcement Inspector 2	1	1	38,286.33
66604	09/11/1977 M	09/20/2010 (blank)	Economic & Community Deve	Code Enforcement Inspector 2	1	1	38,286.33
66620	05/13/1984 M	09/24/2010 (blank)	Police	Police Officer	1	0	42,882.00
66621	01/22/1988 M	09/24/2010 (blank)	Police	Police Officer	1	0	42,882.00
66622	05/13/1986 M	09/24/2010 (blank)	Police	Police Officer	1	0	42,882.00
66625	11/01/1990 M	09/24/2010 (blank)	Public Works	Plant Operator 3	1	0	42,882.00
66626	05/27/1951 M	09/24/2010 (blank)	General Gov't & Agencies	Senior Auditor	1	1	36,563.39
66627	10/31/1956 F	05/30/2014 (blank)	Police	Personnel Assistant	1	1	62,730.00
66703	07/09/1985 M	11/15/2013	Police	Police Officer	1	1	29,250.00
66713	09/12/1977 F	10/11/2010 (blank)	Public Works	Asset Management Systems Coord	1	0	40,420.40
66765	11/27/1969 M	10/22/2010 (blank)	Youth & Family Development	Recreation Facility Manager 1	1	1	35,573.00
66767	03/25/1983 F	09/30/2016 (blank)	Fire	Firefighter	1	1	37,201.00
66769	09/17/1963 F	10/22/2010 (blank)	Police	Administrative Support Asst 1	1	0	33,039.31
66770	11/20/1966 M	10/22/2010 (blank)	Fire	Building Maintenance Mechanic 1	1	1	27,180.00
66793	09/28/1967 M	11/08/2010 (blank)	General Gov't & Agencies	Executive Director	1	1	33,714.87
66814	06/30/1952 M	11/05/2010 (blank)	Public Works	Equipment Operator 3	1	1	105,770.29
66815	06/10/1967 M	11/05/2010 (blank)	Public Works	Equipment Operator 5	1	1	30,081.14
66817	01/20/1984 M	11/05/2010 (blank)	Public Works	General Supervisor	1	1	34,021.00
66818	01/09/1947 M	11/05/2010 (blank)	Police	Police Property Technician	1	1	43,822.00
66902	10/10/1949 F	12/09/2010	Economic & Community Deve	Project Specialist	1	1	29,049.79
66907	09/19/1976 M	12/03/2010 (blank)	Economic & Community Deve	Asst Director Development Services	1	0	37,234.73
66940	05/04/1979 F	01/03/2011 (blank)	Fire	Executive Assistant	1	1	65,600.00
66965	12/17/1983 M	01/28/2011 (blank)	Police	Police Officer	1	1	42,500.00
66966	09/11/1984 M	01/28/2011 (blank)	Police	Police Officer	1	0	42,882.00
66968	02/17/1982 M	01/28/2011 (blank)	Police	Police Officer	1	0	42,882.00
66969	08/17/1985 M	01/28/2011 (blank)	Police	Police Officer	1	0	42,882.00
66972	09/30/1988 M	01/28/2011 (blank)	Police	Police Officer	1	0	42,882.00
66973	03/09/1987 M	01/28/2011 (blank)	Police	Police Officer	1	0	42,882.00
66977	10/16/1952 M	01/14/2011 (blank)	Public Works	Manager Street Maintenance	1	0	42,882.00
66978	01/31/1971 M	01/14/2011 (blank)	Transportation	Equipment Operator 4	1	1	54,426.95
66980	01/13/1986 M	01/28/2011 (blank)	Police	Police Officer	1	1	31,987.44
66981	03/01/1983 M	01/28/2011 (blank)	Police	Police Officer	1	0	42,882.00
66983	10/06/1986 M	01/28/2011 (blank)	Police	Police Officer	1	0	42,882.00
66984	12/25/1975 M	01/28/2011 (blank)	Police	Police Officer	1	0	42,882.00
66987	12/07/1987 M	01/28/2011 (blank)	Police	Police Officer	1	0	42,882.00

66989	12/02/1985	M	01/28/2011	(blank)	Police	Police Officer	1	0	42,882.00
66992	08/30/1984	M	01/28/2011	(blank)	Police	Police Officer	1	0	42,882.00
66993	01/17/1979	M	01/28/2011	(blank)	Police	Police Officer	1	0	42,882.00
66994	12/16/1988	M	01/28/2011	(blank)	Police	Police Officer	1	0	42,882.00
66998	02/01/1961	F	01/18/2011	(blank)	Public Works	Administrative Support Asst 2	1	1	30,300.96
67014	01/29/1954	F	01/24/2011	6/30/2011	Youth & Family Development	Recreation Specialist	1	1	31,436.21
67019	01/16/1986	F	01/14/2011	5/6/2011	Youth & Family Development	Recreation Specialist	1	1	31,720.57
67020	09/01/1971	M	01/28/2011	(blank)	Public Works	Crew Supervisor 2	1	1	35,917.37
67034	12/10/1963	F	02/11/2011	(blank)	Police	Police Information Center Tech 1	1	1	26,903.25
67045	11/09/1955	M	02/11/2011	(blank)	Finance & Admin	Business Systems Analyst	1	1	71,650.84
67054	09/19/1965	M	02/14/2011	(blank)	Public Works	Industrial Maintenance Mechanic 2	1	1	38,164.23
67055	04/27/1956	M	02/09/2011	(blank)	Finance & Admin	City Court Clerk	1	1	77,621.23
67120	02/10/1953	M	02/15/2011	5/31/2011	General Gov't & Agencies	Building Maintenance Mechanic 1	1	1	31,435.69
67123	05/24/1968	F	02/25/2011	(blank)	Human Resources	Employment Services Manager	1	1	63,550.00
67127	01/18/1965	M	02/25/2011	(blank)	Public Works	Deputy Director City Wide Services	1	1	71,750.00
67151	05/14/1989	M	02/28/2011	7/8/2011	Public Works	Crew Worker 1	1	1	26,903.25
67168	05/13/1971	F	03/11/2011	5/4/2012	Public Works	Plans Review Specialist 1	1	1	28,885.00
67215	12/29/1961	M	03/25/2011	(blank)	Public Works	Equipment Operator 5	1	1	36,246.54
67286	11/26/1966	M	04/25/2011	9/5/2014	Youth & Family Development	Recreation Program Specialist	1	1	37,500.00
67324	06/23/1959	M	04/18/2011	2/21/2014	Public Works	Crew Worker 1	1	1	26,903.25
67330	07/30/1985	F	05/02/2011	(blank)	Public Works	Laboratory Technician 1	1	1	35,917.37
67350	05/28/1987	M	05/04/2011	12/11/2015	Youth & Family Development	Recreation Specialist	1	1	29,048.00
67351	04/26/1960	M	07/07/2017	(blank)	Public Works	Equipment Operator 4	1	1	28,615.00
67409	10/18/1963	F	05/13/2011	(blank)	General Gov't & Agencies	Assistant Director Project Mngt	1	1	84,894.60
67429	04/16/1983	M	05/16/2011	(blank)	General Gov't & Agencies	Assistant Director IT Operations	1	1	85,955.78
67432	08/15/1967	M	05/20/2011	(blank)	Public Works	Crew Supervisor 1	1	1	28,521.00
67451	12/15/1954	F	05/23/2011	7/25/2014	Executive Branch	Community Outreach Coordinator	1	1	45,150.00
67519	01/02/1972	M	09/16/2016	(blank)	Public Works	Crew Worker 1	1	1	25,550.00
67520	07/12/1970	M	06/03/2011	(blank)	Public Works	Crew Worker 1	1	1	26,903.25
67522	03/11/1973	M	06/03/2011	(blank)	Youth & Family Development	Recreation Facility Manager 2	1	1	38,033.32
67579	07/25/1980	M	05/31/2011	6/24/2016	Youth & Family Development	Recreation Specialist	1	1	29,048.00
67596	08/01/1969	F	06/06/2011	5/4/2012	Finance & Admin	Accounting Technician 2	1	1	31,180.86
67619	06/03/1980	F	06/07/2011	6/24/2016	Youth & Family Development	Recreation Specialist	1	1	29,504.00
67639	12/31/1964	F	06/17/2011	(blank)	General Gov't & Agencies	Staff Attorney	1	1	78,823.81
67641	12/27/1967	M	06/17/2011	(blank)	Public Works	Equipment Mechanic 2	1	1	34,750.00
67648	11/17/1977	F	06/07/2011	11/29/2013	Youth & Family Development	Teacher	1	1	22,837.93
67655	05/18/1963	F	06/10/2011	10/21/2011	Youth & Family Development	Dietary Assistant	1	1	12,196.71
67669	10/07/1981	F	06/17/2011	10/21/2011	Youth & Family Development	Dietary Assistant	1	1	12,196.71
67679	06/14/1961	M	06/27/2011	(blank)	Public Works	Building Maintenance Mechanic 1	1	1	31,436.21
67762	12/18/1965	M	07/08/2011	(blank)	Public Works	Crew Worker 3	1	1	28,337.45
67788	03/28/1956	F	07/25/2011	(blank)	Finance & Admin	Administrative Support Spec	1	1	41,570.00
67809	12/03/1981	F	08/01/2011	(blank)	General Gov't & Agencies	Director Purchasing	1	1	69,418.63
67849	06/15/1986	M	07/25/2011	12/3/2012	Economic & Community Deve	Recreation Specialist	1	1	30,607.97
67869	03/06/1972	F	08/15/2011	(blank)	Youth & Family Development	Senior Accountant	1	1	46,553.52
67892	06/02/1962	F	08/18/2011	12/28/2015	Finance & Admin	Revenue Specialist 2	1	1	30,365.00
67894	10/09/1953	M	08/26/2011	(blank)	Public Works	Waste Resources Plant Engineer	1	1	63,059.05
67899	12/07/1963	M	08/26/2011	4/9/2012	Public Works	Crew Worker 2	1	1	28,382.45
68011	05/11/1980	F	09/23/2011	(blank)	Youth & Family Development	Director Social Services	1	1	48,440.43

68012	05/05/1979	M	09/23/2011	(blank)	Transportation	Engineering Manager	1	1	68,571.21
68013	07/09/1968	F	09/23/2011	(blank)	Public Works	Equipment Operator 4	1	1	33,364.29
68074	06/10/1957	M	10/07/2011	(blank)	Public Works	Plant Operator 3	1	1	37,892.40
68091	07/06/1960	F	10/14/2011	(blank)	Finance & Admin	Accounting Technician 1	1	1	30,081.14
68113	07/17/1971	M	10/21/2011	(blank)	Public Works	Inventory Clerk	1	1	26,903.25
68118	10/10/1980	M	11/04/2011	(blank)	Fire	Firefighter Engineer	1	0	39,450.67
68119	06/08/1983	M	11/04/2011	(blank)	Fire	Firefighter	1	0	38,301.61
68120	09/25/1976	M	11/04/2011	(blank)	Fire	Firefighter	1	0	38,301.61
68121	11/01/1975	M	11/04/2011	(blank)	Fire	Firefighter Engineer	1	0	39,450.67
68122	12/14/1984	M	11/04/2011	(blank)	Fire	Staff Firefighter Engineer	1	0	42,450.67
68124	08/26/1987	M	11/04/2011	(blank)	Fire	Firefighter Engineer	1	0	39,450.67
68125	08/06/1986	M	11/04/2011	(blank)	Fire	Firefighter	1	0	38,301.61
68130	03/20/1989	M	11/04/2011	(blank)	Fire	Firefighter	1	0	38,301.61
68131	06/02/1982	M	11/04/2011	(blank)	Fire	Firefighter	1	0	38,301.61
68133	12/15/1980	F	11/04/2011	(blank)	Fire	Firefighter	1	0	38,301.61
68135	08/29/1988	M	11/04/2011	(blank)	Fire	Firefighter Engineer	1	0	39,450.67
68136	02/02/1984	F	11/04/2011	(blank)	Fire	Firefighter Engineer	1	0	39,450.67
68137	05/11/1989	M	11/04/2011	(blank)	Fire	Staff Firefighter Engineer	1	0	42,450.67
68138	05/15/1975	M	11/04/2011	(blank)	Fire	Firefighter	1	0	38,301.61
68141	08/28/1984	M	11/04/2011	(blank)	Fire	Firefighter Engineer	1	0	39,450.67
68142	07/28/1989	M	11/04/2011	(blank)	Fire	Firefighter Engineer	1	0	39,450.67
68143	11/14/1988	M	11/04/2011	(blank)	Fire	Firefighter Engineer	1	0	39,450.67
68145	06/02/1988	M	11/04/2011	(blank)	Fire	Firefighter Engineer	1	0	39,450.67
68147	04/06/1983	M	11/04/2011	(blank)	Fire	Firefighter	1	0	38,301.61
68148	11/23/1986	F	10/26/2011	(blank)	Economic & Community Deve	Fiscal Analyst	1	1	42,592.00
68151	02/22/1978	M	10/28/2011	(blank)	Economic & Community Deve	Code Enforcement Inspector 2	1	1	36,838.68
68153	08/25/1964	M	10/28/2011	(blank)	Public Works	Building Maintenance Mechanic 2	1	1	34,486.32
68154	05/09/1979	M	10/28/2011	(blank)	Economic & Community Deve	Construction Inspector 1	1	1	37,714.02
68155	11/15/1983	M	11/04/2011	(blank)	Fire	Firefighter Engineer	1	0	39,450.67
68170	07/27/1985	M	11/04/2011	(blank)	Fire	Firefighter Engineer	1	0	39,450.67
68173	08/30/1950	M	11/04/2011	(blank)	Public Works	Equipment Operator 5	1	0	35,917.37
68174	10/19/1976	M	11/04/2011	(blank)	Fire	Firefighter Engineer	1	0	39,450.67
68195	02/26/1954	M	11/18/2011	(blank)	General Gov't & Agencies	Staff Attorney	1	1	90,084.36
68222	09/12/1981	M	11/18/2011	6/28/2013	Public Works	Soil Engineering Specialist	1	1	47,500.00
68282	09/06/1969	M	12/30/2011	(blank)	General Gov't & Agencies	Programmer 1	1	1	47,113.37
68342	12/16/1974	M	12/30/2011	(blank)	Public Works	Occupational Safety Specialist	1	1	42,592.00
68383	11/01/1985	M	01/13/2012	(blank)	Police	Police Officer	1	0	42,882.00
68387	06/07/1981	M	01/13/2012	(blank)	Police	Police Officer	1	0	41,633.01
68389	04/08/1982	M	01/13/2012	(blank)	Police	Police Officer	1	0	41,633.01
68390	12/03/1986	M	01/13/2012	(blank)	Police	Police Officer	1	0	41,633.01
68391	04/22/1989	F	01/13/2012	(blank)	Police	Police Officer	1	0	41,633.01
68393	08/02/1985	M	01/13/2012	(blank)	Police	Police Officer	1	0	41,633.01
68395	04/13/1984	M	01/13/2012	(blank)	Police	Police Officer	1	0	41,633.01
68396	08/20/1980	M	01/13/2012	(blank)	Police	Police Officer	1	0	41,633.01
68398	01/02/1983	M	01/13/2012	(blank)	Police	Police Officer	1	0	41,633.01
68400	05/18/1983	M	01/13/2012	(blank)	Police	Police Officer	1	0	41,633.01
68401	05/05/1980	M	01/13/2012	(blank)	Police	Police Officer	1	0	41,633.01
68403	06/26/1981	M	01/13/2012	(blank)	Police	Police Officer	1	0	41,633.01

68404	09/07/1987 M	01/13/2012 (blank)	Police	Police Officer	1	0	41,633.01
68405	03/15/1978 M	01/13/2012 (blank)	Police	Police Officer	1	0	45,493.51
68408	06/26/1978 F	01/13/2012 (blank)	Police	Police Officer	1	0	41,633.01
68422	05/11/1979 M	01/13/2012 (blank)	Police	Police Officer	1	0	44,168.46
68423	02/15/1970 F	01/13/2012 (blank)	Fire	Administrative Support Spec	1	1	33,000.00
68425	04/15/1957 M	01/13/2012 (blank)	Public Works	Equipment Operator 4	1	1	32,857.06
68442	09/14/1988 M	01/13/2012 (blank)	Police	Police Officer	1	0	41,633.01
68462	05/04/1986 M	01/27/2012 (blank)	Public Works	Water Quality Specialist 2	1	1	45,000.00
68463	03/03/1969 M	01/27/2012 (blank)	Public Works	Manager Facilities Operations	1	1	72,702.23
68466	03/04/1964 M	01/17/2012 (blank)	Public Works	Plant Operator 1	1	1	29,902.70
68487	06/27/1956 F	2/8/2013	Economic & Community Deve	Administrative Support Asst 2	1	1	32,024.20
68502	05/05/1959 F	02/03/2012 (blank)	Economic & Community Deve	Chief Neigh Code Enfrmt Inspector	1	1	56,302.72
68522	09/03/1968 M	02/10/2012 (blank)	Youth & Family Development	Family Services Supervisor	1	1	42,520.19
68524	09/05/1980 M	02/10/2012 (blank)	Economic & Community Deve	Chief Electrical Inspector	1	1	45,770.15
68526	06/01/1979 F	02/10/2012 (blank)	Youth & Family Development	Family Services Assistant	1	1	26,015.48
68528	08/24/1970 F	02/10/2012 (blank)	Public Works	Water Quality Technician 1	1	1	35,917.37
68530	09/25/1979 M	02/13/2012 (blank)	Public Works	Equipment Operator 5	1	1	35,917.37
68550	05/13/1980 M	02/17/2012 (blank)	Public Works	Crew Supervisor 3	1	1	39,291.77
68571	12/22/1955 F	02/24/2012 (blank)	Human Resources	Pension and Data Analyst	1	1	54,190.24
68631	07/27/1960 F	03/09/2012 (blank)	General Gov't & Agencies	Executive Assistant	1	1	38,201.00
68650	11/16/1962 F	03/01/2012 (blank)	General Gov't & Agencies	Director Library	1	1	132,889.35
68732	09/22/1973 F	03/09/2012	Youth & Family Development	Dietary Assistant	1	1	10,917.17
68771	04/16/1975 F	04/04/2012 (blank)	Police	Administrative Support Asst 2	1	1	29,726.78
68813	12/30/1981 M	04/09/2012 (blank)	Public Works	Crew Supervisor 1	1	1	29,902.70
68830	08/10/1954 M	04/13/2012 (blank)	Public Works	Plant Operator 3	1	1	35,573.00
68831	02/22/1983 M	04/13/2012 (blank)	Public Works	Crew Worker 2	1	1	28,517.45
68838	09/24/1964 M	04/20/2012 (blank)	Public Works	Building Maintenance Mechanic 2	1	1	33,271.00
68841	01/12/1975 F	04/20/2012 (blank)	General Gov't & Agencies	Parks Planner	1	1	52,417.19
68842	04/07/1968 M	04/20/2012 (blank)	Public Works	Crew Supervisor 2	1	1	35,748.35
68872	07/30/1961 M	04/25/2012	Public Works	Crew Worker 1	1	1	26,903.25
68957	09/13/1981 F	05/30/2017	Youth & Family Development	Teacher	1	1	26,118.00
68993	05/16/1976 M	05/18/2012	Public Works	Engineering Coordinator	1	1	50,192.00
68997	11/18/1953 M	06/01/2012 (blank)	Public Works	Equipment Operator 4	1	1	30,638.05
68998	04/24/1968 M	06/01/2012 (blank)	Economic & Community Deve	Code Enforcement Insp Supv	1	1	41,846.69
68999	02/13/1981 F	06/01/2012 (blank)	Public Works	Laboratory Technician 1	1	1	34,958.61
69039	02/13/1960 M	06/15/2012 (blank)	General Gov't & Agencies	Buyer	1	1	41,846.69
69117	11/18/1959 M	07/02/2012 (blank)	Public Works	Industrial Electrician Assistant	1	1	36,435.00
69157	02/02/1957 F	07/13/2012 (blank)	Economic & Community Deve	Demolition Abatement Specialist	1	1	36,404.86
69159	04/23/1948 M	11/13/2015 (blank)	Public Works	Equipment Operator 4	1	1	29,865.00
69204	09/04/1961 M	10/25/2013	Public Works	Plant Operator 2	1	1	31,878.77
69283	04/19/1988 F	08/03/2012	Youth & Family Development	Lead Teacher Center Supervisor	1	1	40,277.18
6936	09/11/1960 M	07/20/1988 (blank)	Public Works	Equipment Mechanic 3	1	1	51,876.03
69423	07/29/1964 F	09/27/2012 (blank)	Finance & Admin	Management Budget Analyst 2	1	1	54,325.00
69424	09/27/1969 M	09/28/2012 (blank)	Transportation	Engineering Technician	1	1	45,477.21
69427	02/26/1970 F	09/26/2012	Youth & Family Development	Teacher Assistant	1	1	13,490.22
69444	05/20/1972 F	10/05/2012 (blank)	Youth & Family Development	LIHEAP Coordinator	1	1	37,276.44
69507	10/06/1963 F	10/23/2012	General Gov't & Agencies	Public Relations Coordinator 2	1	1	45,195.58
69526	05/19/1972 M	11/02/2012 (blank)	Public Works	Crew Supervisor 1	1	1	29,857.69

69564	03/03/1977	M	11/06/2012	(blank)	Public Works	Equipment Operator 5	1	1	34,021.00
69584	06/21/1976	M	11/09/2012	(blank)	Public Works	Plant Operator 2	1	1	32,544.00
69645	07/26/1973	M	11/16/2012	(blank)	Public Works	Crew Worker 2	1	1	28,382.45
69651	09/25/1977	M	11/16/2012	(blank)	Public Works	Crew Worker 1	1	1	26,903.25
69667	02/26/1961	M	11/30/2012	(blank)	Public Works	Crew Worker 1	1	1	26,903.25
69668	02/07/1962	M	11/30/2012	(blank)	Public Works	Soil Engineering Specialist	1	1	47,969.32
69669	04/19/1981	M	11/30/2012	(blank)	General Gov't & Agencies	Telecommunications Supervisor	1	1	53,855.01
69691	09/25/1986	M	12/14/2012	(blank)	Fire	Firefighter Engineer	1	1	38,301.61
69692	06/10/1986	M	12/14/2012	(blank)	Fire	Firefighter	1	0	37,186.04
69693	02/04/1985	M	12/14/2012	(blank)	Fire	Firefighter Engineer	1	0	38,301.61
69695	11/04/1986	M	12/14/2012	(blank)	Fire	Firefighter Engineer	1	0	38,301.61
69696	03/11/1985	M	12/14/2012	(blank)	Fire	Firefighter	1	0	37,186.04
69697	10/27/1986	F	12/14/2012	(blank)	Fire	Firefighter	1	0	37,186.04
69698	01/01/1985	M	12/14/2012	(blank)	Fire	Firefighter	1	0	37,186.04
69699	09/18/1976	M	12/14/2012	(blank)	Fire	Firefighter Engineer	1	0	38,301.61
69700	09/29/1980	M	12/14/2012	(blank)	Fire	Firefighter	1	0	37,186.04
69701	12/29/1989	M	12/14/2012	(blank)	Fire	Firefighter	1	0	37,186.04
69704	07/11/1986	M	12/14/2012	(blank)	Fire	Firefighter	1	0	37,186.04
69705	08/22/1989	M	12/14/2012	(blank)	Fire	Firefighter	1	0	37,186.04
69707	05/22/1991	M	12/14/2012	(blank)	Fire	Firefighter	1	0	37,186.04
69708	03/25/1980	F	12/14/2012	(blank)	Fire	Firefighter	1	0	37,186.04
69709	02/09/1990	M	12/14/2012	(blank)	Fire	Firefighter Engineer	1	0	38,301.61
69710	12/05/1982	M	12/14/2012	(blank)	Fire	Firefighter	1	0	37,186.04
69711	10/19/1973	M	12/14/2012	(blank)	Fire	Firefighter	1	0	37,186.04
69857	04/06/1955	M	04/15/2013	(blank)	General Gov't & Agencies	Council Chairperson	1	1	29,516.83
7013	02/06/1962	F	03/11/1991	(blank)	General Gov't & Agencies	Administrative Support Spec	1	1	45,734.27
7023	01/23/1948	F	07/19/1982	(blank)	Youth & Family Development	Data Entry Clerk	1	1	35,526.91
70693	07/01/1991	M	12/14/2012	(blank)	Youth & Family Development	Crew Worker 2	1	1	26,903.25
70732	01/12/1962	M	12/18/2012	(blank)	Public Works	Plant Operator 3	1	1	35,573.00
70773	05/17/1990	M	01/11/2013	(blank)	Police	Police Officer	1	0	40,420.40
70774	11/17/1983	M	01/11/2013	(blank)	Police	Police Officer	1	0	40,420.40
70775	07/17/1989	M	01/11/2013	(blank)	Police	Police Officer	1	0	40,420.40
70776	05/01/1987	M	01/11/2013	(blank)	Police	Police Officer	1	0	40,420.40
70777	02/19/1987	M	01/11/2013	(blank)	Police	Police Officer	1	0	40,420.40
70779	11/06/1983	M	08/08/2014	(blank)	Public Works	Equipment Operator 5	1	0	40,420.40
70780	04/08/1985	F	01/11/2013	(blank)	Police	Police Officer	1	1	34,021.00
70783	01/27/1985	M	01/11/2013	(blank)	Police	Police Officer	1	0	40,420.40
70784	05/25/1989	M	01/11/2013	(blank)	Police	Police Officer	1	0	40,420.40
70787	03/16/1990	M	01/11/2013	(blank)	Police	Police Officer	1	0	40,420.40
70788	11/02/1983	M	01/11/2013	(blank)	Police	Police Officer	1	0	40,420.40
70789	01/03/1988	M	01/11/2013	(blank)	Police	Police Officer	1	0	40,420.40
70791	11/07/1985	M	01/11/2013	(blank)	Police	Police Officer	1	0	40,420.40
70792	08/06/1985	M	01/11/2013	(blank)	Police	Police Officer	1	0	42,882.00
70793	04/01/1977	M	03/18/2016	4/14/2013	Police	Police Officer	1	0	40,420.40
70796	08/25/1964	M	01/07/2013	(blank)	Public Works	Assistant City Engineer	1	1	83,087.51
70812	04/17/1969	F	01/11/2013	(blank)	Human Resources	Administrative Support Spec	1	1	33,906.75
70852	04/27/1959	M	01/18/2013	(blank)	Economic & Community Deve	Electrical Inspector 2	1	1	42,358.39
70917	05/29/1957	F	02/15/2013	(blank)	Police	Crime Analyst Supervisor	1	1	46,250.00

70994	07/30/1960 F	03/08/2013 (blank)	General Gov't & Agencies	Compliance Officer	1	54,662.84
70997	10/27/1986 M	03/08/2013 (blank)	General Gov't & Agencies	Administrative Support Asst 2	1	31,368.28
71036	02/16/1971 F	04/01/2013 (blank)	General Gov't & Agencies	Legal Assistant	1	37,700.00
71061	12/31/1979 F	04/05/2013 8/8/2014	Youth & Family Development	Teacher	1	31,123.03
71062	03/31/1968 M	04/15/2013 (blank)	Executive Branch	Mayor	1	163,445.53
71064	04/19/1988 F	04/15/2013 (blank)	Executive Branch	Chief of Staff	1	115,005.00
71088	06/28/1960 M	04/15/2013 (blank)	General Gov't & Agencies	Council Member	1	24,516.83
71090	07/05/1972 M	04/15/2013 (blank)	General Gov't & Agencies	Council Vice Chairperson	1	27,016.83
71097	02/20/1978 M	04/12/2013 (blank)	Economic & Community Deve	Construction Inspector 1	1	36,878.11
71098	08/01/1970 F	04/15/2013 12/13/2013	General Gov't & Agencies	Fiscal Analyst	1	43,500.00
71102	02/01/1976 F	04/15/2013 (blank)	Executive Branch	Constituent Services Coordinator	1	47,250.00
71142	01/22/1973 F	04/19/2013 (blank)	Finance & Admin	Payroll Technician	1	32,987.16
71145	11/28/1981 F	04/12/2013 9/30/2016	Economic & Community Deve	Public Art Project Mgr	1	48,250.00
71149	06/13/1964 M	04/23/2013 (blank)	Public Works	Industrial Maintenance Mechanic 1	1	34,573.47
71162	06/27/1982 M	04/22/2013 2/21/2014	Economic & Community Deve	Recreation Program Specialist	1	36,061.60
71164	03/01/1987 M	05/03/2013 (blank)	Transportation	Traffic Engineering Technician	1	33,450.00
71165	09/23/1979 M	05/03/2013 (blank)	Public Works	Crew Supervisor 3 CDL	1	36,451.00
71166	12/19/1986 F	05/03/2013 (blank)	General Gov't & Agencies	Programmer 1	1	45,195.58
71168	10/12/1963 F	05/03/2013 (blank)	General Gov't & Agencies	IT Technician	1	47,660.00
71169	09/15/1980 M	05/03/2013 (blank)	Transportation	Traffic Engineering Technician	1	33,000.00
71170	04/03/1964 M	05/03/2013 (blank)	Economic & Community Deve	Chief Plumbing Inspector	1	48,770.75
71171	09/11/1981 M	05/03/2013 (blank)	General Gov't & Agencies	Manager IT Operations	1	73,185.00
71172	12/31/1964 M	05/17/2013 (blank)	Public Works	Equipment Operator 5	1	34,486.32
71173	10/01/1971 M	05/01/2013 (blank)	Transportation	Administrator Transportation	1	113,095.52
71174	04/11/1954 M	05/02/2013 (blank)	Youth & Family Development	Administrator Youth & Family Dev	1	113,095.53
71182	10/05/1985 F	04/29/2013 8/8/2014	Public Works	Landscape Architect 1	1	42,795.00
71202	05/13/1972 M	05/15/2013 (blank)	Executive Branch	Director Multi Affairs	1	83,396.28
71271	04/26/1961 F	05/29/2013 (blank)	Economic & Community Deve	Administrator ECD	1	113,095.52
71323	12/05/1973 M	06/17/2013 (blank)	General Gov't & Agencies	City Attorney	1	150,794.03
71343	09/14/1968 F	06/06/2013 (blank)	Public Works	Sewer Project Coordinator	1	37,771.00
71404	11/25/1957 M	06/14/2013 (blank)	Public Works	Equipment Operator 4	1	31,450.00
71484	04/06/1984 M	07/12/2013 (blank)	General Gov't & Agencies	Planner 2	1	48,675.00
71485	02/11/1983 M	07/12/2013 (blank)	Public Works	Plant Operator 2	1	32,987.16
71503	01/20/1958 F	07/26/2013 (blank)	Youth & Family Development	Program Assistant II	1	27,902.00
71524	01/10/1978 F	07/23/2013 (blank)	General Gov't & Agencies	Fiscal Analyst	1	43,600.00
71525	04/22/1967 F	08/05/2013 8/22/2014	General Gov't & Agencies	Planning Technician	1	34,497.17
71566	09/13/1978 M	08/09/2013 (blank)	Public Works	Equipment Operator 3	1	28,903.82
71586	01/31/1985 M	08/23/2013 (blank)	Public Works	Equipment Operator 5	1	34,021.00
71587	03/29/1962 M	08/23/2013 (blank)	Youth & Family Development	Assistant Director Recreation	1	66,238.39
71589	07/16/1988 M	08/23/2013 (blank)	Public Works	Crew Supervisor 3	1	37,301.55
71590	10/01/1956 M	08/23/2013 (blank)	Public Works	Equipment Operator 5	1	33,377.60
71605	11/03/1967 F	08/23/2013 (blank)	Economic & Community Deve	Office Supervisor	1	34,021.00
71606	10/19/1967 F	08/21/2013 8/7/2015	Finance & Admin	Court Operations Assistant	1	26,850.00
71647	01/08/1961 F	09/06/2013 (blank)	Public Works	Inventory Coordinator	1	36,061.60
71648	02/13/1963 M	09/06/2013 (blank)	Public Works	Equipment Operator 5	1	34,486.32
71747	02/25/1990 F	02/17/2017 10/14/2013	General Gov't & Agencies	Librarian Head	1	50,192.00
71769	01/15/1981 M	10/04/2013 (blank)	Public Works	Engineering Manager	1	71,094.00
71770	05/20/1956 M	09/27/2013 3/21/2014	Youth & Family Development	Family Services Supervisor	1	41,811.97

71811	08/28/1954 M	10/18/2013 (blank)	Youth & Family Development	Recreation Specialist	1	1	30,199.97
71871	12/03/1956 M	10/25/2013 (blank)	Public Works	Plant Maintenance Lubricator	1	1	26,903.25
71911	04/19/1980 F	11/04/2013 (blank)	General Gov't & Agencies	Library Assistant 2	1	1	35,987.50
71931	06/08/1978 M	11/08/2013 (blank)	Public Works	Crew Supervisor 3	1	1	36,032.00
71954	10/07/1985 M	11/15/2013 (blank)	Police	Police Officer	1	1	40,420.40
71957	07/08/1987 M	11/15/2013 (blank)	Police	Police Officer	1	0	40,420.40
71960	08/26/1983 M	11/15/2013 (blank)	Police	Police Officer	1	0	40,420.40
71961	08/16/1990 M	11/15/2013 (blank)	Police	Police Officer	1	0	40,420.40
71962	11/28/1987 M	11/15/2013 (blank)	Police	Police Officer	1	0	40,420.40
71964	02/03/1992 F	11/15/2013 (blank)	Police	Police Officer	1	0	40,420.40
71966	11/01/1989 M	11/15/2013 (blank)	Police	Police Officer	1	0	40,420.40
71970	07/23/1989 M	11/15/2013 (blank)	Police	Police Officer	1	0	40,420.40
71971	07/01/1984 M	11/15/2013 (blank)	Police	Police Officer	1	0	40,420.40
71972	05/12/1985 M	11/15/2013 (blank)	Police	Police Officer	1	0	40,420.40
71974	11/21/1980 M	11/15/2013 (blank)	Police	Police Officer	1	0	40,420.40
71976	09/30/1991 M	11/15/2013 (blank)	Police	Police Officer	1	0	40,420.40
71989	09/27/1990 M	07/24/2017 3/27/2014	Police	Police Officer	1	0	39,243.10
71990	09/08/1987 M	11/15/2013 (blank)	Police	Police Officer	1	0	40,420.40
71991	12/14/1986 M	11/15/2013 (blank)	Police	Police Officer	1	0	40,420.40
71992	02/12/1990 F	11/15/2013 (blank)	Police	Police Officer	1	0	40,420.40
71993	10/14/1984 M	06/09/2017 (blank)	Police	Police Officer	1	0	36,990.39
71995	10/19/1981 M	11/15/2013 (blank)	Police	Police Officer	1	0	41,633.01
72074	08/07/1970 M	11/27/2013 (blank)	Youth & Family Development	Teacher	1	1	31,462.31
72254	02/11/1981 M	12/13/2013 (blank)	Transportation	Transportation Design Manager	1	1	57,929.96
72294	04/24/1990 M	12/20/2013 (blank)	Finance & Admin	Accountant 1	1	1	47,304.75
72354	12/18/1975 M	01/03/2014 (blank)	Public Works	GIS Analyst 1	1	1	42,431.68
72395	10/20/1974 M	01/10/2014 (blank)	Economic & Community Deve	Neighborhood Srvc Development Mgr	1	1	56,303.21
72396	04/09/1981 F	01/10/2014 (blank)	Youth & Family Development	Teacher	1	1	31,983.97
72397	06/14/1974 F	01/10/2014 (blank)	Youth & Family Development	Teacher	1	1	24,596.13
72436	07/29/1964 M	01/16/2014 (blank)	Public Works	Administrative Support Asst 1	1	1	26,903.25
72454	01/14/1982 M	01/17/2014 (blank)	Economic & Community Deve	Gas Mechanical Inspector 2	1	1	39,449.67
72494	06/13/1991 M	05/12/2017 (blank)	Executive Branch	Director Special Projects	1	1	60,000.00
72495	08/07/1980 F	01/13/2014 7/1/2014	General Gov't & Agencies	Fiscal Technician	1	1	32,229.00
72514	10/24/1976 M	02/07/2014 (blank)	Youth & Family Development	Deputy Administrator YFD	1	1	86,168.02
7253	01/29/1954 M	06/15/1972 (blank)	Public Works	Crew Worker 1	1	1	33,235.80
72554	05/18/1976 M	02/03/2014 (blank)	General Gov't & Agencies	Chief Information Officer	1	1	110,941.33
72595	04/15/1959 M	02/07/2014 (blank)	Public Works	Equipment Operator 4	1	1	31,559.06
72596	08/17/1956 F	02/07/2014 (blank)	Finance & Admin	Court Operations Assistant	1	1	26,850.00
72614	05/31/1975 M	02/07/2014 (blank)	Public Works	Crew Supervisor 3 CDL	1	1	36,032.00
72678	02/04/1983 M	02/21/2014 (blank)	Fire	Firefighter	1	1	35,051.40
72679	05/20/1984 M	02/21/2014 (blank)	Fire	Firefighter	1	0	35,051.40
72680	12/29/1976 M	02/21/2014 (blank)	Fire	Firefighter	1	0	35,051.40
72681	03/26/1988 M	02/21/2014 (blank)	Fire	Firefighter	1	0	35,051.40
72682	12/05/1983 M	02/21/2014 (blank)	Fire	Firefighter	1	0	35,051.40
72683	02/27/1979 M	02/21/2014 (blank)	Fire	Firefighter	1	0	35,051.40
72684	12/25/1988 M	02/21/2014 (blank)	Fire	Firefighter	1	0	35,051.40
72685	11/04/1987 F	02/21/2014 (blank)	Fire	Firefighter	1	0	35,051.40
72688	07/15/1990 M	02/21/2014 (blank)	Fire	Firefighter	1	0	35,051.40

72689	06/26/1986	M	02/21/2014	(blank)	Fire	Firefighter	1	0	35,051.40
72690	02/13/1976	M	02/21/2014	(blank)	Fire	Firefighter	1	0	35,051.40
72691	02/27/1986	M	02/21/2014	(blank)	Fire	Firefighter	1	0	35,051.40
72692	11/11/1981	M	02/21/2014	(blank)	Fire	Firefighter	1	0	35,051.40
72693	10/20/1988	M	02/21/2014	(blank)	Fire	Firefighter	1	0	35,051.40
72694	06/21/1985	M	02/21/2014	(blank)	Fire	Firefighter	1	0	35,051.40
72695	08/05/1991	M	02/21/2014	(blank)	Fire	Firefighter	1	0	35,051.40
72697	02/02/1988	M	02/21/2014	(blank)	Fire	Firefighter	1	0	35,051.40
72698	04/11/1992	M	02/21/2014	(blank)	Fire	Firefighter	1	0	35,051.40
72699	07/21/1988	M	02/21/2014	(blank)	Fire	Firefighter	1	0	35,051.40
72701	08/30/1984	M	02/21/2014	(blank)	Fire	Firefighter	1	0	35,051.40
72702	10/02/1983	M	02/21/2014	(blank)	Fire	Firefighter	1	0	35,051.40
72703	09/19/1980	M	02/21/2014	(blank)	Fire	Firefighter	1	0	35,051.40
72704	10/20/1985	F	02/21/2014	(blank)	Human Resources	Human Resources Generalist 1	1	1	40,265.00
72705	02/09/1957	F	02/21/2014	(blank)	Human Resources	Executive Assistant	1	1	36,032.00
72734	01/31/1970	M	02/28/2014	(blank)	Public Works	Equipment Mechanic 2	1	1	35,500.00
72735	02/20/1965	F	02/28/2014	(blank)	Public Works	Accounting Technician 2	1	1	31,137.00
72774	07/31/1952	M	03/07/2014	(blank)	General Gov't & Agencies	Senior Auditor	1	1	64,626.01
72775	03/05/1966	M	03/07/2014	(blank)	Public Works	Plant Operator 3	1	1	34,823.00
72794	04/26/1988	M	03/14/2014	(blank)	Youth & Family Development	Crew Worker 2	1	1	26,903.25
72814	07/11/1983	F	03/21/2014	(blank)	Youth & Family Development	Service Delivery Worker II	1	1	29,738.75
72815	04/26/1968	M	03/21/2014	(blank)	Public Works	Survey Party Chief	1	1	38,050.00
72965	12/02/1971	M	04/11/2014	(blank)	Public Works	General Supervisor	1	1	43,529.00
72966	09/19/1993	M	04/11/2014	(blank)	Transportation	Signal Technician Apprentice	1	1	29,798.00
73003	01/29/1967	F	04/21/2014	(blank)	Human Resources	Deputy Director Human Resources	1	1	78,923.61
73043	12/08/1961	M	04/25/2014	(blank)	Public Works	Equipment Operator 4	1	1	30,387.00
73045	05/15/1965	F	04/25/2014	(blank)	Economic & Community Deve	Plans Review Specialist 2	1	1	34,021.00
73063	11/08/1957	M	05/02/2014	(blank)	Public Works	Industrial Maintenance Mechanic 2	1	1	36,154.78
73085	09/09/1958	M	05/09/2014	(blank)	Public Works	Senior Engineer	1	1	67,915.68
73086	04/26/1949	M	05/09/2014	(blank)	Public Works	Construction Inspector 2	1	1	43,000.00
73104	01/04/1985	F	05/05/2014	(blank)	General Gov't & Agencies	Library Assistant 2	1	1	34,200.00
73185	04/27/1980	F	05/21/2014	4/1/2016	Economic & Community Deve	Customer Relations Specialist	1	1	38,161.00
73266	05/10/1989	F	09/17/2014	(blank)	General Gov't & Agencies	Grants Specialist	1	1	43,322.59
73326	09/15/1966	F	06/13/2014	(blank)	Youth & Family Development	Family Services Assistant	1	1	23,774.71
73327	03/25/1959	M	06/13/2014	(blank)	Public Works	Pretreatment Inspector 2	1	1	37,201.00
73346	02/02/1977	M	06/13/2014	11/28/2014	General Gov't & Agencies	Planning Analyst 2	1	1	63,989.30
73425	12/05/1966	M	06/27/2014	(blank)	Public Works	Engineering Coordinator	1	1	55,350.00
73432	08/16/1992	F	06/30/2014	4/28/2017	Youth & Family Development	Recreation Specialist	1	1	28,504.00
73467	04/06/1957	M	07/11/2014	(blank)	Public Works	Crew Worker 1	1	1	26,850.00
73468	03/05/1989	F	07/11/2014	8/21/2015	Public Works	Water Quality Specialist 1	1	1	35,902.20
73490	10/19/1987	M	07/25/2014	(blank)	Police	Police Officer	1	0	39,243.10
73492	08/26/1991	M	07/25/2014	(blank)	Police	Police Officer	1	0	39,243.10
73493	11/08/1988	M	07/25/2014	(blank)	Police	Police Officer	1	0	39,243.10
73494	02/02/1989	M	07/25/2014	(blank)	Police	Police Officer	1	0	39,243.10
73496	04/09/1991	M	07/25/2014	(blank)	Police	Police Officer	1	0	39,243.10
73497	10/28/1983	M	07/25/2014	(blank)	Police	Police Officer	1	0	39,243.10
73500	01/30/1992	M	07/25/2014	(blank)	Police	Police Officer	1	0	39,243.10
73501	09/08/1990	M	07/25/2014	(blank)	Police	Police Officer	1	0	39,243.10

73505	02/02/1988 M	07/25/2014 (blank)	Police	Police Officer	1	0	39,243.10
73506	01/18/1985 M	07/25/2014 (blank)	Police	Police Officer	1	0	39,243.10
73507	11/19/1985 M	07/25/2014 (blank)	Police	Police Officer	1	0	39,243.10
73508	03/29/1989 M	07/25/2014 (blank)	Police	Police Officer	1	0	39,243.10
73511	07/10/1985 M	07/25/2014 4/14/2015	Police	Police Officer	1	0	39,243.10
73512	08/19/1989 M	07/25/2014 (blank)	Police	Police Officer	1	0	39,243.10
73513	08/02/1992 M	07/25/2014 (blank)	Police	Police Officer	1	0	39,243.10
73567	03/03/1976 M	07/25/2014 (blank)	Public Works	Director Sustainability	1	1	74,282.78
73627	03/13/1969 F	08/01/2014 (blank)	Police	FJC Executive Director	1	1	63,670.95
73648	11/05/1979 F	08/08/2014 (blank)	Youth & Family Development	Health Nutrition Coordinator	1	1	46,215.46
73649	06/12/1987 F	08/08/2014 (blank)	Youth & Family Development	Collaboration Teacher	1	1	28,299.89
73688	12/31/1959 F	08/22/2014 (blank)	Youth & Family Development	Collaboration Primary Caregiver	1	1	25,910.14
73728	06/29/1989 M	08/21/2015 (blank)	Public Works	Inventory Technician	1	1	28,015.00
73789	03/20/1977 F	08/22/2014 1/16/2015	Youth & Family Development	Collaboration Primary Caregiver	1	1	28,723.23
73790	12/14/1988 F	08/19/2014 11/13/2015	Youth & Family Development	General Maintenance	1	1	24,850.70
73808	03/21/1967 F	09/05/2014 (blank)	General Gov't & Agencies	Administrative Support Asst 2	1	0	27,306.00
73809	02/13/1960 M	09/05/2014 (blank)	Youth & Family Development	General Maintenance	1	1	33,696.00
73810	07/14/1987 M	09/05/2014 (blank)	Public Works	Plant Operator 2	1	1	31,296.00
73811	04/01/1974 F	09/29/2014 (blank)	Youth & Family Development	Teacher	1	1	30,675.75
73848	05/26/1959 M	09/12/2014 (blank)	Public Works	Equipment Operator 5	1	1	34,021.00
73849	08/29/1967 M	09/12/2014 (blank)	Public Works	Equipment Operator 5	1	1	34,021.00
73850	07/11/1984 F	09/12/2014 (blank)	Youth & Family Development	Family Services Assistant	1	1	19,245.95
73868	04/30/1961 F	08/18/2017 (blank)	Youth & Family Development	Teacher Assistant	1	1	21,567.00
73890	10/14/1979 F	09/19/2014 (blank)	Youth & Family Development	Resource Specialist	1	1	39,916.80
73908	01/18/1976 M	09/19/2014 (blank)	Public Works	Plant Operator 2	1	1	32,544.00
73929	12/24/1969 F	09/23/2014 (blank)	Police	Administrative Support Asst 2	1	1	27,306.00
73989	11/09/1978 M	09/29/2014 (blank)	Public Works	GIS Analyst 1	1	1	47,066.32
73990	01/25/1993 F	10/02/2015 (blank)	Youth & Family Development	Clerk III	1	1	27,622.40
74010	12/09/1987 F	10/03/2014 (blank)	Youth & Family Development	Family Services Assistant	1	1	24,829.49
74011	08/04/1954 M	10/03/2014 (blank)	Youth & Family Development	Crew Supervisor 1	1	1	27,955.00
74070	10/25/1988 M	10/15/2014 (blank)	Executive Branch	Chief Policy Officer	1	1	82,241.64
74091	05/20/1968 M	10/13/2014 (blank)	General Gov't & Agencies	General Supervisor	1	1	43,529.00
74092	10/01/1989 M	10/24/2014 4/17/2015	Finance & Admin	Accountant 3	1	1	55,000.00
74112	04/18/1985 M	10/24/2014 9/18/2015	General Gov't & Agencies	Planning Community Coord	1	1	39,598.00
74192	07/20/1985 M	10/31/2014 (blank)	Public Works	Park Ranger	1	1	26,850.00
74212	10/29/1986 M	10/31/2014 (blank)	Public Works	Equipment Operator 5	1	1	33,271.00
74232	07/28/1987 M	10/31/2014 (blank)	Public Works	Plant Operator 2	1	1	31,510.88
74275	12/28/1972 M	11/14/2014 (blank)	Public Works	Industrial Electrician 1	1	1	38,161.05
74276	12/31/1973 M	11/14/2014 (blank)	Public Works	Administrative Services Manager	1	1	55,038.18
74278	07/25/1968 F	11/14/2014 (blank)	Human Resources	Employee Relations Coordinator	1	1	45,948.00
74292	03/25/1981 F	11/14/2014 (blank)	Police	Administrative Support Spec	1	1	30,865.00
74372	05/19/1985 M	11/19/2014 5/26/2017	General Gov't & Agencies	Library Assistant 2	1	1	34,197.00
74420	10/01/1963 F	11/28/2014 9/18/2015	Youth & Family Development	Teacher Assistant	1	1	19,746.76
74460	08/25/1986 F	12/12/2014 (blank)	Police	Crime Scene Technician	1	1	36,250.00
74462	12/07/1987 M	12/12/2014 2/5/2016	Public Works	Water Quality Specialist 1	1	1	35,478.20
74463	09/20/1968 M	12/12/2014 (blank)	Public Works	Equipment Operator 5	1	1	34,021.00
74464	10/14/1978 F	12/12/2014 (blank)	General Gov't & Agencies	Council Support Specialist	1	1	41,500.00
74465	01/26/1977 F	12/12/2014 (blank)	Public Works	Administrative Support Spec	1	1	29,987.76

74545	10/04/1970 F	12/29/2014 (blank)	Human Resources	Manager, Wellness & Occ Health	1	1	60,487.40
74565	04/29/1983 M	12/29/2014 (blank)	Transportation	Public Engagement & Policy Coord	1	1	38,161.00
74585	12/30/1970 F	01/09/2015 (blank)	Police	Crime Scene Technician	1	1	36,250.00
74666	01/29/1969 F	01/09/2015 (blank)	Police	Fiscal Technician	1	1	28,504.00
74825	08/29/1972 F	01/30/2015 (blank)	Human Resources	Director Human Resources	1	1	102,324.53
74826	08/25/1959 M	01/30/2015 (blank)	Public Works	Equipment Operator 4	1	1	31,137.00
74885	01/10/1975 M	02/06/2015 (blank)	General Gov't & Agencies	Systems & Database Spec 1	1	1	52,582.50
74927	12/17/1971 M	02/13/2015 (blank)	Public Works	Equipment Operator 4	1	1	29,865.00
74945	02/02/1988 F	02/17/2015 (blank)	Economic & Community Deve	Public Relations Coordinator 1	1	1	42,750.00
74967	11/01/1977 M	02/20/2015 (blank)	General Gov't & Agencies	Programmer 1	1	1	48,500.00
75007	08/14/1966 F	02/06/2015 (blank)	Police	Police Information Center Tech 1	1	1	26,850.00
75008	02/27/1984 M	02/23/2015 (blank)	General Gov't & Agencies	Librarian Head	1	1	58,365.04
75047	11/25/1992 M	03/06/2015 (blank)	Public Works	Plant Operator 2	1	1	31,585.88
75107	08/20/1977 F	03/13/2015 (blank)	Public Works	Water Quality Specialist 2	1	1	43,678.97
75127	12/08/1989 M	03/20/2015 (blank)	Fire	Firefighter	1	0	34,030.49
75128	12/19/1982 M	03/20/2015 (blank)	Fire	Firefighter	1	0	34,030.49
75132	01/29/1989 M	03/20/2015 (blank)	Fire	Firefighter	1	0	34,030.49
75133	12/27/1992 M	03/20/2015 (blank)	Fire	Firefighter	1	0	34,030.49
75135	09/11/1992 M	03/20/2015 (blank)	Fire	Firefighter	1	0	34,030.49
75137	07/29/1980 M	03/20/2015 (blank)	Fire	Firefighter	1	0	34,030.49
75139	04/13/1979 M	03/20/2015 (blank)	Fire	Firefighter	1	0	34,030.49
75140	05/29/1980 M	03/20/2015 (blank)	Fire	Firefighter	1	0	34,030.49
75141	09/05/1986 F	07/08/2016 (blank)	Police	Police Officer	1	0	34,030.49
75142	06/19/1993 M	03/20/2015 (blank)	Fire	Firefighter	1	0	36,990.39
75144	05/23/1991 M	03/20/2015 (blank)	Fire	Firefighter	1	0	34,030.49
75145	08/01/1990 F	03/20/2015 (blank)	Fire	Firefighter	1	0	34,030.49
75146	11/16/1981 M	03/20/2015 (blank)	Fire	Firefighter	1	0	34,030.49
75167	01/05/1994 M	03/20/2015 (blank)	Fire	Firefighter	1	0	34,030.49
75168	05/29/1978 M	03/20/2015 (blank)	Fire	Firefighter	1	0	34,030.49
75169	02/05/1992 M	03/20/2015 (blank)	Fire	Firefighter	1	0	34,030.49
75187	10/13/1958 M	03/20/2015 (blank)	Public Works	Crew Worker 2	1	1	28,326.00
75188	04/08/1979 M	03/20/2015 (blank)	Public Works	Industrial Maintenance Mechanic 2	1	1	36,154.78
7519	07/20/1952 M	05/18/1972 (blank)	Public Works	General Supervisor	1	0	53,793.39
75267	04/24/1963 M	03/31/2015 (blank)	Public Works	Deputy Director Wastwater Utility	1	1	87,016.97
75287	02/16/1981 M	04/06/2015 (blank)	Public Works	Acc Investigator	1	1	30,387.00
75349	08/21/1992 M	04/17/2015 (blank)	Police	Police Officer	1	0	38,100.10
75367	10/23/1986 M	04/17/2015 (blank)	Police	Police Officer	1	0	38,100.10
75368	09/02/1982 F	04/17/2015 (blank)	Police	Police Officer	1	0	39,243.10
75372	02/05/1993 M	06/10/2016 (blank)	Fire	Firefighter	1	0	33,039.31
75374	03/06/1985 F	04/17/2015 (blank)	Police	Police Officer	1	0	38,100.10
75375	05/06/1983 M	04/17/2015 (blank)	Police	Police Officer	1	0	38,100.10
75376	06/18/1984 M	04/17/2015 (blank)	Police	Police Officer	1	0	38,100.10
75378	03/24/1991 M	04/17/2015 (blank)	Police	Police Officer	1	0	38,100.10
75380	05/05/1990 M	04/17/2015 (blank)	Police	Police Officer	1	0	38,100.10
75386	10/13/1989 M	04/17/2015 (blank)	Police	Police Officer	1	0	38,100.10
75387	05/19/1991 M	04/17/2015 (blank)	Police	Police Officer	1	0	38,100.10
75388	07/21/1989 M	04/17/2015 (blank)	Police	Police Officer	1	0	38,100.10
75389	03/05/1987 M	04/17/2015 (blank)	Police	Police Officer	1	0	38,100.10

75390	11/04/1987 M	04/17/2015 (blank)	Police	Police Officer	1	0	38,100.10
75391	05/21/1991 F	04/17/2015 (blank)	Police	Police Officer	1	0	38,100.10
75392	08/03/1980 M	04/17/2015 (blank)	Police	Police Officer	1	0	38,100.10
75393	09/17/1987 M	04/17/2015 (blank)	Police	Police Officer	1	0	38,100.10
75394	03/24/1989 M	04/17/2015 (blank)	Police	Police Officer	1	0	38,100.10
75407	12/07/1955 M	04/10/2015 (blank)	Public Works	Industrial Maintenance Mechanic 2	1	1	35,321.36
75408	09/01/1993 M	04/17/2015 (blank)	Police	Police Officer	1	0	38,100.10
75409	10/23/1981 M	04/17/2015 (blank)	Fire	Firefighter	1	0	34,030.49
75427	10/05/1992 M	04/17/2015 (blank)	Police	Police Officer	1	0	38,100.10
75428	12/13/1990 M	08/23/2016 5/9/2015	Police	Police Officer	1	0	38,100.10
75430	09/04/1979 M	04/17/2015 (blank)	Fire	Firefighter	1	0	34,030.49
75447	01/01/1972 M	04/17/2015 (blank)	Public Works	Crew Worker 2	1	1	28,015.00
75449	06/12/1988 M	04/17/2015 (blank)	Public Works	Crew Worker 1	1	1	26,500.00
75450	01/03/1982 F	04/17/2015 (blank)	Transportation	Transportation Designer	1	1	41,842.00
75451	05/01/1971 M	04/17/2015 (blank)	Public Works	Pretreatment Inspector 2	1	1	36,451.00
75452	10/24/1968 M	04/17/2015 (blank)	Public Works	Crew Worker 1	1	1	26,500.00
75467	03/11/1959 F	05/01/2015 (blank)	Youth & Family Development	Director FGP Program	1	1	39,290.00
75487	09/17/1956 M	04/24/2015 (blank)	Public Works	Equipment Operator 4	1	1	30,387.00
75508	09/27/1989 M	04/27/2015 (blank)	Police	Police Officer	1	0	38,100.10
75527	12/04/1970 M	05/15/2015 (blank)	Police	Police Property Technician	1	1	27,245.00
75549	11/07/1961 M	05/15/2015 (blank)	Public Works	Building Maintenance Mechanic 1	1	1	29,048.00
75592	05/16/1971 F	05/22/2015 (blank)	Public Works	Equipment Operator 4	1	1	30,387.00
75691	06/22/1977 M	05/29/2015 (blank)	Public Works	Pretreatment Inspector 1	1	1	33,271.00
75692	05/09/1979 F	05/29/2015 (blank)	Finance & Admin	Revenue Specialist 2	1	1	30,365.00
75695	09/19/1973 M	05/29/2015 (blank)	Police	Crime Analyst	1	1	38,161.00
75697	10/13/1960 F	05/29/2015 (blank)	Economic & Community Deve	Permit Clerk	1	1	26,810.00
75711	01/28/1974 M	05/29/2015 (blank)	Public Works	Industrial Electrician 1	1	1	38,161.05
75951	03/12/1974 F	10/13/2017 (blank)	Public Works	Equipment Operator 4	1	1	28,615.00
75972	09/18/1958 M	06/26/2015 (blank)	Public Works	Equipment Operator 4	1	1	30,387.00
76051	03/25/1982 M	07/10/2015 (blank)	General Gov't & Agencies	Chief Administrative Officer	1	1	67,226.68
76091	04/18/1983 F	07/10/2015 8/5/2016	Youth & Family Development	Teacher Assistant	1	1	16,701.24
76132	11/15/1994 M	07/24/2015 3/4/2016	Public Works	Crew Worker 1	1	1	26,500.00
76154	06/20/1959 M	07/24/2015 (blank)	Public Works	Chief Electrical Instrument Tech	1	1	50,841.09
76155	11/30/1960 F	07/24/2015 (blank)	Public Works	Inventory Coordinator	1	1	34,377.00
76233	09/24/1971 F	08/07/2015 (blank)	Youth & Family Development	Administrative Support Spec	1	1	28,615.00
76234	03/29/1989 M	08/07/2015 (blank)	Public Works	Equipment Mechanic 2	1	1	34,250.00
76235	03/11/1960 M	08/07/2015 (blank)	Public Works	Equipment Mechanic 1	1	1	30,387.00
76271	04/15/1978 M	08/17/2015 (blank)	Public Works	Director Parks Maintenance	1	1	74,251.41
76311	01/12/1990 F	08/21/2015 (blank)	Fire	Administrative Support Asst 2	1	1	28,326.00
76312	04/23/1985 M	08/21/2015 (blank)	Public Works	Equipment Mechanic 1	1	1	31,750.00
76313	11/08/1980 M	08/21/2015 (blank)	Public Works	Equipment Mechanic 2	1	1	34,750.00
76314	07/10/1982 M	08/21/2015 (blank)	Public Works	Equipment Operator 4	1	1	30,387.00
76315	08/20/1983 M	08/21/2015 (blank)	Police	Police Cadet	1	0	35,141.54
76317	03/16/1982 F	08/24/2015 (blank)	Economic & Community Deve	Community Develop Specialist	1	1	39,598.04
76399	03/14/1990 M	09/04/2015 (blank)	Public Works	Plant Operator 2	1	1	30,790.88
76401	06/20/1987 M	09/04/2015 (blank)	Finance & Admin	Municipal Billing Analyst	1	1	41,842.00
76402	04/29/1983 M	09/04/2015 (blank)	General Gov't & Agencies	IT Business Project Analyst	1	1	61,157.57
76403	10/31/1980 F	09/04/2015 (blank)	Finance & Admin	Utility Billing Analyst	1	1	34,377.00

76404	02/13/1996 M	09/04/2015 (blank)	Youth & Family Development	Crew Worker 2	1	1	26,500.00
76481	08/17/1980 F	09/18/2015 (blank)	Public Works	Crew Worker 1	1	1	26,500.00
76498	09/11/1974 M	09/01/2017 (blank)	Executive Branch	Navigators	1	1	30,046.00
76537	05/17/1988 F	09/28/2015 (blank)	General Gov't & Agencies	Librarian Head	1	1	50,374.00
76577	03/07/1967 F	10/02/2015 (blank)	Youth & Family Development	Teacher	1	1	34,546.85
76578	09/06/1962 M	10/02/2015 (blank)	Public Works	Crew Worker 2	1	1	25,963.00
76580	07/13/1965 F	10/02/2015 (blank)	Youth & Family Development	Teacher Assistant	1	1	17,332.80
76581	12/30/1981 F	10/12/2015 (blank)	Youth & Family Development	Teacher Assistant	1	1	21,332.67
76582	02/22/1959 M	10/02/2015 (blank)	Public Works	Crew Worker 1	1	1	30,387.00
76600	12/30/1973 M	10/16/2015 (blank)	Public Works	Industrial Maintenance Mechanic 1	1	1	33,322.04
76601	09/30/1995 M	10/16/2015 (blank)	Public Works	Plant Operator 2	1	1	31,296.00
76602	03/10/1970 M	10/16/2015 (blank)	Public Works	Crew Worker 2	1	1	26,500.00
76604	04/27/1990 M	10/16/2015 (blank)	Public Works	Industrial Maintenance Mechanic 2	1	1	35,321.36
76605	11/15/1985 F	10/16/2015 (blank)	General Gov't & Agencies	Customer Service Representative 1	1	1	27,245.00
76657	07/12/1965 F	10/30/2015 (blank)	Youth & Family Development	Health Technician	1	1	22,956.38
76658	12/20/1954 F	10/30/2015 (blank)	Youth & Family Development	Clerk III	1	1	31,758.42
76659	12/30/1990 F	10/30/2015 (blank)	Youth & Family Development	Family Services Assistant	1	1	26,808.35
76660	05/29/1986 F	10/30/2015 (blank)	Youth & Family Development	Family Services Assistant	1	1	22,872.86
76661	02/10/1977 M	10/30/2015 (blank)	Youth & Family Development	IT Computer Technician	1	1	33,383.77
76662	02/09/1990 F	09/15/2017 (blank)	Executive Branch	FJC School Liaison	1	1	36,295.33
76663	06/06/1994 M	10/30/2015 (blank)	Transportation	Signal Technician Apprentice	1	1	29,048.00
76699	01/03/1989 F	11/13/2015 (blank)	Police	Police Information Center Tech 1	1	1	26,500.00
76700	02/18/1981 M	09/29/2017 (blank)	Public Works	Equipment Operator 5	1	1	31,548.00
76704	03/14/1972 M	11/13/2015 (blank)	Public Works	Equipment Operator 5	1	1	33,271.00
76705	06/24/1993 F	11/13/2015 (blank)	Youth & Family Development	Teacher	1	1	22,811.33
76707	06/20/1979 F	11/13/2015 (blank)	Youth & Family Development	Family Services Assistant	1	1	28,625.02
76708	01/26/1959 F	11/13/2015 (blank)	Youth & Family Development	Teacher	1	1	24,690.98
76709	07/08/1966 F	11/13/2015 (blank)	Youth & Family Development	Family Services Assistant	1	1	31,204.15
76711	02/11/1980 M	11/13/2015 (blank)	Public Works	Crew Supervisor 1	1	1	27,771.00
76777	04/15/1982 M	12/04/2015 (blank)	General Gov't & Agencies	Principal Planner	1	1	52,713.06
76797	10/15/1991 M	12/07/2015 (blank)	Finance & Admin	Utility Billing Analyst	1	1	34,377.00
76817	03/18/1979 F	12/11/2015 5/27/2016	General Gov't & Agencies	Library Assistant 2	1	1	33,450.00
76818	09/07/1960 F	12/11/2015 (blank)	Youth & Family Development	Fiscal Analyst	1	1	42,450.00
76819	04/18/1978 F	12/11/2015 (blank)	Public Works	Accounting Technician 2	1	1	30,387.00
76820	01/09/1967 M	12/11/2015 (blank)	Public Works	Building Maintenance Mechanic 2	1	1	33,271.00
76821	01/19/1971 M	12/11/2015 (blank)	Public Works	Waste Resources Sys Engineer	1	1	61,157.57
76823	03/04/1977 M	12/11/2015 (blank)	Public Works	Senior Engineer	1	1	68,950.73
76824	06/10/1987 F	12/11/2015 (blank)	Finance & Admin	Revenue Specialist 2	1	1	30,365.00
76825	12/22/1981 M	12/11/2015 (blank)	Transportation	Crew Worker 1	1	1	26,500.00
76826	07/08/1990 M	12/11/2015 (blank)	Fire	Firefighter	1	0	33,039.31
76827	05/03/1985 M	12/11/2015 (blank)	Public Works	Engineering Technician	1	1	35,750.00
76828	03/29/1972 M	12/11/2015 (blank)	Youth & Family Development	Recreation Facility Manager 2	1	1	38,161.00
76857	12/09/1966 F	01/06/2016 (blank)	Executive Branch	Chief Operating Officer	1	1	132,647.81
76877	07/06/1988 F	01/08/2016 (blank)	Police	Victim Services Coordinator	1	1	47,750.00
76878	06/07/1975 M	01/08/2016 (blank)	General Gov't & Agencies	Assistant Director IT Security	1	1	83,640.00
76879	02/15/1975 M	01/08/2016 (blank)	Police	FJC Outreach Coordinator	1	1	40,064.00
76881	09/24/1966 F	01/08/2016 (blank)	Youth & Family Development	Service Delivery Worker II	1	1	28,802.50
76964	06/04/1989 M	01/22/2016 12/8/2017	General Gov't & Agencies	Library Assistant 2	1	1	33,446.40

76965	12/06/1978 M	01/22/2016 (blank)	Public Works	Plant Operator 3	1	1	34,377.00
76967	11/15/1956 M	01/22/2016 (blank)	Public Works	Equipment Operator 4	1	1	30,387.00
76968	09/04/1956 M	01/22/2016 (blank)	Public Works	Crew Supervisor 2	1	1	32,798.00
76969	08/26/1978 F	01/22/2016 (blank)	Youth & Family Development	Teacher	1	1	24,690.98
77026	05/01/1990 F	02/05/2016 (blank)	Economic & Community Deve	Permit Clerk	1	1	26,810.00
77028	10/02/1957 F	02/05/2016 (blank)	Public Works	Project Engineer	1	1	56,375.00
77029	08/28/1974 F	02/05/2016 (blank)	Public Works	Project Engineer	1	1	56,457.00
77030	05/18/1981 F	02/05/2016 (blank)	Youth & Family Development	Family Services Assistant	1	1	29,382.09
77031	05/21/1970 M	02/05/2016 (blank)	Public Works	Equipment Operator 5	1	1	33,271.00
77105	07/01/1982 F	02/19/2016 (blank)	Public Works	Parks Outreach Coordinator	1	1	41,596.00
77107	07/29/1970 F	02/19/2016 (blank)	Police	Clinical Coordinator	1	1	55,157.44
77164	01/27/1973 M	03/04/2016 (blank)	Public Works	Crew Worker 2	1	1	28,015.00
77168	04/09/1984 M	03/04/2016 (blank)	Public Works	Crew Worker 1	1	1	26,500.00
77170	02/11/1974 M	03/04/2016 (blank)	Public Works	General Supervisor	1	1	43,822.00
77171	12/19/1972 M	03/04/2016 (blank)	Public Works	Equipment Operator 5	1	1	43,271.00
77205	06/10/1982 F	03/18/2016 (blank)	Youth & Family Development	Health Technician	1	1	29,382.30
77206	09/26/1964 M	03/18/2016 (blank)	Public Works	Equipment Mechanic 3	1	1	34,377.00
77207	05/21/1980 F	03/18/2016 (blank)	Youth & Family Development	Health Technician	1	1	29,382.30
77245	08/12/1991 F	04/01/2016 (blank)	Youth & Family Development	Recreation Program Specialist	1	1	35,877.93
77247	12/09/1971 F	04/01/2016 (blank)	Youth & Family Development	Family Services Assistant	1	1	24,773.28
77249	10/27/1973 F	04/01/2016 (blank)	Public Works	Administrative Support Asst 2	1	1	27,245.00
77250	09/17/1961 M	04/01/2016 (blank)	Public Works	Equipment Mechanic 3	1	1	34,377.00
77285	08/03/1987 F	04/15/2016 (blank)	Public Works	Crew Worker 1	1	1	25,550.00
77288	09/14/1988 M	04/15/2016 (blank)	Public Works	Administrative Support Spec	1	1	29,865.00
77289	06/20/1958 M	04/15/2016 (blank)	Public Works	Crew Worker 1	1	1	25,550.00
77290	08/01/1978 M	04/15/2016 (blank)	Public Works	Equipment Operator 4	1	1	29,865.00
77324	04/23/1987 F	04/29/2016 (blank)	Public Works	Landscape Inspector	1	1	38,750.00
77326	04/17/1964 F	04/29/2016 (blank)	Youth & Family Development	Crew Worker 1	1	1	25,550.00
77328	04/10/1957 F	04/29/2016 (blank)	General Gov't & Agencies	Supplier Engagement Coordinator	1	1	39,598.00
77330	06/13/1988 M	09/30/2016 (blank)	Fire	Firefighter	1	0	33,039.31
77331	05/23/1994 M	04/29/2016	Police	Police Officer	1	0	36,990.39
77332	10/10/1993 M	04/29/2016	Police	Police Officer	1	0	36,990.39
77333	04/03/1994 M	06/09/2017 (blank)	Police	Police Cadet	1	0	35,141.54
77338	09/28/1992 F	04/29/2016	Police	Police Cadet	1	0	35,141.54
77342	04/29/1993 F	09/30/2016 (blank)	Fire	Firefighter	1	0	33,039.31
77365	07/13/1985 F	05/13/2016 (blank)	General Gov't & Agencies	UX Designer	1	1	49,500.00
77366	04/19/1989 M	05/13/2016 (blank)	Public Works	Plant Operator 1	1	1	28,504.00
77367	10/08/1978 F	05/13/2016 (blank)	Police	Administrative Support Spec	1	1	29,865.00
77371	07/20/1988 M	09/30/2016 (blank)	Fire	Firefighter	1	0	33,039.31
77387	04/07/1974 F	05/27/2016 (blank)	General Gov't & Agencies	Administrative Support Spec	1	1	30,000.00
77388	02/10/1962 F	05/27/2016 (blank)	Police	Police Information Center Tech 1	1	1	26,383.00
77430	09/29/1982 F	06/03/2016 (blank)	General Gov't & Agencies	Principal Planner	1	1	51,933.70
77445	11/12/1987 M	06/10/2016 (blank)	Public Works	Plant Operator 2	1	1	31,296.00
77450	01/11/1964 M	06/10/2016 (blank)	Public Works	Industrial Maintenance Mechanic 1	1	1	33,173.76
77451	01/13/1975 F	06/10/2016 (blank)	Public Works	Inventory Technician	1	1	27,687.00
77485	06/08/1981 F	06/24/2016 (blank)	General Gov't & Agencies	Librarian Head	1	1	50,192.00
77486	10/02/1978 F	06/24/2016 (blank)	Transportation	Deputy Administrator Transportation	1	1	87,125.00
77487	12/31/1955 F	06/24/2016 (blank)	Youth & Family Development	Recreation Program Specialist	1	1	34,377.00

77488	05/14/1959 M	06/24/2016 (blank)	Finance & Admin	Revenue Specialist 2	1	1	30,365.00
77489	12/07/1987 M	06/24/2016 (blank)	Public Works	Survey Instrument Technician	1	1	31,471.56
77491	07/28/1964 F	06/24/2016 (blank)	General Gov't & Agencies	IT Technical Trainer	1	1	46,800.00
77492	11/26/1975 F	06/24/2016 (blank)	Executive Branch	Trauma Services Specialist	1	1	41,788.00
77564	06/05/1980 M	07/08/2016 (blank)	Police	Police Officer	1	0	36,990.39
77566	08/02/1992 M	07/08/2016 (blank)	Police	Police Officer	1	0	36,990.39
77567	05/29/1981 M	07/08/2016 (blank)	Police	Police Officer	1	0	36,990.39
77568	05/03/1990 M	07/08/2016 (blank)	Police	Police Officer	1	0	36,990.39
77569	06/14/1995 M	07/08/2016 (blank)	Police	Police Officer	1	0	36,990.39
77570	05/19/1990 M	07/08/2016 (blank)	Police	Police Officer	1	0	36,990.39
77571	12/12/1992 M	07/08/2016 (blank)	Police	Police Officer	1	0	36,990.39
77574	05/01/1994 M	07/08/2016 (blank)	Police	Police Officer	1	0	36,990.39
77575	12/24/1977 M	07/08/2016 (blank)	Police	Police Officer	1	0	36,990.39
77577	10/02/1990 M	07/08/2016 (blank)	Police	Police Officer	1	0	36,990.39
77578	07/17/1991 M	07/08/2016 (blank)	Police	Police Officer	1	0	36,990.39
77579	07/01/1992 F	07/08/2016 (blank)	Police	Police Officer	1	0	36,990.39
77580	12/14/1993 M	07/08/2016 (blank)	Police	Police Officer	1	0	36,990.39
77582	02/11/1982 F	07/08/2016 (blank)	Police	Police Officer	1	0	36,990.39
77583	11/25/1981 M	07/08/2016 (blank)	Police	Police Officer	1	0	36,990.39
77584	09/01/1989 M	07/08/2016 (blank)	Police	Police Officer	1	0	36,990.39
77586	10/04/1994 M	07/08/2016 (blank)	Police	Police Officer	1	0	36,990.39
77587	03/10/1991 F	07/08/2016 (blank)	Police	Police Officer	1	0	36,990.39
77604	12/01/1978 F	07/08/2016 (blank)	General Gov't & Agencies	IT Business Project Analyst	1	1	66,718.28
77605	07/22/1989 M	07/08/2016 (blank)	Public Works	Building Maintenance Mechanic 1	1	1	28,504.00
77606	02/27/1991 M	07/08/2016 (blank)	General Gov't & Agencies	Claims & Risk Analyst	1	1	49,250.00
77624	12/21/1968 M	07/11/2016 (blank)	Public Works	Deputy Administrator Public Works	1	1	93,439.00
77625	02/05/1966 F	07/11/2016 (blank)	Transportation	Crew Worker 1	1	1	25,550.00
77647	07/14/1990 M	07/14/2016 (blank)	Police	Police Officer	1	0	36,990.39
77684	01/25/1979 M	07/22/2016 (blank)	Economic & Community Deve	Director Economic Development Prog	1	1	60,000.00
77687	12/18/1972 M	07/22/2016 (blank)	Executive Branch	Public Safety Coordinator	1	1	77,900.00
77688	10/22/1979 F	07/22/2016 (blank)	Executive Branch	Victim Services Specialist	1	1	36,938.33
77689	03/30/1990 F	07/22/2016 (blank)	Public Works	Recycling Coordinator	1	1	38,348.00
77690	10/30/1964 F	07/22/2016 (blank)	Youth & Family Development	Multi Disciplinary Team Mgr	1	1	52,887.93
77692	01/10/1973 M	07/22/2016 (blank)	Public Works	Crew Worker 1	1	1	25,550.00
77693	09/03/1979 M	07/22/2016 (blank)	Public Works	Crew Worker 1	1	1	25,550.00
77695	03/28/1978 M	07/22/2016 (blank)	Transportation	Public Space Coordinator	1	1	36,250.00
77696	12/13/1976 F	07/22/2016 (blank)	Youth & Family Development	Multi Disciplinary Team Mgr	1	1	52,887.93
77697	11/27/1985 F	07/22/2016 (blank)	Police	Police Information Center Tech 1	1	1	26,383.00
77698	05/27/1959 F	07/22/2016 (blank)	General Gov't & Agencies	Customer Service Representative 1	1	1	27,245.00
77724	04/18/1985 F	07/29/2016 (blank)	Economic & Community Deve	Director Public Art	1	1	60,829.65
77784	11/04/1977 F	08/05/2016 (blank)	Youth & Family Development	Teacher Assistant	1	1	23,381.84
77785	01/28/1974 F	08/05/2016 (blank)	Youth & Family Development	Center Clerk	1	1	18,292.55
77786	06/19/1967 F	08/05/2016 (blank)	Youth & Family Development	Teacher	1	1	30,762.00
77787	09/01/1967 M	08/05/2016 (blank)	Fire	Building Maintenance Mechanic 1	1	1	28,504.00
77788	11/19/1987 F	08/05/2016 (blank)	Youth & Family Development	Teacher	1	1	30,089.04
77789	01/20/1977 M	08/05/2016 (blank)	Executive Branch	FJC Client Services Coordinator	1	1	41,378.16
77824	01/30/1969 F	08/09/2016 (blank)	Police	Public Relations Coordinator 2	1	1	43,599.72
77864	09/18/1988 M	08/19/2016 (blank)	Public Works	Plant Operator 2	1	1	31,296.00

77865	10/01/1968 M	08/19/2016 (blank)	Economic & Community Deve	Combination Inspector	1	1	41,636.00
77868	02/17/1975 F	08/19/2016 (blank)	Youth & Family Development	Assistant Accountant	1	1	42,836.44
77887	12/07/1995 F	08/25/2017 (blank)	Police	Police Cadet	1	0	35,141.54
77905	08/17/1981 M	09/02/2016 (blank)	Public Works	Equipment Operator 4	1	1	29,865.00
77908	11/01/1983 M	09/02/2016 (blank)	Human Resources	Training Assistant	1	1	30,462.00
77909	06/15/1956 M	09/02/2016 (blank)	Public Works	Project Engineer	1	1	57,707.50
77944	06/02/1984 M	09/07/2016 (blank)	General Gov't & Agencies	Planner 2	1	1	41,515.00
77964	09/30/1965 M	12/13/2016 10/7/2016	Public Works	Crew Worker 1	1	1	25,550.00
77968	02/08/1978 M	09/16/2016 (blank)	Public Works	Crew Worker 1	1	1	25,550.00
77969	12/07/1986 M	09/16/2016 (blank)	Public Works	Crew Worker 1	1	1	25,550.00
78004	07/01/1994 M	09/30/2016 (blank)	Fire	Firefighter	1	1	33,039.31
78005	02/25/1993 M	09/30/2016 (blank)	Fire	Firefighter	1	0	33,039.31
78006	04/07/1995 M	09/30/2016 (blank)	Fire	Firefighter	1	0	33,039.31
78007	11/22/1982 M	09/30/2016 (blank)	Fire	Firefighter	1	0	33,039.31
78008	07/29/1991 M	09/30/2016 (blank)	Fire	Firefighter	1	0	33,039.31
78009	11/13/1984 M	09/30/2016 (blank)	Fire	Firefighter	1	0	33,039.31
78010	03/12/1989 M	09/30/2016 (blank)	Fire	Firefighter	1	0	33,039.31
78011	03/09/1989 M	09/30/2016 (blank)	Fire	Firefighter	1	0	33,039.31
78012	03/08/1992 M	09/30/2016 (blank)	Fire	Firefighter	1	0	33,039.31
78013	05/09/1980 M	09/30/2016 (blank)	Fire	Firefighter	1	0	33,039.31
78014	12/28/1992 M	09/30/2016 (blank)	Fire	Firefighter	1	0	33,039.31
78015	01/04/1991 M	09/30/2016 (blank)	Fire	Firefighter	1	0	33,039.31
78016	04/21/1988 M	09/30/2016 (blank)	Fire	Firefighter	1	0	33,039.31
78017	05/25/1994 M	09/30/2016 (blank)	Fire	Firefighter	1	0	33,039.31
78018	06/09/1983 F	09/30/2016 (blank)	Fire	Firefighter	1	0	33,039.31
78019	03/06/1990 M	09/30/2016 (blank)	Fire	Firefighter	1	0	33,039.31
78020	01/11/1990 M	09/30/2016 (blank)	Fire	Firefighter	1	0	33,039.31
78021	12/07/1993 M	09/30/2016 (blank)	Fire	Firefighter	1	0	33,039.31
78022	05/19/1993 M	09/30/2016 (blank)	Fire	Firefighter	1	0	33,039.31
78023	08/22/1992 M	09/30/2016 (blank)	Fire	Firefighter	1	0	33,039.31
78024	04/23/1990 M	09/30/2016 (blank)	Fire	Firefighter	1	0	33,039.31
78025	08/06/1984 M	09/30/2016 (blank)	Fire	Firefighter	1	0	33,039.31
78026	09/03/1986 M	09/30/2016 (blank)	Fire	Firefighter	1	0	33,039.31
78027	01/03/1995 M	09/30/2016 (blank)	Fire	Firefighter	1	0	33,039.31
78028	08/28/1986 M	09/30/2016 (blank)	Fire	Firefighter	1	0	33,039.31
78029	08/03/1989 M	09/30/2016 (blank)	Fire	Firefighter	1	0	33,039.31
78030	04/22/1983 M	09/30/2016 (blank)	Fire	Firefighter	1	0	33,039.31
78031	06/08/1993 M	09/30/2016 (blank)	Fire	Firefighter	1	0	33,039.31
78032	01/23/1987 M	09/30/2016 (blank)	Fire	Firefighter	1	0	33,039.31
78048	06/28/1977 F	09/30/2016 (blank)	Finance & Admin	City Treasurer	1	1	84,050.00
78049	04/14/1962 F	09/30/2016 (blank)	General Gov't & Agencies	Buyer	1	1	39,598.00
78050	03/14/1992 M	09/30/2016 (blank)	Finance & Admin	Revenue Specialist 2	1	1	30,365.00
78093	02/17/1994 M	05/26/2017 12/8/2017	Human Resources	Human Resources Generalist 1	1	1	40,265.00
78104	10/29/1990 F	10/14/2016 (blank)	Public Works	Digital Specialist	1	1	41,250.00
78105	11/03/1988 F	10/14/2016 (blank)	Public Works	Plant Operator 2	1	1	31,296.00
78106	10/12/1958 F	10/14/2016 (blank)	Finance & Admin	Court Operations Assistant	1	1	26,850.00
78184	11/28/1966 M	10/28/2016 (blank)	Public Works	Crew Worker 2	1	1	25,963.00
78187	05/13/1958 F	10/28/2016 (blank)	General Gov't & Agencies	Customer Service Representative 1	1	1	27,245.00

78189	12/19/1995 M	10/28/2016 (blank)	Public Works	Crew Worker 2	1	1	25,963.00
78191	01/30/1963 F	10/28/2016 (blank)	Youth & Family Development	Administrative Support Spec	1	1	29,865.00
78192	05/15/1978 M	10/28/2016 (blank)	Public Works	Industrial Electrician 1	1	1	36,521.00
78225	12/28/1990 M	11/11/2016 (blank)	Public Works	Plant Operator 1	1	1	28,504.00
78227	07/30/1973 M	11/11/2016 (blank)	Public Works	Equipment Operator 4	1	1	28,879.70
78228	08/03/1992 F	11/11/2016 (blank)	Economic & Community Deve	Development Review Planner	1	1	42,111.75
78229	12/13/1957 F	11/11/2016 (blank)	Public Works	Administrative Support Asst 2	1	1	27,245.00
78230	10/05/1980 F	11/11/2016 (blank)	Public Works	Administrative Support Asst 2	1	1	27,245.00
78232	04/10/1962 M	11/11/2016 3/3/2017	General Gov't & Agencies	Integrated Library System Tech	1	1	41,515.00
78264	05/04/1988 M	11/18/2016 (blank)	Public Works	Equipment Operator 4	1	1	29,865.00
78265	02/13/1966 F	11/18/2016 (blank)	Finance & Admin	Court Operations Assistant	1	1	26,850.00
78304	04/15/1956 F	11/28/2016 (blank)	Human Resources	HR Quality Assurance Officer	1	1	50,427.38
78344	07/20/1989 M	12/02/2016 (blank)	Police	Police Officer	1	0	36,990.39
78345	02/11/1992 M	12/02/2016 (blank)	Police	Police Officer	1	0	36,990.39
78346	08/16/1992 M	12/02/2016 (blank)	Police	Police Officer	1	0	36,990.39
78347	01/10/1986 M	12/02/2016 (blank)	Police	Police Officer	1	0	36,990.39
78348	01/26/1989 M	12/02/2016 (blank)	Police	Police Officer	1	0	36,990.39
78349	08/30/1992 M	12/02/2016 (blank)	Police	Police Officer	1	0	36,990.39
78350	11/23/1995 M	12/02/2016 (blank)	Police	Police Officer	1	0	36,990.39
78351	06/18/1992 M	12/02/2016 (blank)	Police	Police Officer	1	0	36,990.39
78352	07/09/1991 M	12/02/2016 (blank)	Police	Police Officer	1	0	36,990.39
78364	12/13/1988 M	12/02/2016 (blank)	Police	Police Officer	1	0	36,990.39
78365	01/26/1993 M	12/02/2016 (blank)	Police	Police Officer	1	0	36,990.39
78366	11/26/1989 M	12/02/2016 (blank)	Police	Police Officer	1	0	36,990.39
78367	08/14/1995 M	12/02/2016 (blank)	Police	Police Officer	1	0	36,990.39
78368	09/14/1992 M	12/02/2016 (blank)	Police	Police Officer	1	0	36,990.39
78384	02/25/1995 M	12/02/2016 (blank)	Police	Police Officer	1	0	36,990.39
78385	02/17/1988 F	12/02/2016 (blank)	Police	Police Officer	1	0	36,990.39
78386	08/09/1993 M	12/02/2016 (blank)	Police	Police Officer	1	0	36,990.39
78387	05/16/1979 M	12/02/2016 (blank)	Police	Police Officer	1	0	36,990.39
78388	04/25/1995 F	12/02/2016 (blank)	Police	Police Officer	1	0	36,990.39
78392	11/13/1978 M	12/02/2016 (blank)	Police	Police Officer	1	0	36,990.39
78424	04/02/1992 M	12/02/2016 (blank)	Police	Police Officer	1	0	36,990.39
78464	04/07/1988 F	11/30/2016 (blank)	Police	Police Officer	1	0	36,990.39
78484	11/26/1976 F	12/09/2016 (blank)	Executive Branch	Administrative Specialist	1	1	36,250.00
78485	09/02/1988 F	12/09/2016 (blank)	Youth & Family Development	Teacher	1	1	22,873.50
78486	09/01/1993 F	12/09/2016 (blank)	Youth & Family Development	Teacher	1	1	26,379.18
78487	12/22/1987 F	12/09/2016 (blank)	Youth & Family Development	Health Technician	1	1	25,939.20
78504	10/07/1988 M	12/02/2016 (blank)	Public Works	Family Services Assistant	1	1	28,896.50
78505	02/20/1963 M	12/16/2016 (blank)	Public Works	Crew Supervisor 3	1	1	36,032.00
78506	05/20/1987 M	12/23/2016 (blank)	Public Works	Equipment Operator 4	1	1	29,865.00
78526	03/02/1981 M	12/30/2016 (blank)	Economic & Community Deve	Inventory Technician	1	1	27,687.00
78546	10/28/1952 M	01/06/2017 (blank)	Public Works	Combination Inspector	1	1	37,771.00
78547	03/09/1993 M	01/06/2017 (blank)	Public Works	Crew Worker 2	1	1	25,963.00
78548	03/23/1980 M	01/06/2017 (blank)	Public Works	Crew Worker 2	1	1	25,963.00
78549	09/23/1991 M	01/06/2017 (blank)	Public Works	Crew Worker 1	1	1	25,550.00
78551	04/05/1989 F	01/06/2017 (blank)	Public Works	Crew Worker 2	1	1	25,963.00
78575	06/23/1961 M	01/20/2017 (blank)	Public Works	Engineering Coordinator	1	1	50,192.00
				Industrial Electrician 2	1	1	41,548.00

78614	06/14/1982	M	02/03/2017	(blank)	Public Works	Crew Worker 2	1	27,083.00
78617	12/27/1952	F	02/03/2017	(blank)	Executive Branch	Navigtor	1	31,387.34
78619	02/12/1981	M	02/03/2017	(blank)	Finance & Admin	Revenue Specialist 1	1	27,245.00
78676	03/21/1994	F	02/17/2017	(blank)	Economic & Community Deve	Administrative Support Asst 2	1	25,995.00
78694	07/21/1994	M	02/17/2017	(blank)	Public Works	Landscape Inspector	1	36,032.00
78695	04/27/1963	F	02/17/2017	(blank)	Finance & Admin	Revenue Supervisor	1	39,598.00
78697	08/28/1993	M	02/17/2017	(blank)	Transportation	Crew Worker 1	1	25,550.00
78699	12/08/1987	F	02/17/2017	(blank)	Finance & Admin	Management Budget Analyst 1	1	45,642.00
78795	10/11/1971	F	03/03/2017	(blank)	Economic & Community Deve	Administrative Support Asst 2	1	29,245.00
78796	10/06/1997	M	03/03/2017	(blank)	Public Works	Crew Worker 2	1	25,963.00
78797	05/29/1992	M	03/03/2017	(blank)	Public Works	Engineering Technician	1	34,750.00
78798	01/05/1988	M	03/03/2017	(blank)	Public Works	Crew Worker 2	1	25,963.00
78799	10/10/1984	M	03/03/2017	(blank)	Transportation	Engineering Designer	1	45,642.00
78800	05/30/1966	F	03/03/2017	(blank)	Transportation	Transportation Accounts Coordinator	1	42,320.30
78915	10/08/1979	M	03/17/2017	(blank)	Public Works	Crew Worker 2	1	25,963.00
78939	05/17/1984	F	03/17/2017	6/9/2017	Police	Police Cadet	1	35,141.54
79014	12/13/1994	M	03/31/2017	(blank)	Youth & Family Development	Crew Worker 2	1	25,963.00
79015	07/03/1967	F	03/31/2017	(blank)	Public Works	Scale Operator	1	31,850.00
79096	08/02/1978	F	04/14/2017	(blank)	General Gov't & Agencies	Library Assistant 2	1	31,548.00
79114	07/14/1970	M	04/17/2017	(blank)	General Gov't & Agencies	Council Member	1	24,516.83
79115	04/24/1955	M	04/17/2017	(blank)	General Gov't & Agencies	Council Member	1	24,516.83
79116	08/13/1975	M	04/17/2017	(blank)	General Gov't & Agencies	Council Member	1	24,516.83
79117	12/30/1974	F	04/17/2017	(blank)	General Gov't & Agencies	Council Member	1	24,516.83
79155	05/02/1977	F	04/24/2017	(blank)	Youth & Family Development	Director Early Learning	1	81,000.00
79195	06/22/1968	M	04/28/2017	(blank)	Youth & Family Development	Career Development Coordinator	1	42,782.63
79196	04/10/1962	M	04/28/2017	(blank)	Public Works	Crew Supervisor 2	1	32,201.00
79197	02/24/1976	M	04/28/2017	(blank)	Public Works	Equipment Operator 4	1	28,615.18
79198	09/19/1993	M	04/28/2017	(blank)	Public Works	Industrial Maintenance Mechanic 1	1	31,548.00
79200	03/16/1973	M	04/28/2017	(blank)	Public Works	Crew Worker 2	1	24,713.00
79201	10/16/1967	F	04/28/2017	(blank)	Police	Navigtor	1	30,046.00
79215	06/23/1987	F	05/05/2017	(blank)	General Gov't & Agencies	Public Records E-Discovery Coord	1	40,000.00
79256	04/30/1992	F	05/12/2017	(blank)	General Gov't & Agencies	Multimedia Assistant	1	36,521.00
79258	07/11/1986	F	05/12/2017	(blank)	Youth & Family Development	Recreation Specialist	1	27,254.00
79260	08/17/1985	M	05/12/2017	(blank)	Public Works	Industrial Electrician 1	1	36,521.00
79261	11/20/1993	F	05/12/2017	(blank)	Public Works	Engineering Coordinator	1	48,942.00
79315	12/02/1990	M	05/26/2017	(blank)	General Gov't & Agencies	Building Maintenance Mechanic 1	1	27,254.00
79318	07/26/1969	F	05/26/2017	(blank)	Finance & Admin	Accounting Technician 1	1	26,437.00
79319	04/15/1985	M	05/26/2017	(blank)	Youth & Family Development	Recreation Specialist	1	27,254.00
79320	02/22/1978	M	05/26/2017	(blank)	Economic & Community Deve	Building Inspector 1	1	38,804.64
79321	08/09/1989	F	05/26/2017	(blank)	General Gov't & Agencies	Library Assistant 2	1	31,548.00
7934	09/27/1949	F	08/14/1998	(blank)	Youth & Family Development	Deputy Administrator Human Serv	1	86,168.02
79475	09/05/1972	M	06/09/2017	(blank)	Public Works	Crew Worker 1	1	24,600.00
79476	12/11/1956	M	06/09/2017	(blank)	Public Works	Equipment Operator 3	1	26,437.00
79477	08/16/1989	F	06/09/2017	(blank)	General Gov't & Agencies	Library Assistant 2	1	31,548.00
79478	05/11/1958	M	06/09/2017	(blank)	Youth & Family Development	Crew Worker 1	1	24,600.00
79479	06/05/1993	F	06/09/2017	(blank)	Police	Crime Analyst	1	36,521.00
79518	12/24/1995	M	06/09/2017	(blank)	Police	Police Cadet	1	35,141.54
79519	06/06/1994	M	06/09/2017	(blank)	Police	Police Cadet	1	35,141.54

79520	07/29/1983	M	06/09/2017	(blank)	Police	Police Cadet	1	0	35,141.54
79521	07/15/1996	M	06/09/2017	(blank)	Police	Police Cadet	1	0	35,141.54
79522	09/12/1991	M	06/09/2017	(blank)	Police	Police Cadet	1	0	35,141.54
79523	01/23/1989	M	06/09/2017	(blank)	Police	Police Officer	1	0	36,990.39
79524	12/08/1991	M	06/09/2017	(blank)	Police	Police Officer	1	0	36,990.39
79525	09/14/1991	M	06/09/2017	(blank)	Police	Police Cadet	1	0	35,141.54
79527	08/20/1994	M	06/09/2017	(blank)	Police	Police Cadet	1	0	35,141.54
79528	04/22/1990	M	06/09/2017	(blank)	Police	Police Cadet	1	0	35,141.54
79529	08/01/1989	M	06/09/2017	(blank)	Police	Police Cadet	1	0	35,141.54
79530	12/19/1989	M	06/09/2017	(blank)	Police	Police Cadet	1	0	35,141.54
79531	09/14/1993	M	06/09/2017	(blank)	Police	Police Cadet	1	0	35,141.54
79532	11/30/1989	M	06/09/2017	(blank)	Police	Police Cadet	1	0	35,141.54
79533	07/06/1989	M	06/09/2017	(blank)	Police	Police Cadet	1	0	35,141.54
79534	12/17/1990	M	06/09/2017	(blank)	Police	Police Cadet	1	0	35,141.54
79535	01/17/1992	M	06/09/2017	(blank)	Police	Police Cadet	1	0	35,141.54
79536	11/01/1988	M	06/09/2017	(blank)	Police	Police Cadet	1	0	35,141.54
79537	11/25/1991	F	06/09/2017	(blank)	Police	Police Cadet	1	0	35,141.54
79538	10/16/1992	M	06/09/2017	(blank)	Police	Police Cadet	1	0	35,141.54
79539	02/02/1989	M	06/09/2017	(blank)	Police	Police Cadet	1	0	35,141.54
79540	11/05/1983	M	06/09/2017	(blank)	Police	Police Cadet	1	0	35,141.54
79541	01/27/1985	M	06/09/2017	(blank)	Police	Police Cadet	1	0	35,141.54
79542	12/23/1987	M	06/09/2017	(blank)	Police	Police Cadet	1	0	35,141.54
79543	04/28/1990	M	06/09/2017	(blank)	Police	Police Cadet	1	0	35,141.54
79555	06/27/1992	M	06/09/2017	(blank)	Police	Police Cadet	1	0	35,141.54
79558	03/28/1995	F	06/09/2017	(blank)	Police	Police Cadet	1	0	35,141.54
79560	10/13/1989	M	06/09/2017	(blank)	Police	Police Cadet	1	0	35,141.54
79561	11/23/1993	M	06/09/2017	(blank)	Police	Police Cadet	1	0	35,141.54
79596	08/25/1994	M	06/09/2017	(blank)	Public Works	Crew Worker 1	1	1	24,600.00
79616	06/29/1960	M	06/23/2017	(blank)	Transportation	Electronics Technician 1	1	1	39,225.96
79655	03/27/1962	M	07/07/2017	(blank)	Public Works	Crew Worker 1	1	1	24,600.00
79656	03/08/1964	M	07/07/2017	(blank)	Public Works	Equipment Operator 3	1	1	26,437.00
79657	08/17/1974	M	07/07/2017	(blank)	Public Works	Equipment Operator 5	1	1	31,548.00
79659	06/21/1957	M	07/07/2017	(blank)	Public Works	Equipment Operator 4	1	1	28,615.00
79660	08/09/1971	M	07/07/2017	(blank)	Public Works	Equipment Operator 4	1	1	28,615.00
79675	02/13/1964	F	07/10/2017	(blank)	Economic & Community Deve	Neighborhood Program Specialist	1	1	40,014.33
7968	11/20/1953	M	08/30/1972	(blank)	Public Works	Crew Supervisor 2	1	1	49,179.40
79695	03/13/1969	M	07/21/2017	(blank)	Public Works	Plant Operator 1	1	1	27,254.00
79696	05/31/1994	M	07/21/2017	(blank)	Public Works	Plant Operator 1	1	1	27,254.00
79697	05/21/1985	M	07/21/2017	(blank)	Public Works	Crew Worker 1	1	1	24,600.00
79698	08/29/1988	M	07/21/2017	(blank)	Public Works	Crew Worker 2	1	1	24,713.00
79699	04/25/1977	M	07/21/2017	(blank)	Public Works	Plant Operator 1	1	1	27,254.00
79700	10/06/1966	F	07/21/2017	(blank)	Youth & Family Development	Teacher	1	1	31,625.25
79735	12/01/1964	F	07/26/2017	(blank)	Economic & Community Deve	Deputy Administrator Econ Dev	1	1	94,000.00
79775	08/02/1988	M	08/04/2017	(blank)	Public Works	Equipment Operator 3	1	1	26,437.00
79778	03/02/1972	M	08/04/2017	(blank)	Public Works	Crew Worker 1	1	1	24,300.00
79837	05/27/1980	F	08/18/2017	(blank)	General Gov't & Agencies	Staff Attorney	1	1	71,000.00
79840	06/27/1990	F	08/18/2017	(blank)	General Gov't & Agencies	Administrative Support Asst 2	1	1	26,995.00
79842	11/29/1986	M	08/18/2017	(blank)	Fire	Electronics Com Technician 1	1	1	34,782.00

79843	03/09/1979 M	08/18/2017 (blank)	Public Works	Crew Worker 1	1	1	24,600.00
79844	08/05/1965 F	08/18/2017 (blank)	Youth & Family Development	Teacher	1	1	27,864.00
79855	09/26/1996 M	08/25/2017 (blank)	Police	Police Cadet	1	0	35,141.54
79856	11/07/1982 M	08/25/2017 (blank)	Police	Police Cadet	1	0	35,141.54
79857	10/25/1991 M	08/25/2017 (blank)	Police	Police Cadet	1	0	35,141.54
79858	05/24/1989 M	08/25/2017 (blank)	Police	Police Cadet	1	0	35,141.54
79875	07/13/1990 M	08/25/2017 (blank)	Police	Police Cadet	1	0	35,141.54
79876	06/30/1986 M	08/25/2017 (blank)	Police	Police Cadet	1	0	35,141.54
79877	01/27/1995 M	08/25/2017 (blank)	Police	Police Cadet	1	0	35,141.54
79878	06/20/1995 M	08/25/2017 (blank)	Police	Police Cadet	1	0	35,141.54
79879	12/26/1991 F	08/25/2017 (blank)	Police	Police Cadet	1	0	35,141.54
79880	09/03/1995 M	08/25/2017 (blank)	Police	Police Cadet	1	0	35,141.54
79881	12/12/1986 M	08/25/2017 (blank)	Police	Police Cadet	1	0	35,141.54
79882	11/21/1994 M	08/25/2017 (blank)	Police	Police Cadet	1	0	35,141.54
79883	06/07/1988 M	08/25/2017 (blank)	Police	Police Cadet	1	0	35,141.54
79884	07/09/1984 M	08/25/2017 (blank)	Police	Police Cadet	1	0	35,141.54
79886	09/02/1994 M	08/25/2017 (blank)	Police	Police Cadet	1	0	35,141.54
79887	09/14/1990 M	08/25/2017 (blank)	Police	Police Cadet	1	0	35,141.54
79890	08/06/1991 M	08/25/2017 (blank)	Police	Police Cadet	1	0	35,141.54
79891	11/10/1993 M	08/25/2017 (blank)	Police	Police Cadet	1	0	35,141.54
79892	11/25/1994 M	08/25/2017 (blank)	Police	Police Cadet	1	0	35,141.54
79893	06/09/1991 M	08/25/2017 (blank)	Police	Police Cadet	1	0	35,141.54
79895	04/07/1988 F	08/21/2017 (blank)	Youth & Family Development	Teacher	1	1	34,650.00
79915	06/28/1993 M	08/29/2017 (blank)	Police	Police Cadet	1	0	35,141.54
79916	02/14/1993 M	08/25/2017 (blank)	Police	Police Officer	1	0	36,990.39
79936	09/22/1981 F	09/01/2017 (blank)	General Gov't & Agencies	Administrative Support Spec	1	1	28,615.00
79938	10/15/1972 F	09/01/2017 (blank)	Executive Branch	FJC School Liaison	1	1	36,295.33
79939	04/12/1992 F	09/01/2017 (blank)	Executive Branch	Administrative Support Spec	1	1	30,000.00
79941	12/25/1962 M	09/01/2017 (blank)	Public Works	Crew Worker 1	1	1	24,600.00
79975	03/01/1992 F	09/01/2017 9/15/2017	Youth & Family Development	Teacher	1	1	22,554.00
79995	05/30/1976 M	09/15/2017 (blank)	Economic & Community Deve	Code Enforcement Inspector 1	1	1	31,548.00
79996	05/15/1964 M	09/15/2017 (blank)	Public Works	Plant Maintenance Lubricator	1	1	25,133.00
79997	10/03/1968 M	09/15/2017 (blank)	Public Works	Quality Assurance Manager	1	1	52,567.18
79998	11/08/1957 F	09/15/2017 (blank)	Youth & Family Development	Teacher	1	1	36,054.00
79999	09/24/1985 F	09/15/2017 (blank)	Youth & Family Development	Teacher	1	1	34,002.00
80000	02/24/1992 F	09/15/2017 (blank)	Youth & Family Development	Teacher	1	1	28,021.50
80001	02/27/1957 F	09/15/2017 (blank)	Transportation	Traffic Signal Designer Specialist	1	1	46,000.00
80002	04/04/1996 F	09/15/2017 (blank)	Police	Police Information Center Tech 1	1	1	25,133.00
80003	02/28/1986 M	09/15/2017 (blank)	Police	Police Information Center Tech 1	1	1	25,133.00
80015	01/26/1987 F	09/19/2017 (blank)	Youth & Family Development	Teacher	1	1	31,482.00
80016	11/29/1986 F	09/19/2017 (blank)	Youth & Family Development	Center Clerk	1	1	26,062.40
80055	03/28/1978 F	09/29/2017 (blank)	Youth & Family Development	Teacher	1	1	31,312.13
80056	05/07/1979 F	09/29/2017 (blank)	Transportation	Engineering Coordinator	1	1	55,195.01
80057	10/29/1964 F	09/29/2017 (blank)	Public Works	Civil Engineer	1	1	48,000.00
80058	10/22/1981 M	09/29/2017 (blank)	Public Works	Assistant Director Parks	1	1	55,195.00
80059	03/25/1972 F	09/29/2017 (blank)	Finance & Admin	Revenue Specialist 1	1	1	25,995.00
80061	03/28/1987 F	10/06/2017 (blank)	Youth & Family Development	Teacher	1	1	24,606.00
80075	10/19/1991 F	09/29/2017 (blank)	Youth & Family Development	Teacher Assistant	1	1	17,103.45

80076	06/03/1979 F	09/29/2017 (blank)	Youth & Family Development	Executive Assistant	1	1	35,500.00
80095	06/08/1976 M	09/29/2017 (blank)	Youth & Family Development	Teacher	1	1	29,682.00
80096	05/12/1970 F	09/29/2017 (blank)	General Gov't & Agencies	Customer Service Representative 1	1	1	26,500.00
80097	06/10/1976 F	09/29/2017 (blank)	Youth & Family Development	Professional Development Supv	1	1	40,248.00
80098	06/08/1991 F	09/29/2017 (blank)	Youth & Family Development	Teacher Assistant	1	1	21,334.95
80099	10/16/1994 F	09/29/2017 (blank)	Youth & Family Development	Teacher Assistant	1	1	21,280.35
80195	04/17/1986 M	10/13/2017 (blank)	General Gov't & Agencies	Planner 1	1	1	35,281.05
80196	04/07/1975 F	10/13/2017 (blank)	Police	Police Property Technician	1	1	25,995.00
80198	10/16/1969 F	10/13/2017 (blank)	General Gov't & Agencies	Customer Service Representative 1	1	1	26,500.00
80200	01/21/1972 M	10/13/2017 (blank)	Public Works	Equipment Operator 4	1	1	28,615.00
80215	09/11/1986 M	10/13/2017 (blank)	Public Works	Crew Worker 1	1	1	24,600.00
80256	12/05/1994 F	10/27/2017 (blank)	Youth & Family Development	Soc Serv Delvry Wker Program Coord	1	1	27,500.00
80258	10/21/1991 M	10/27/2017 (blank)	Transportation	Traffic Engineering Technician	1	1	31,500.00
80259	04/28/1961 F	10/27/2017 (blank)	Youth & Family Development	Family Services Assistant	1	1	17,379.45
80260	08/31/1989 F	10/27/2017 (blank)	Public Works	Equipment Operator 4	1	1	28,615.00
80261	07/25/1964 M	10/27/2017 (blank)	Police	Police Property Technician	1	1	25,995.00
80275	05/18/1956 F	11/10/2017 (blank)	Youth & Family Development	Teacher	1	1	31,482.00
80276	11/29/1960 M	11/10/2017 (blank)	Youth & Family Development	Recreation Program Coordinator	1	1	38,348.00
80355	03/12/1965 M	11/27/2017 (blank)	Public Works	Industrial Maintenance Mechanic 1	1	1	31,548.00
80356	10/21/1979 F	11/27/2017 (blank)	General Gov't & Agencies	Procurement Analyst	1	1	40,265.00
80357	01/05/1960 M	11/27/2017 (blank)	Finance & Admin	Accountant 1	1	1	44,392.00
80358	01/05/1965 M	11/27/2017 (blank)	Public Works	Equipment Mechanic 1	1	1	28,615.00
80395	02/24/1980 M	12/07/2017 (blank)	Executive Branch	Deputy Chief of Staff	1	1	99,500.00
80399	05/02/1987 F	12/08/2017 (blank)	General Gov't & Agencies	Library Assistant 2	1	1	31,548.00
80400	08/21/1982 F	12/08/2017 (blank)	Youth & Family Development	Clerk III	1	1	26,707.20
80415	11/12/1957 F	12/18/2017 (blank)	Executive Branch	Administrative Support Asst 1	1	1	26,000.00
Grand Total					2275	1356	99,231,355.70

Basic Life & AD&D Policy

Voluntary Life & AD&D Policy

**YOUR
GROUP
LIFE INSURANCE
PLAN**

For Employees of
City of Chattanooga

CONTENTS

CERTIFICATION PAGE	1
SCHEDULE OF BENEFITS	2
Basic Life and Accidental Death and Dismemberment (AD&D) Insurance	2
Supplemental Life and Accidental Death and Dismemberment (AD&D) Insurance	2
Dependent Life and Accidental Death and Dismemberment (AD&D) Insurance	3
Proof of Good Health	3
EMPLOYEE'S INSURANCE	5
DEPENDENT'S INSURANCE	8
LIFE INSURANCE	11
Waiver of Life Insurance Premium Disability Benefit	11
Accelerated Death Benefit	13
Accidental Death & Dismemberment (AD&D) Insurance	14
Dependent's Life Insurance	17
Dependent's Accidental Death & Dismemberment (AD&D) Insurance	18
CONVERSION RIGHTS	21
CLAIM PROCEDURES	23
GENERAL PROVISIONS	24
DEFINITIONS	25

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RELIASTAR LIFE INSURANCE COMPANY
Minneapolis, Minnesota 55440

ReliaStar Life Insurance Company (ReliaStar Life) certifies that it has issued the Group Policy listed below to the Policyholder. All benefits are controlled by the terms and conditions of the Group Policy. The Group Policy is on file in the Policyholder's office. You may look at the Group Policy there.

Group Policy Number
67988-7GAT

Policyholder
City of Chattanooga

The Dependent's Insurance part of this certificate applies to you only if you are insured for it.

Your beneficiary is the last beneficiary you named, according to the records on file in ReliaStar Life's Home Office or on file with the Plan Administrator, if applicable. You may change your beneficiary any time, according to the terms of the Group Policy.

The certificate summarizes and explains the parts of the Group Policy which apply to you. This certificate is not an insurance policy. In any case of differences or errors, the Group Policy rules.

This certificate replaces any other certificates ReliaStar Life may have given you under the Group Policy.



Registrar

SCHEDULE OF BENEFITS

Basic Life and Accidental Death and Dismemberment (AD&D) Insurance

Class	Amount of Life Insurance	Full Amount of AD&D Insurance
All Eligible Full-time, Active Employees	The lesser of: 1 times your Basic Yearly Earnings or \$50,000; with a minimum amount of \$10,000	The lesser of: 1 times your Basic Yearly Earnings or \$50,000. with a minimum amount of \$10,000
Employees approved for portability	Approved ported amount, but the total amount of ported Basic and Supplemental Life will not exceed the lesser of 5 times your Basic Yearly Earnings or \$750,000	Approved ported amount, not to exceed ported Life amount

Supplemental Life and Accidental Death and Dismemberment (AD&D) Insurance

Class	Amount of Life Insurance*	Full Amount of AD&D Insurance*
All Eligible Full-time, Active Employees	\$10,000 to a maximum of \$500,000; chosen in \$10,000 increments, not to exceed 5 times your Basic Yearly Earnings	An amount equal to your Supplemental Life Insurance amount
Employees approved for portability	Approved ported amount, but the total amount of ported Basic and Supplemental Life will not exceed the lesser of 5 times Basic Yearly Earnings or \$750,000	Approved ported amount, not to exceed ported Life amount

*Beginning on and after your 70th birthday, ReliaStar Life decreases the amount of your insurance. ReliaStar Life pays a percentage of the amount otherwise payable as follows:

- From your 70th birthday to age 75, ReliaStar Life pays 65%,
- From your 75th birthday and after, ReliaStar Life pays 50%.

*Your minimum amount of ported coverage, including decreases, is \$5,000 total Life Insurance and \$5,000 total AD&D Insurance.

Basic Yearly Earnings – the yearly salary or wage you receive for work done for the Policyholder. It does not include bonuses, commissions or overtime pay.

Hourly Paid is the product of 1) the average number of hours You worked per year, not including overtime pay over the most recent one year period immediately prior to the date You were last actively at work, multiplied by 2) Your hourly wage in effect on the date prior to the date last actively at work.

To determine benefits, your amount of insurance is rounded to the next higher \$1,000 multiple unless the amount equals a multiple of \$1,000.

Accelerated Death Benefit

This benefit is equal to 75% of your amount of Basic and Supplemental Life Insurance in force, or \$500,000, whichever is less. This benefit is available to employees only. Employees must have at least \$10,000 in Life Insurance coverage in force to qualify for this benefit.

SCHEDULE OF BENEFITS

Dependent Life and Accidental Death and Dismemberment (AD&D) Insurance

Class	Amount of Life Insurance	Full Amount of AD&D Insurance
• Spouse	\$5,000 to a maximum of \$250,000; chosen in \$5,000 increments. Not to exceed 100% of your amount of insurance.	An amount equal to your Spouses Dependent Life Insurance amount
• Child (each)		
– From birth but less than 6 months of age	\$1,000	\$1,000
– 6 months but less than 26 years of age	\$2,000 to a maximum of \$10,000; chosen in \$2,000 increments. Not to exceed 100% of your amount of insurance.	An amount equal to your Child Dependent Life Insurance amount
• Spouse approved for portability	Approved ported amount, not to exceed the employee's ported Life amount	Approved ported amount, not to exceed ported Dependent Life amount
• Child approved for portability	Approved ported amount, not to exceed the lesser of the employee's ported Life amount or \$10,000	Approved ported amount, not to exceed ported Dependent Life amount

Beginning on and after your 70th birthday, ReliaStar Life decreases the amount of dependent's insurance on your spouse. ReliaStar Life pays a percentage of the amount otherwise payable as follows:

- From the 70th birthday to age 75, ReliaStar Life pays 65%,
- From the 75th birthday and after, ReliaStar Life pays 50%.

The minimum amount of ported Dependent's Insurance for each insured dependent, including decreases, on your spouse and your children over 6 months of age, is \$1,000 total Dependent Life Insurance and \$1,000 total Dependent AD&D Insurance.

If your ported coverage stops decreasing, the ported coverage on your dependent spouse will also stop decreasing.

Proof of Good Health

Proof of good health is required for amounts in excess of the limits described below. Coverage is subject to the Group Policy's proof of good health requirements that are in force on the effective date of coverage. Any increase to coverage is subject to the Group Policy's proof of good health requirements that are in force on the effective date of the increase. For proof of good health, a completed Evidence of Insurability form must be submitted to ReliaStar Life for approval.

Employee-Basic Life Insurance

Limit without Proof

• Coverage on the Group Policy Effective Date continued from the Policyholder's prior plan...	Current amount, up to \$50,000
• Initial Eligibility after the Group Policy Effective Date...	\$50,000
• Increases due to salary, job or class changes, that combined with existing coverage do not exceed \$50,000...	Amount of the increase

SCHEDULE OF BENEFITS

Employee-Supplemental Life Insurance

Limit without Proof

- | | |
|--|--|
| <ul style="list-style-type: none"> • Coverage on the Group Policy Effective Date continued from the Policyholder's prior plan... | <p>Current amount, up to \$500,000</p> |
| <ul style="list-style-type: none"> • Enrollment on the Group Policy Effective Date, for employees who had no supplemental coverage under the Policyholder's prior plan... | <p>\$150,000</p> |
| <ul style="list-style-type: none"> • Initial eligibility after the Group Policy Effective Date... | <p>\$150,000</p> |
| <ul style="list-style-type: none"> • Application at annual enrollment for an increase to existing supplemental coverage when new coverage combined with existing supplemental coverage does not exceed... | <p>\$150,000</p> |
| <ul style="list-style-type: none"> • All other applications for new coverage more than 31 days after the date you become eligible for insurance... | <p>None. Proof of good health is required.</p> |
| <ul style="list-style-type: none"> • All other applications for an increase to existing supplemental coverage... | <p>None. Proof of good health is required.</p> |

Dependent Life Insurance

Limit without Proof

- | | |
|--|---|
| <ul style="list-style-type: none"> • Coverage on the Group Policy Effective Date continued from the Policyholder's prior plan... | <p>Current amount, up to \$250,000 on your spouse, and up to \$10,000 on your child(ren).</p> |
| <ul style="list-style-type: none"> • Enrollment on the Group Policy Effective Date, for employees who had no dependent coverage under the Policyholder's prior plan... | <p>\$25,000 on your spouse, and \$10,000 on your child(ren).</p> |
| <ul style="list-style-type: none"> • Initial eligibility for dependent coverage after the Group Policy Effective Date... | <p>\$25,000 on your spouse, and \$10,000 on your child(ren).</p> |
| <ul style="list-style-type: none"> • Application at annual enrollment for an increase to existing Dependent coverage when new coverage combined with existing Dependent coverage does not exceed... | <p>\$25,000 on your spouse, and \$10,000 on your child(ren).</p> |
| <ul style="list-style-type: none"> • All other applications for new dependent coverage more than 31 days after the date you become eligible for dependent's insurance... | <p>None. Proof of good health is required.</p> |
| <ul style="list-style-type: none"> • All other applications for an increase to existing dependent coverage... | <p>None. Proof of good health is required.</p> |

EMPLOYEE'S INSURANCE

Eligibility

You are eligible on the later of the following dates:

- The Group Policy's Effective Date, July 1, 2013.
- Excluding the month of hire, the first day of the month following 30 days of continuous employment with the Policyholder for Supplemental Life and AD&D; and the first day of the month on or after the date you complete 6 months of continuous service with the Policyholder for Basic Life and AD&D.

You must meet the following conditions to become insured:

- Be eligible for the insurance.
- Be actively at work.
- Apply for the insurance, if you have to pay any part of the premium.
- Give to ReliaStar Life proof of good health, which it approves, as required on the Schedule of Benefits.

Effective Date of Employee's Insurance

Your insurance starts on the latest of the following dates:

- The date you become eligible.
- The date you return to active work if you are not actively at work on the date insurance would otherwise start. **Exception:** Your insurance starts on a nonworking day if you were actively at work on your last scheduled working day before the nonworking day.
- The date you apply for insurance, if you have to pay any part of the premium.
- The date ReliaStar Life approves your proof of good health, if proof is required.

Effective Date of Change in Amount of Insurance

If there is an increase in the amount of your insurance, the increase will take effect on:

- The first day of the month on or after the date of the increase, if you are actively at work on the date of the increase.
- The date you return to active work if you are not actively at work on the first day of the month on or after the date of the increase.
- The first day of the month on or after the date of the increase, if the first day of the month is a nonworking day and you were actively at work on your last scheduled working day before the nonworking day.

If proof of good health is required, the increase will take effect on the later of the dates indicated above or the date ReliaStar Life approves your proof of good health.

The amount of your insurance decreases on the date of change in your class or earnings.

If there is an increase in the amount of your insurance, due to coverage amounts elected during Annual Enrollment the increase will take effect on:

- The Policy Anniversary on or after the date of the increase, if you are actively at work on the date of the increase.
- The date you return to active work, if you are not actively at work on the Policy Anniversary on or after the date of the increase.
- The Policy Anniversary on or after the date your insurance increases, if the Policy Anniversary is a nonworking day and you were actively at work on your last scheduled working day before the nonworking day.

If proof of good health is required, the increase will take effect on the later of the dates indicated above or the date ReliaStar Life approves your proof of good health.

The amount of your insurance decreases on the date of change in your class or earnings. If you elect to decrease your insurance, the decrease will take effect on the Policy Anniversary on or after the date of the elected decrease.

Termination of Insurance

Your insurance stops on the earliest of the following dates:

- For coverage not ported, the last day of the month during which you were last actively at work for the Policyholder.
- For coverage not ported, the last day of the month during which you are no longer eligible for insurance under the Group Policy.
- For coverage not ported, the last day of the month during which you retire.

EMPLOYEE'S INSURANCE

- The end of the period for which you paid premiums, if you do not make the next required premium contribution when due.
- The date the Policyholder replaces the Life Insurance under this plan with a similar life insurance plan through another insurance carrier, if you are actively at work for the Policyholder on that date.
- The date the Group Policy terminates.
- For ported Life Insurance, the date you attain age 80.
- For ported AD&D Insurance, the date you attain age 70.
- For all AD&D Insurance, the date your Life Insurance terminates or the date your Life Insurance premiums are waived due to total disability. For coverage not ported, AD&D Insurance stops at the beginning of the period in which you are eligible to convert your Life Insurance.
- For Accelerated Death Benefit, the date your Life Insurance terminates. For coverage not ported, the Accelerated Death Benefit stops at the beginning of the period in which you are eligible to convert your Life Insurance.
- For Accelerated Death Benefit on ported Life Insurance, the date you attain age 70.

ReliaStar Life stops providing a specific benefit to you on the date that benefit is no longer provided under the Group Policy.

Family and Medical Leave Act of 1993

Certain employers are subject to the FMLA. If you have a leave from active work certified by your employer, then for purposes of eligibility and termination of coverage you will be considered to be actively at work. Your coverage will remain in force so long as you continue to meet the requirements as set forth in the FMLA.

Continuation of Life Insurance

If you are no longer eligible for Life Insurance because you stop active work, the Policyholder may continue your insurance. Premiums must be paid. Your continuation of insurance is subject to all other terms of the Group Policy.

The length of time your insurance continues depends on the reason you stop active work.

Your continuation of insurance stops on the earliest of the following dates:

- The end of the period for which your premiums were paid, if the next premium contribution is not paid on time.
- The date the Group Policy stops.
- The end of the month in which you stop active work, if you stop active work due to Military leave of absence or an approved Non-Medical leave of absence.
- For coverage not continued under the portability option, the date you attain age 65 if you stop active work due to sickness or accidental injury, including total disability.
- For coverage not continued under the portability option, the date your Life Insurance has been continued for 12 months if you stop active work due to sickness or accidental injury, including total disability.
- For coverage not continued under the portability option, the date your Life Insurance premiums are waived under the Waiver of Life Insurance Premium Disability Benefit.

Portability

You can apply to continue your terminated Basic and Supplemental Life and AD&D Insurance until age 80 if certain conditions are met. AD&D Insurance may only be ported if Life Insurance is ported, and before you reach age 70. You may elect to decrease your ported coverage. You will not be eligible to increase your ported coverage.

The minimum amount of your Life Insurance that you can apply to port is \$5,000. See the Schedule of Benefits for maximum amounts. If your total amount of terminated Life Insurance otherwise eligible to be ported is less than \$5,000, then you may be eligible for conversion as described in the **Conversion Rights** section.

You must apply for portability within 31 days of the date your insurance terminates due to the following:

- You retire or terminate employment with the Policyholder, if coverage is in effect for active employees under the Group Policy; or
- The Policyholder terminates Basic and Supplemental Life Insurance for active employees under the Group Policy and does not replace it with a similar life insurance plan; or
- You are no longer eligible for Employee's Insurance under the Group Policy; or

EMPLOYEE'S INSURANCE

- All other continuation under the Group Policy ends.

If your amount of insurance reduces due to age or a change in employment status, this is not considered a termination of insurance for purposes of portability. Please refer to the **Conversion Rights** section for more information about conversion following reductions in coverage.

Your application for portability is subject to approval by ReliaStar Life. If you are not approved for portability, you may still be eligible for conversion as described in the **Conversion Rights** section.

The Incontestability provision in the **General Provisions** section also applies to ported coverage starting with the effective date of your ported coverage and continuing for two years while you are living.

If you port coverage and then later become eligible as an active employee for Employee's Insurance under a Group Policy issued by ReliaStar Life, then your amount of ported coverage will be reduced by your amount of insurance as an active employee.

Reinstatement

ReliaStar Life will reinstate your insurance if you stop work due to a Military leave of absence or an approved Non-Medical leave of absence and then return to work within 12 months. Your coverage will be reinstated to the previous elected amounts prior to the date of termination due to your leave of absence. You will be eligible for insurance on the date you return to active work with the Policyholder without having to provide proof of good health.

If you return to active work after 12 months, you will have to provide proof of good health for any Supplemental Life and AD&D Insurance and/or Dependent Life Insurance.

If you ported or converted your prior coverage and have become eligible again for insurance under the Group Policy as an active employee, you may choose to do one, but not both, of the following:

- Keep your insurance. You must give ReliaStar Life proof of good health it accepts for any increase in the amount of insurance.
- Terminate the continued coverage. You may re-apply for insurance under the Group Policy, subject to the terms of the Group Policy.

DEPENDENT'S INSURANCE

Eligibility

You are eligible for Dependent's Insurance on the later of the following dates:

- The date you are eligible for Employee's Supplemental Life Insurance.
- The date you first acquire a dependent as defined.

You must meet all of the following conditions to become insured for Dependent's Insurance:

- Be insured for Employee's Supplemental Life Insurance.
- Apply for Dependent's Insurance, if you must pay any part of the premium. You must apply for all dependents you have within 31 days of the date you are initially eligible for Dependent's Insurance.
- Give ReliaStar Life proof of good health for your dependent, which it approves, as required on the Schedule of Benefits.

If you and your spouse are insured as employees under the Group Policy, either you or your spouse, but not both, can apply for Dependent's Insurance. If the spouse carrying the Dependent's Insurance stops being insured as an employee, the other spouse may become insured for Dependent's Insurance by applying within 31 days.

Any person eligible for insurance as an employee under the Group Policy is not considered an eligible dependent for Dependent's Insurance.

Effective Date of Dependent's Insurance

Your dependent's insurance starts on the latest of the following dates:

- The date you become eligible for Dependent's Insurance.
- The date your dependent is no longer confined at home or in any facility for care and treatment of sickness or accidental injury, for any dependent, other than a newborn, who is confined at home or in such facility on the date your dependent's insurance starts.
- The date ReliaStar Life approves your dependent's proof of good health, if ReliaStar Life requires proof.
- The date you apply for Dependent's Insurance, if you have to pay any part of the premium.

If you acquire a new dependent and additional premium is required, you can apply for dependent coverage only during an annual enrollment period. If you acquire a new dependent while insured for Dependent's Insurance, and no additional premium is required, you should complete an enrollment form.

A newborn child will be covered from the date of eligibility. A foster or adopted child will be covered from the date of placement in the home.

Effective Date of Change in Amount of Insurance

If there is an increase in the amount of your dependent's insurance, the increase will take effect on the latest of the following dates:

- The Policy Anniversary on or after the date you are eligible to increase Dependent's Insurance.
- The date your dependent is no longer confined at home or in any facility for care and treatment of sickness or accidental injury, if your dependent is so confined on the Policy Anniversary on or after the date of the increase.
- The date ReliaStar Life approves your dependent's proof of good health, if proof is required.

If you elect to decrease your insured dependent's insurance, the decrease will take effect on the Policy Anniversary on or after the date of the elected decrease. All other decreases will take effect on the date of the decrease.

Termination of Dependent's Insurance

Your dependent's insurance stops on the **earliest** of the following dates:

- The date your insurance terminates.
- For dependent's insurance not ported, the date you retire.
- The end of the period for which you made your last premium contribution for Dependent's Insurance if you do not make the next required contribution when due.
- The date the Dependent's Insurance part of the Group Policy terminates.
- The date the Group Policy terminates.
- The date your Life Insurance premiums are waived due to total disability.
- The date your insured dependent is no longer an eligible dependent as defined.
- The date your dependent's life insurance is converted.

DEPENDENT'S INSURANCE

- For Dependent AD&D Insurance, the date your dependent's life insurance terminates. For coverage not ported, your dependent's AD&D insurance stops at the beginning of the period in which your dependent's life insurance is eligible for conversion.
- For ported Dependent AD&D Insurance, the date your ported AD&D Insurance terminates.

ReliaStar Life stops providing a specific benefit under your dependent's insurance on the date that benefit is no longer provided under the Group Policy.

Family and Medical Leave Act of 1993

If your coverage remains in force due to a certified leave under the FMLA, then your dependents' coverage will also remain in force so long as you continue to meet the requirements as set forth in the FMLA.

Continuation of Insurance

Your insured dependent's insurance may be continued. Premiums must be paid. Your insured dependent's insurance stops at the end of the period for which the last premium was paid if the next premium is not paid on time. Your insured dependent's continuation is subject to all other terms of the Group Policy.

You Stop Active Work

If you stop active work and your insurance is being continued, your dependent's insurance will also be continued as shown in the Employee's Insurance part of this certificate.

Handicapped Dependent Child

If your insured dependent child is physically handicapped or mentally retarded and reaches the maximum age for Dependent's Insurance, you may continue this child's insurance as long as all required premiums are paid. You must give ReliaStar Life proof that:

- The child is handicapped and not self-supporting.
- The child became handicapped before reaching the maximum age for Dependent's Insurance.
- The child is dependent on you for support.

Proof must be given within 31 days after the date the child reaches the maximum age for insurance. Before granting a continuation of this child's insurance, ReliaStar Life may require that a doctor examine the child. ReliaStar Life will specify the doctor and pay the fee for all exams ReliaStar Life requires. During the 2 years after the child reaches the maximum age, ReliaStar Life may ask for regular proof of the child's continued handicap. After the 2 year period, ReliaStar Life will not ask for proof, including doctor's exams, more often than once a year.

This handicapped child's continuation stops on the **earliest** of the following dates:

- The date the child becomes covered under any other group plan.
- The date the child is no longer handicapped.
- The date you do not give ReliaStar Life proof of the child's handicap when requested.
- The end of the period for which you paid premiums for this continuation, if you do not make the next required premium contribution when due.
- The date your Dependent's Insurance would otherwise stop under the Group Policy.

The Conversion Right will be available to your insured dependent child when all continuation is exhausted.

Portability

You can apply to continue your terminated Dependent's Insurance at the same time you apply for portability of your coverage. Dependent Life Insurance may only be ported if your Life Insurance is ported. Dependent AD&D Insurance may only be ported if Dependent Life Insurance and your AD&D Insurance are ported. You may elect to decrease ported coverage. You will not be eligible to increase ported coverage.

Your application for portability of Dependent's Insurance is subject to approval by ReliaStar Life. If your Dependent's Insurance is not approved for portability, your insured dependent may still be eligible for conversion as described in the **Conversion Rights** section.

The Incontestability provision in the **General Provisions** section also applies to ported coverage starting with the effective date of ported coverage and continuing for two years while your insured dependent is living.

DEPENDENT'S INSURANCE

If you port Dependent's Insurance and then later become eligible as an active employee for Dependent's Insurance under a Group Policy issued by ReliaStar Life, then your amount of ported Dependent's Insurance will be reduced by your amount of Dependent's Insurance as an active employee.

LIFE INSURANCE

Employee's Life Insurance

ReliaStar Life pays a death benefit to your beneficiary if written proof is received that you have died while this insurance is in force. The death benefit is the amount of Life Insurance for your class shown on the Schedule of Benefits in effect on the date of your death.

ReliaStar Life pays the death benefit for all causes of death. However, for Supplemental Life Insurance, if you commit suicide, while sane or insane, within 2 years of the date your insurance starts, ReliaStar Life will refund the amount of premiums paid for your Supplemental Life Insurance under the Group Policy instead of paying a death benefit.

Beneficiary

The beneficiary is named to receive the proceeds to be paid at your death. You may name more than one beneficiary. The Policyholder cannot be the beneficiary.

You may name, add or change beneficiaries by written request as described below. You may also choose to name a beneficiary that you cannot change without his or her consent. This is an irrevocable beneficiary.

You may name, add or change beneficiaries by written request if all of the following conditions are met:

- Your coverage is in force.
- ReliaStar Life has written consent of all irrevocable beneficiaries.
- You have not assigned the ownership of your insurance. The rights of an assignee are described in the Assignment section.

All requests are subject to the approval of ReliaStar Life. A change will take effect as of the date it is signed but will not affect any payment ReliaStar Life makes or action it takes before receiving your notice.

Payment of Proceeds

ReliaStar Life pays proceeds to the beneficiary. If there is more than one beneficiary, each receives an equal share, unless you have requested otherwise, in writing. To receive proceeds, a beneficiary must be living on the earlier of the following dates:

- The date ReliaStar Life receives proof of your death.
- The tenth day after your death.

If there is no eligible beneficiary or if you did not name one, ReliaStar Life pays the proceeds in the following order:

1. Your spouse.
2. Your natural and adopted children.
3. Your parents.
4. Your estate.

The person must be living on the tenth day after your death.

Settlement Options

Settlement options are alternative ways of paying the proceeds under the Group Policy. Proceeds is the amount of each benefit ReliaStar Life pays when you die or when you receive a lump sum amount under the Accelerated Death Benefit. To find out more about settlement options, please contact the Policyholder.

Waiver of Life Insurance Premium Disability Benefit

ReliaStar Life waives your Life Insurance premium that becomes due while you are totally disabled. The premium will be waived if you satisfy certain conditions. When ReliaStar Life waives a premium, the amount of Life Insurance equals the amount that would have been provided if you had not become totally disabled. That amount will reduce or stop according to the Schedule of Benefits in effect on the date total disability begins.

When ReliaStar Life waives a premium it includes Life Insurance, Accelerated Death Benefit, and Waiver of Premium. It does not include AD&D Insurance, Dependent's Insurance, or any other benefits as elected under this certificate which were effective at the time of disability.

LIFE INSURANCE

Conditions, Notice and Proof of Total Disability

ReliaStar Life requires written notice of claim and proof of total disability to waive your premium. All of the following conditions must also be met:

- Total disability must begin before your 60th birthday.
- You are insured for the Waiver of Life Insurance Premium Disability Benefit on the date you become totally disabled.
- You continue to be totally disabled.
- Your insurance is in force when you suffer the sickness or accidental injury causing the total disability.
- All premiums are paid up to the date the Waiver of Premium is approved by ReliaStar Life.

ReliaStar Life needs written notice of claim before it waives any premium. This notice must be received –

- while you are living,
- while you are totally disabled, and
- within one year from the date total disability begins. If you cannot give ReliaStar Life notice within one year, your claim is still valid if you show you gave ReliaStar Life notice as soon as reasonably possible.

ReliaStar Life needs proof of your total disability before any premiums can be waived. ReliaStar Life may require you to have a physical exam by a doctor it chooses. ReliaStar Life pays for that exam. ReliaStar Life can only require one exam a year after premiums have been waived for 2 full years.

When ReliaStar Life approves your proof of total disability, premiums are waived as of the date you became totally disabled. ReliaStar Life refunds, to the Policyholder, any premium paid for a period during which you were totally disabled. It is the Policyholder's responsibility to refund to you any part of the premium you paid.

Termination of Waiver of Premium

ReliaStar Life stops waiving premiums on the earliest of the following dates:

- The date you are no longer totally disabled.
- The date you do not give ReliaStar Life proof of total disability when asked.
- The date you attain age 65.

If ReliaStar Life stops waiving your premiums, your Life Insurance will stay in force only if all of the following conditions are met:

- The Life Insurance under the Group Policy is still in force.
- You are eligible for Employee's Insurance under the Group Policy.
- Your premium payments are resumed.

The amount of Life Insurance that stays in force will be the amount shown on the Schedule of Benefits in effect on the date your premium payments are resumed.

You will not be eligible to continue insurance under the portability option when ReliaStar Life stops waiving your premiums.

If you buy an individual policy under the Conversion Right of the Group Policy during the first year of your total disability, your Life Insurance may be restored. ReliaStar Life will cancel the individual policy as of its issue date if within 12 months of the date you become totally disabled you –

- file a claim under this provision and ReliaStar Life approves it, and
- surrender the individual policy without claim, except for refund of premium.

When ReliaStar Life cancels your individual policy, ReliaStar Life –

- refunds all premiums paid for the individual policy.
- restores your Life Insurance under the Group Policy.
- retains the beneficiary named under the individual policy as beneficiary under the Group Policy, unless you ask ReliaStar Life to change the beneficiary in writing.

LIFE INSURANCE

Accelerated Death Benefit

NOTE: AT THIS TIME IT IS UNCLEAR WHETHER YOU WILL BE REQUIRED TO PAY TAX ON ACCELERATED DEATH BENEFIT PROCEEDS. YOU SHOULD CONSULT WITH YOUR PERSONAL TAX ADVISER TO ASSESS POSSIBLE TAX IMPLICATIONS.

ReliaStar Life pays this benefit if it has been determined that you have a terminal condition. Accelerated Death Benefit proceeds is the amount ReliaStar Life pays to you or your legal representative while you are living when it has been determined that you have a terminal condition. The Accelerated Death Benefit proceeds are paid in one lump sum and are paid only once. This lump sum payout is the only Settlement Option available to you prior to your death.

The Accelerated Death Benefit is the amount of the Accelerated Death Benefit shown on the Schedule of Benefits in effect on the date you apply for Accelerated Death Benefit proceeds. You will not be able to increase your contributory Life Insurance benefit after the time you apply for the Accelerated Death Benefit, unless you are determined to be ineligible to receive Accelerated Death Benefit proceeds.

To receive the Accelerated Death Benefit, **all** of the following conditions must be met. You must:

- request this benefit in writing while you are living. If you are unable to request this benefit yourself, your legal representative may request it for you.
- be insured as an employee for Life Insurance benefits.
- have Life Insurance benefits of at least \$10,000 as shown on the Schedule of Benefits.
- provide to ReliaStar Life a doctor's statement which gives the diagnosis of your medical condition; and states that because of the nature and severity of such condition, your life expectancy is no more than 12 months. ReliaStar Life may require that you be examined by a doctor of its choosing. If ReliaStar Life requires this, ReliaStar Life pays for the exam.
- provide to ReliaStar Life written consent from any irrevocable beneficiary, assignee, and, in community property states, from your spouse.

Benefit Payment

ReliaStar Life pays the Accelerated Death Benefit proceeds to you unless both of the following are true:

- It is shown, to the satisfaction of ReliaStar Life, that you are physically and mentally incapable of receiving and cashing the lump sum payment.
- A representative appointed by the courts to act on your behalf does not make a claim for the payment.

If ReliaStar Life does not pay you because the two above conditions apply, payments instead will be made to one of the following:

- A person who takes care of you.
- An institution that takes care of you.
- Any other person ReliaStar Life considers entitled to receive the payments as your trustee.

Accelerated Death Benefit Exclusions

ReliaStar Life does not pay benefits for a terminal condition if either of the following apply:

- the required Accelerated Death Benefit premium or Life Insurance premium is due and unpaid.
- the terminal condition is directly or indirectly caused by attempted suicide or intentionally self-inflicted injury, whether sane or insane.

Effects on Coverage

When ReliaStar Life pays out this benefit, your coverage is affected in the following ways:

- Your total available Life Insurance benefit equals your amount of Basic and Supplemental Life Insurance shown on the Schedule of Benefits at the time you apply for the Accelerated Death Benefit.
- Your Life Insurance benefit is reduced by the Accelerated Death Benefit proceeds paid out under this provision.
- Your Life Insurance benefit amount which you may convert is reduced by the Accelerated Death Benefit proceeds paid out under this provision.
- You will not be able to increase your Life Insurance benefit after ReliaStar Life approves you to receive the Accelerated Death Benefit.
- Your premium is based upon the Life Insurance benefit amount in force prior to any proceeds paid under this Accelerated Death Benefit provision. Such premium must be paid, unless waived, to keep the Life Insurance coverage in force.
- Your remaining Life Insurance benefit is subject to future age reductions, if any, as shown on the Schedule of Benefits.

LIFE INSURANCE

- You will not be able to reinstate your coverage to its full amount in the event of a recovery from a terminal condition.
- Your dependents' Life Insurance coverage will be unaffected by Accelerated Death Benefit proceeds paid to you, provided all required premiums are paid.
- Your receipt of Accelerated Death Benefit proceeds does not affect your Accidental Death and Dismemberment Insurance. Thus, if you should die in an accident after receiving Accelerated Death Benefit Proceeds, your Accidental Death and Dismemberment Insurance will be based on your Life Insurance in force prior to the Accelerated Death Benefit payout, provided your premium is not being waived.

Accidental Death & Dismemberment (AD&D) Insurance

ReliaStar Life pays this benefit if you suffer a covered loss due to a covered accident. All of the following conditions must be met:

- You are covered for AD&D Insurance on the date of the accident.
- Loss occurs within 180 days of the date of the accident.
- The cause of the loss is not excluded.

ReliaStar Life pays the benefit shown below if you suffer any of the losses listed. The Full Amount is shown on the Schedule of Benefits. ReliaStar Life pays only one Full Amount while the Group Policy is in effect. If you have a loss for which ReliaStar Life paid 1/2 of the Full Amount, ReliaStar Life pays no more than 1/2 of the Full Amount for the next loss.

For:

The benefit is:

Loss of life	Full Amount
Loss of both hands, both feet or sight of both eyes	Full Amount
Loss of one hand and one foot	Full Amount
Loss of speech and hearing in both ears	Full Amount
Loss of one hand or one foot and sight of one eye	Full Amount
Loss of one hand or one foot or sight of one eye	1/2 Full Amount
Loss of speech	1/4 Full Amount
Loss of hearing in both ears	1/4 Full Amount
Loss of thumb and index finger of same hand	1/4 Full Amount
Quadriplegia	Full Amount
Paraplegia	1/2 Full Amount
Hemiplegia	1/2 Full Amount

Loss of hands or feet means loss by being permanently, physically severed at or above the wrist or ankle. Loss of sight means total and permanent loss of sight. Loss of speech and hearing means total and permanent loss of speech and hearing. Loss of thumb and index finger means loss by being permanently, physically, entirely severed.

Quadriplegia means total paralysis of all four limbs. **Paraplegia** means total paralysis of both lower limbs. **Hemiplegia** means paralysis of one arm and one leg on the same side of the body.

Paralysis must be the result of a spinal cord injury which is due to an accident. ReliaStar Life does not pay an AD&D benefit for any paralysis caused by a stroke. Paralysis must be determined by competent medical authority to be permanent, complete and irreversible.

ReliaStar Life does not pay a benefit for loss of use of the hand or foot or thumb and index finger.

Death benefits are paid to your beneficiary. All other benefits are paid to you.

Exposure and Disappearance Benefit

ReliaStar Life pays an **Exposure** benefit if:

- the loss is from injury caused by exposure to the elements, and
- is the result of a covered accident.

ReliaStar Life pays a **Disappearance** benefit if:

- you are in a conveyance, including but not limited to an automobile, airplane, ship or train, that disappears, sinks or wrecks; and
- you disappear and your body is not found, and the disappearance is the result of a covered accident; and

LIFE INSURANCE

- a reasonable period of time, but no more than one year, has lapsed since the accident, and
- ReliaStar Life has reviewed all evidence and there is no reason to believe that you are living.

The amount payable for the Exposure benefit is contained in the table above. The amount payable for the Disappearance benefit is the AD&D benefit for loss of life. If benefits are paid for Exposure or Disappearance, no other AD&D benefits will be payable under the Group Policy.

Exposure benefits are paid to you if living, otherwise to your beneficiary. Disappearance benefits are paid to your beneficiary.

If ReliaStar Life pays the Disappearance benefit and it is later found you are alive, the amount of benefits paid must be refunded to ReliaStar Life.

Safe Driver Benefit

ReliaStar Life pays a **Safe Driver** benefit in addition to the AD&D benefit and subject to the exclusions listed below if you were:

- killed due to an automobile accident, and
- wearing a properly fastened safety belt at the time of the accident.

An additional amount will be paid if you were also driving in or riding in an automobile equipped with a factory installed airbag that operated properly upon impact.

For loss of:

The benefit is:

Life (with safety belt only) An additional 10% of Full Amount
of AD&D Insurance
up to a maximum of \$25,000

Life (with safety belt
and airbag) An additional 15% of Full Amount
of AD&D Insurance
up to a maximum of \$40,000

Automobile means any self-propelled private passenger vehicle which has four or more tires and which is not being used for commercial purposes. **Safety belt** means a passenger restraint system properly installed in the vehicle in which you were riding. **Airbag** means an additional restraint system which inflates for added protection to the head and chest areas.

ReliaStar Life will not pay the Safe Driver benefit if the loss of life was caused directly or indirectly by any use of intoxicating liquors, marijuana, narcotic drugs, depressants or similar substances, whether or not prescribed by a doctor, by you or by the driver of the automobile in which you were riding.

Safe Driver benefits are paid to your beneficiary.

Coma Benefit

ReliaStar Life pays a **Coma** benefit if, due to an accident, you are in a coma. Coma benefit payments will stop when you are no longer in a coma or when maximum benefits have been paid, whichever comes first.

In the event of:

The benefit is:

Coma An additional 2% of Full Amount
of AD&D Insurance
per month for up to 12 months
to a total maximum of \$24,000

Coma means that you remain unresponsive to any stimuli and speechless for a period of time not less than 30 days, as determined by a competent medical authority.

If you are physically and mentally incapable of receiving and cashing Coma benefit payments, then the payments instead will be made to a person legally authorized to receive the payments on your behalf.

LIFE INSURANCE

Education Benefit

ReliaStar Life pays an **Education** benefit in addition to the AD&D benefit and subject to the conditions below if you die due to an accident. This benefit will be paid at the end of each annual period following your death to your dependent who is enrolled as a full-time student in an accredited post-secondary institution of higher learning beyond grade 12 within 365 days following the date of your death. Benefit payments will stop if either of the following is true during the preceding annual period –

- the student's full-time school attendance is less than 6 months; or
- the student would no longer be considered your eligible dependent under the definition of dependent in the policy.

For:

The benefit is:

Education An additional 5% of Full Amount
of AD&D Insurance
per year for up to 4 years
to a maximum of \$3,000 per year

Education benefits are paid to each eligible dependent student, or to the dependent's legal guardian.

Transportation Benefit

ReliaStar Life pays a **Transportation** benefit in addition to the AD&D benefit if you die due to an accident that occurs at least 75 miles from your primary residence.

For:

The benefit is:

Transportation An additional 2% of Full Amount
of AD&D Insurance
up to a maximum of \$2,000

Transportation benefits are paid to your beneficiary.

Child Care Benefit

ReliaStar Life pays a **Child Care** benefit in addition to the AD&D benefit if you die due to an accident, and your dependent child under age 13 years is enrolled in a licensed day care center within 90 days of your death. This benefit is paid on behalf of each eligible dependent child at the end of each annual period following your death. Benefit payments will stop if either of the following is true during the preceding annual period –

- your dependent child does not attend a licensed day care center for at least 1000 hours; or
- your dependent child is not under age 13 years for any part of that year.

For:

The benefit is:

Child Care An additional 3% of Full Amount
of AD&D Insurance
per year for up to 6 years
to a maximum of \$2,000 per year

Child Care benefits are paid to the person who has incurred the cost of day care expenses for your eligible dependent child.

LIFE INSURANCE

Occupational Assault Benefit

ReliaStar Life pays an **Occupational Assault** benefit in addition to the AD&D benefit if you suffer a covered loss due to an accident, **and:**

- the loss is due to an intentional and unlawful act of physical violence directed at you by another person,
- you are actively at work, performing assigned duties on behalf of the Policyholder at the time of the assault, and
- a report of criminal activity has been filed on your behalf with the appropriate law enforcement authority within 48 hours of the assault.

For loss due to:

The benefit is:

Occupational Assault An additional AD&D Amount equal to the AD&D amount otherwise payable for this loss up to a maximum of \$10,000

Occupational Assault benefits are paid to you if living, otherwise to your beneficiary.

Accidental Death and Dismemberment Exclusions

ReliaStar Life does not pay benefits for loss directly or indirectly caused by any of the following:

- Suicide or intentionally self-inflicted injury, while sane or insane.
- Physical or mental illness.
- Bacterial infection or bacterial poisoning. **Exception:** Infection from a cut or wound caused by an accident.
- Riding in or descending from an aircraft as a pilot or crew member.
- Any armed conflict, whether declared as war or not, involving any country or government.
- Injury suffered while in the military service for any country or government.
- Injury which occurs when you commit or attempt to commit a felony.
- Use of any drug, narcotic or hallucinogenic agent –
 - unless prescribed by a doctor.
 - which is illegal.
 - not taken as directed by a doctor or the manufacturer.
- Your intoxication. Intoxication means your blood alcohol content meets or exceeds the legal presumption of intoxication under the laws of the state where the accident occurred.

Dependent's Life Insurance

ReliaStar Life pays a death benefit in the amount of the Dependent's Life Insurance shown on the Schedule of Benefits. ReliaStar Life pays according to the Schedule of Benefits in effect on the date your insured dependent dies.

ReliaStar Life pays the death benefit for all causes of death. However, for Dependent Life Insurance, if your insured dependent, while sane or insane, commits suicide within 2 years from the date his or her coverage starts, ReliaStar Life will refund the amount of premiums already paid for Dependent Life Insurance instead of paying a death benefit.

ReliaStar Life requires that proof of your insured dependent's death be mailed to ReliaStar Life at its Home Office.

ReliaStar Life pays benefits for your insured dependent's death to you, if you are living on the earlier of the following:

- The date ReliaStar Life receives proof of your insured dependent's death at its Home Office.
- The tenth day after your insured dependent's death.

If you are not living on either of these dates, ReliaStar Life pays the proceeds to the following in the order listed:

1. Your spouse, if living.
2. Your estate.

LIFE INSURANCE

Dependent's Accidental Death & Dismemberment (AD&D) Insurance

ReliaStar Life pays this benefit if your insured dependent suffers a covered loss due to a covered accident. All of the following conditions must be met:

- Your insured dependent is covered for AD&D Insurance on the date of the accident.
- Loss occurs within 180 days of the accident.
- The cause of the loss is not excluded.

ReliaStar Life pays the benefit shown below if your insured dependent suffers any of the losses listed. The Full Amount is shown on the Schedule of Benefits. ReliaStar Life pays only one Full Amount while the Group Policy is in effect. If your insured dependent has a loss for which ReliaStar Life paid 1/2 of the Full Amount, ReliaStar Life pays no more than 1/2 of the Full Amount for the next loss.

For:

The benefit is:

Loss of life	Full Amount
Loss of both hands, both feet or sight of both eyes	Full Amount
Loss of one hand and one foot	Full Amount
Loss of speech and hearing in both ears	Full Amount
Loss of one hand or one foot and sight of one eye	Full Amount
Loss of one hand or one foot or sight of one eye	1/2 Full Amount
Loss of speech	1/4 Full Amount
Loss of hearing in both ears	1/4 Full Amount
Loss of thumb and index finger of same hand	1/4 Full Amount
Quadriplegia	Full Amount
Paraplegia	1/2 Full Amount
Hemiplegia	1/2 Full Amount

Loss of hands or feet means loss by being permanently, physically severed at or above the wrist or ankle. Loss of sight means total and permanent loss of sight. Loss of speech and hearing means total and permanent loss of speech and hearing. Loss of thumb and index finger means loss by being permanently, physically, entirely severed.

Quadriplegia means total paralysis of all four limbs. **Paraplegia** means total paralysis of both lower limbs. **Hemiplegia** means paralysis of one arm and one leg on the same side of the body.

Paralysis must be the result of a spinal cord injury which is due to an accident. ReliaStar Life does not pay an AD&D benefit for any paralysis caused by a stroke. Paralysis must be determined by competent medical authority to be permanent, complete and irreversible.

ReliaStar Life does not pay a benefit for loss of use of the hand or foot or thumb and index finger.

ReliaStar Life pays all dismemberment and paralysis benefits for your insured dependent to you.

Exposure and Disappearance Benefit

ReliaStar Life pays an **Exposure** benefit if:

- your insured dependent's loss is from injury caused by exposure to the elements, and
- is the result of a covered accident.

ReliaStar Life pays a **Disappearance** benefit if:

- your insured dependent is in a conveyance, including but not limited to an automobile, airplane, ship or train, that disappears, sinks or wrecks; and
- your insured dependent disappears and your insured dependent's body is not found, and the disappearance is the result of a covered accident; and
- a reasonable period of time, but no more than one year, has lapsed since the accident, and
- ReliaStar Life has reviewed all evidence and there is no reason to believe that your insured dependent is living.

The amount payable for the Exposure benefit is contained in the table above. The amount payable for the Disappearance benefit is the AD&D benefit for loss of life. If benefits are paid for Exposure or Disappearance, no other AD&D benefits will be payable under the Group Policy.

Exposure and Disappearance benefits for your insured dependent are paid to you.

LIFE INSURANCE

If ReliaStar Life pays the Disappearance benefit and it is later found your insured dependent is alive, the amount of benefits paid must be refunded to ReliaStar Life.

Safe Driver Benefit

ReliaStar Life pays a **Safe Driver** benefit in addition to the AD&D benefit and subject to the exclusions listed below if your insured dependent was:

- killed due to an automobile accident, and
- wearing a properly fastened safety belt at the time of the accident.

An additional amount will be paid if your insured dependent was also driving in or riding in an automobile equipped with a factory installed airbag that operated properly upon impact.

Your dependent must be insured for at least \$25,000 Dependent AD&D Insurance as shown on the Schedule of Benefits in order to be eligible for a Safe Driver benefit.

For loss of:

The benefit is:

Life (with safety belt only) An additional 10% of Full Amount of Dependent AD&D Insurance up to a maximum of \$25,000

Life (with safety belt and airbag) An additional 15% of Full Amount of Dependent AD&D Insurance up to a maximum of \$40,000

Automobile means any self-propelled private passenger vehicle which has four or more tires and which is not being used for commercial purposes. **Safety belt** means a passenger restraint system properly installed in the vehicle in which your insured dependent was riding. **Airbag** means an additional restraint system which inflates for added protection to the head and chest areas.

ReliaStar Life will not pay the Safe Driver benefit if the loss of life was caused directly or indirectly by any use of intoxicating liquors, marijuana, narcotic drugs, depressants or similar substances, whether or not prescribed by a doctor, by your insured dependent or by the driver of the automobile in which your insured dependent was riding.

Coma Benefit

ReliaStar Life pays a **Coma** benefit if, due to an accident, your insured dependent is in a coma. Coma benefit payments will stop when your insured dependent is no longer in a coma or when maximum benefits have been paid, whichever comes first. Your dependent must be insured for at least \$25,000 Dependent AD&D Insurance as shown on the Schedule of Benefits in order to be eligible for a Coma benefit.

In the event of:

The benefit is:

Coma An additional 2% of Full Amount of Dependent AD&D Insurance per month for up to 12 months to a total maximum of \$24,000

Coma means that your insured dependent remains unresponsive to any stimuli and speechless for a period of time not less than 30 days, as determined by a competent medical authority.

Coma benefits for your insured dependent are paid to you.

LIFE INSURANCE

Education Benefit

ReliaStar Life pays an **Education** benefit in addition to the AD&D benefit and subject to the conditions below if your insured dependent spouse dies due to an accident. This benefit will be paid at the end of each annual period following your dependent spouse's death to your spouse's dependent who is enrolled as a full-time student in an accredited post-secondary institution of higher learning beyond grade 12 within 365 days following the date of your spouse's death. Benefit payments will stop if either of the following is true during the preceding annual period –

- the student's full-time school attendance is less than 6 months; or
- the student would no longer be considered your spouse's eligible dependent under the definition of dependent in the policy.

Your dependent spouse must be insured for at least \$25,000 Dependent AD&D Insurance as shown on the Schedule of Benefits in order for the dependent student to be eligible for an Education benefit.

For:

The benefit is:

Education An additional 5% of Full Amount
of Dependent AD&D Insurance
per year for up to 4 years
to a maximum of \$3,000 per year

Education benefits are paid to each eligible dependent student, or to the dependent's legal guardian.

Transportation Benefit

ReliaStar Life pays a **Transportation** benefit in addition to the AD&D benefit if your insured dependent dies due to an accident that occurs at least 75 miles from his or her primary residence. Your dependent must be insured for at least \$25,000 Dependent AD&D Insurance as shown on the Schedule of Benefits in order to be eligible for a Transportation benefit.

For:

The benefit is:

Transportation An additional 2% of Full Amount
of Dependent AD&D Insurance
up to a maximum of \$2,000

Transportation benefits for your insured dependent are paid to you.

Accidental Death and Dismemberment Exclusions

ReliaStar Life does not pay benefits for loss directly or indirectly caused by any of the following:

- Suicide or intentionally self-inflicted injury, while sane or insane.
- Physical or mental illness.
- Bacterial infection or bacterial poisoning. **Exception:** Infection from a cut or wound caused by an accident.
- Riding in or descending from an aircraft as a pilot or crew member.
- Any armed conflict, whether declared as war or not, involving any country or government.
- Injury suffered while in the military service for any country or government.
- Injury which occurs when your insured dependent commits or attempts to commit a crime.
- Use of any drug, narcotic or hallucinogenic agent –
 - unless prescribed by a doctor.
 - which is illegal.
 - not taken as directed by a doctor or the manufacturer.
- Your insured dependent's intoxication. Intoxication means your insured dependent's blood alcohol content meets or exceeds the legal presumption of intoxication under the laws of the state where the accident occurred.

CONVERSION RIGHTS

Life Insurance

You or your insured dependent may convert this insurance to an individual life insurance policy if any part of your or your insured dependent's Life Insurance under the Group Policy stops. Proof of good health is not required.

Conditions for Conversion

You or your insured dependent may convert Life Insurance if it terminates for any of the following reasons:

- For coverage not ported, you are no longer actively at work.
- For coverage not ported, you are no longer eligible for Employee's Insurance under the Group Policy.
- For ported coverage, you have reached the termination age under the Group Policy.
- The Group Policy is changed or cancelled, and your Life Insurance under the Group Policy has been in effect for at least 5 years in a row.
- Your premiums are no longer being waived due to total disability, and your group Life Insurance terminates.
- For your Life Insurance, the amount of insurance is reduced.
- For your dependent's life insurance –
 - your dependent's life insurance terminates.
 - your dependent is no longer an eligible dependent as defined.
 - your dependent's life insurance shown on the Schedule of Benefits is reduced.
 - your Life Insurance premiums are waived due to total disability.
 - you die.

You or your insured dependent may convert this insurance by applying and paying the first premium for an individual policy within 31 days after any part of your or your insured dependent's insurance stops.

If you or your insured dependent is not given notice of this conversion right within 16 days after any part of your Life Insurance or your Dependents' Life Insurance stops, you or your insured dependent will have more time to apply and pay the first premium for the individual policy. This additional time period will end 15 days after you or your insured dependent is given notice of this conversion right. In no event will the additional time period extend for more than 91 days after any part of your Life Insurance or Dependents' Life stops.

ReliaStar Life or the Policyholder must be notified. ReliaStar Life will supply you or your insured dependent with a conversion form to complete and return.

If your insured dependent is too young to contract for life insurance, the following people may apply in this order:

1. You, while living.
2. Your spouse, while living.
3. The court-appointed guardian of your insured dependent.

Type of Converted Policy

You or your insured dependent may purchase any individual nonparticipating policy offered by ReliaStar Life, except term insurance. The new policy must provide for a level amount of insurance and have premiums at least equal to those of ReliaStar Life's whole life plan with the lowest premium.

If your previous coverage included additional benefits such as disability, Accidental Death and Dismemberment Insurance or the Accelerated Death Benefit, the new insurance will not include these benefits.

Amount of Conversion Coverage

If your or your insured dependent's Life Insurance is changed or cancelled because the Group Policy is changed or cancelled, and your Life Insurance under the Group Policy has been in effect for at least 5 years in a row, the amount of the individual policy is limited to the lesser of –

- \$5,000 or
- the amount of your or your insured dependent's Life Insurance which stops, minus the amount of other group insurance for which you or your insured dependent becomes eligible, within 31 days of the date your or your insured dependent's insurance stops.

CONVERSION RIGHTS

If your or your insured dependent's Life Insurance stops for any reason other than the above, the amount of your or your insured dependent's individual policy may be any amount up to the amount of your or your insured dependent's Life Insurance that stopped.

Effective Date

The new policy takes effect 31 days after the part of your or your insured dependent's Life Insurance being converted stops.

If you or your insured dependent dies within the 31-day period allowed for making application to convert, ReliaStar Life will pay a death benefit to your or your insured dependent's beneficiary in the amount you or your insured dependent were entitled to convert. ReliaStar Life will pay the amount whether or not application was made. ReliaStar Life will return any premium paid for the individual policy to your or your insured dependent's beneficiary named under the Group Policy.

Premiums

Premiums for the new policy are based on your or your insured dependent's age on the date of conversion.

CLAIM PROCEDURES

Submitting a Claim

You, your insured dependent or someone on your behalf must send ReliaStar Life written notice of the loss on which your claim will be based. The notice must –

- include information to identify you or your insured dependent, like your name, address and Group Policy number.
- be sent to ReliaStar Life or to the authorized administrator.
- be sent within 91 days after the loss for which claim is based has occurred or as soon as reasonably possible.

Claim Forms

ReliaStar Life or its authorized administrator will send proof of loss claim forms within 15 days after ReliaStar Life receives notice of claim.

Completed proof of loss claim forms or other written proof of loss detailing how the loss occurred must be sent to ReliaStar Life within 91 days after the loss or as soon as reasonably possible.

GENERAL PROVISIONS

Life Insurance Assignment

You can change the owner of your Life Insurance under the Group Policy by sending ReliaStar Life written notice. This change is an absolute assignment. You cannot make an absolute assignment to the Policyholder. You transfer all your rights and duties as owner to the new owner. The new owner can then make any change the Group Policy allows. A request for an absolute assignment –

- does not change the insurance or the beneficiary.
- applies only if ReliaStar Life receives your notice.
- takes effect from the date signed.
- does not affect any payment ReliaStar Life makes or action ReliaStar Life takes before receiving your notice.

A collateral assignment is not allowed.

ReliaStar Life assumes no responsibility for the validity of any assignment. You are responsible to see that the assignment is legal in your state and that it accomplishes the goals that you intend.

Legal Action

Legal action may not be taken to receive benefits until 60 days after the date proof of loss is submitted according to the requirements of the Group Policy. Legal action must be taken within 3 years after the date proof of loss must be submitted.

If the Policyholder's state requires longer time limits, ReliaStar Life will comply with the state's time limits.

Exam and Autopsy

For AD&D, when reasonably necessary, ReliaStar Life may have you or your insured dependent examined while a claim is pending under the Group Policy. ReliaStar Life pays for the initial exam. ReliaStar Life may have an autopsy made if you or your insured dependent dies, if not forbidden by state law.

Incontestability

Your and your dependent's insurance has a contestable period starting with the effective date of your insurance and continuing for 2 years while you are living. During that 2 years, ReliaStar Life can contest the validity of your and your dependent's insurance because of inaccurate or false information received relating to your and your insured dependent's insurability. Only statements that are in writing and signed by you or your insured dependent can be used to contest the insurance.

DEFINITIONS

Accident – an unexpected and sudden event which the insured does not foresee.

Active Work, Actively at Work – the employee is physically present at his or her customary place of employment with the intent and ability of working the scheduled hours and doing the normal duties of his or her job on that day.

Child –

- your natural or adopted child.
- a child for whom you have legal obligation for purposes of adoption.
- a child who is primarily dependent on you for support and lives with you in a permanent parent-child relationship, and who is your stepchild, your foster child, or a child for whom you are a legal guardian.

Dependent –

- your lawful spouse.
- your unmarried child from birth but less than 26 years of age.

The term “dependent” does not include –

- a married child.
- a spouse or child living outside the United States.
- a spouse or child eligible for Employee's Insurance under the Group Policy.
- a spouse or child on active military duty.
- a parent of you or your spouse.
- a spouse or child who does not give proof of good health when requested, or whose proof is not approved.

Employee – an active employee residing in the United States who is employed by the Policyholder and is regularly scheduled to work on at least a 30-hour-per-week basis. Such employees of companies and affiliates controlled by the Policyholder are included. Temporary and seasonal employees are excluded.

Group Policy – the written group insurance contract between ReliaStar Life and the Policyholder.

Nonworking Day – a day on which the employee is not regularly scheduled to work, including time off for the following:

- Vacations.
- Personal holidays.
- Weekends and holidays.
- Approved nonmedical leave of absence.
- Paid Time Off for nonmedical-related absences.

Nonworking day does not include time off for any of the following:

- Medical leave of absence. Time off for a medical leave of absence will be considered a scheduled working day.
- Temporary layoff.
- The Policyholder suspending its operations, in part or total.
- Strike.

Policyholder – City of Chattanooga

ReliaStar Life – ReliaStar Life Insurance Company, at its Home Office in Minneapolis, Minnesota.

Terminal Condition – an injury or sickness which is expected to result in your death within 12 months and from which there is no reasonable chance of recovery. ReliaStar Life, or a qualified party chosen by ReliaStar Life, will make this determination.

Total Disability, Totally Disabled – your inability, due to sickness or accidental injury, to work at or perform the material and substantial duties of any job suited to your education, training or experience.

Written, In Writing – signed, dated and received at ReliaStar Life's Home Office in a form ReliaStar Life accepts.

You, Your – an employee insured for Employee's Insurance under the Group Policy.

VOLUNTARY LIFE & AD&D POLICY

**YOUR
GROUP
MONTHLY INSURANCE
PLAN**

For Employees of
City of Chattanooga

GROUP LONG TERM DISABILITY INCOME INSURANCE CERTIFICATE OF COVERAGE

RELIASTAR LIFE INSURANCE COMPANY
20 Washington Avenue South
Minneapolis, Minnesota 55401

POLICYHOLDER: City of Chattanooga
GROUP POLICY NUMBER: 67988-7LTD2011
POLICY EFFECTIVE DATE: July 1, 2013
GOVERNING JURISDICTION: Tennessee

ReliaStar Life Insurance Company (ReliaStar Life) certifies that it has issued the group policy listed above to the **Policyholder**. The policy is available for **you** to review if **you** contact the **Policyholder** for more information. **This is your Certificate of Coverage as long as you are eligible for coverage and you become insured. Please read it carefully and keep it in a safe place.** This Certificate of Coverage replaces any other certificates ReliaStar Life may have given **you** under the policy.

The Certificate of Coverage summarizes and explains the parts of the policy which apply to **you**. The Certificate of Coverage is part of the group policy but by itself is not a policy. **Your** coverage may be changed under the terms and conditions of the policy.

The policy is delivered in and is governed by the **laws** of the governing jurisdiction and to the extent applicable by the Employee Retirement Income Security **Act** of 1974 (ERISA) and any amendments.

For purposes of effective dates and ending dates under the policy, all days begin at 12:01 a.m. standard time at the **Policyholder's** address and end at 12:00 midnight standard time at the **Policyholder's** address.

The policy does not replace or affect any requirements for coverage by any Workers' Compensation or state disability insurance. The policy covers disabilities due to an occupational sickness or injury.



Registrar

TABLE OF CONTENTS

COVER PAGE	1
BENEFITS AT A GLANCE	3
DEFINITIONS	5
GENERAL PROVISIONS	8
LONG TERM DISABILITY BENEFIT INFORMATION	10
CLAIM INFORMATION	19

BENEFITS AT A GLANCE

The Long Term Disability policy provides benefits to replace a portion of **your** income while **you** are disabled. The amount **you** receive is based on the amount **you** earned before **your** disability began, subject to all policy provisions.

EMPLOYER: City of Chattanooga

GROUP POLICY NUMBER: 67988-7LTD2011

ELIGIBLE CLASS(ES)

All Active, Full-time **employees** in **active employment** with the **Employer** in the United States who participate in the General Pension Plan.

You must be an **employee** of the **Employer** and in an eligible class.

Temporary and seasonal workers are excluded from coverage.

MINIMUM HOURS REQUIREMENT

30 hours per week

WAITING PERIOD

For persons in an eligible class on or before the policy effective date: End of the month in which **you** complete a continuous period of 6 months of **active employment**.

For persons entering an eligible class after the policy effective date: End of the month in which **you** complete a continuous period of 6 months of **active employment**.

REHIRE

If **your** employment ends due to military leave of absence or an approved non-medical leave of absence and **you** are rehired within 12 months, **your** previous work while in an eligible class will apply toward the **waiting period**. All other policy provisions apply.

WHO PAYS FOR THE COVERAGE

Your Employer pays the cost of **your** coverage.

WAIVER OF PREMIUM

We do not require premium payments for **your** coverage while **you** are receiving or are entitled to receive Long Term Disability payments under the policy.

ELIMINATION PERIOD

The latest of the following:

- 180 consecutive days for disability due to **injury**.
- 180 consecutive days for disability due to **sickness**.
- The date **your salary continuation or accumulated sick leave** payments end, if applicable.

The elimination period begins on the first day of **your** disability.

Benefits for a **payable claim** begin the day after the elimination period is completed.

ACCUMULATION OF ELIMINATION PERIOD

Accumulation period: 360 consecutive days.

The elimination period and the accumulation period begin on the first day of **your** disability.

Benefits for a **payable claim** begin the day after the elimination period is completed.

MONTHLY BENEFIT

60% of **monthly earnings** to a **maximum benefit** of \$5,000 per month.

Your benefit may be reduced by any **deductible sources of income** and **disability earnings**. Some disabilities may not be covered or may have limited coverage under the policy.

MONTHLY EARNINGS

Monthly earnings means **your** gross monthly income from **your Employer** in effect just prior to **your** date of disability. It includes **your** total income before taxes, and any deductions made for pre-tax contributions to a qualified deferred compensation plan, Section 125 plan, or flexible spending account. It does not include income received from commissions, bonuses, overtime pay, any other extra compensation, or income received from sources other than **your Employer**.

BENEFITS AT A GLANCE

Earnings, whether for a full year or partial year, will be converted to a monthly amount for the purpose of calculating the **monthly payment**.

MAXIMUM PERIOD OF PAYMENT

For a disability which begins before **you** reach age 60, the **maximum period of payment** will be until the Social Security Normal Retirement Age (SSNRA) as shown in the following table:

Year of Birth	Social Security Normal Retirement Age (SSNRA)*
Before 1938	65 years
1938	65 years and 2 months
1939	65 years and 4 months
1940	65 years and 6 months
1941	65 years and 8 months
1942	65 years and 10 months
1943-1954	66 years
1955	66 years and 2 months
1956	66 years and 4 months
1957	66 years and 6 months
1958	66 years and 8 months
1959	66 years and 10 months
1960 and after	67 years

For a disability which starts on or after **you** reach age 60, the **maximum period of payment** will be determined according to the following table:

Your Age When Disability Begins	Maximum Period of Payment
Age 60	60 months or to SSNRA*, whichever is greater
Age 61	48 months or to SSNRA*, whichever is greater
Age 62	42 months or to SSNRA*, whichever is greater
Age 63	36 months or to SSNRA*, whichever is greater
Age 64	30 months or to SSNRA*, whichever is greater
Age 65	24 months
Age 66	21 months
Age 67	18 months
Age 68	15 months
Age 69 and over	12 months

*Age at which **you** are entitled to unreduced Social Security benefits based on the Social Security Amendments of 1983.

REGULAR OCCUPATION PERIOD

2 Year(s)

TOTAL BENEFIT CAP

If **you** are eligible to receive payments under the policy in addition to **your monthly payment**, the total benefit payable to **you** on a monthly basis (including all benefits provided under the policy) will not exceed 100% of **your monthly earnings**. However, if **you** are participating in a **vocational rehabilitation plan**, the total benefit payable to **you** on a monthly basis (including all benefits provided under the policy) will not exceed 110% of **your monthly earnings**.

The above items are only highlights of the policy. For a full description of your coverage, including any additional benefits, exclusions or limitations that may apply, continue reading your Certificate of Coverage.

DEFINITIONS

ACCIDENT or **ACCIDENTAL** means a sudden, unexpected event that was not reasonably foreseeable.

ACTIVE EMPLOYMENT means **you** are working for **your Employer** for earnings that are paid regularly and that **you** are performing the **material and substantial duties of your regular occupation**. **You** must be working at least the minimum number of hours as described under the MINIMUM HOURS REQUIREMENT in the BENEFITS AT A GLANCE.

To be in **active employment**, **your** work site must be one of the following:

- **Your Employer's** usual place of business.
- An alternative work site at the direction of **your Employer**, including **your** home.
- A location to which **your** job requires **you** to travel.

Normal vacation is considered **active employment**.

Temporary and seasonal workers are excluded from coverage.

APPROPRIATE CARE means that all of the following are true:

- **You** visit a **doctor** as frequently as medically required according to standard medical practice to effectively treat and manage **your** disabling condition(s).
- **You** receive care or treatment appropriate for the disabling condition(s), conforming with standard medical practice, by a **doctor** whose specialty or experience is appropriate for the disabling condition(s) according to standard medical practice.
- **You** have the obligation to minimize **your** disabling condition including having corrective treatment or minor surgery.

CONTEST means that, if **we** determine **you** made a material misrepresentation in **your** application for coverage under the policy, **we** notify **you** in writing that such coverage was therefore never effective. This is subject to the INCONTESTABILITY provision.

DEDUCTIBLE SOURCES OF INCOME means income from other sources as listed in the certificate which **you** receive or are eligible to receive while **you** are disabled. This income will be subtracted from **your gross monthly payment**.

DISABILITY EARNINGS means the earnings which **you** receive while **you** are disabled and working, plus the earnings **you** could receive if **you** were working to **your maximum capacity**.

Disability earnings does not include earnings from secondary employment if such employment began prior to **your** date of disability; however, it does include any increase in earnings from that secondary employment occurring after **your** date of disability.

DOCTOR means a person performing tasks that are within the limits of his or her medical license, and also meets one of the following requirements:

- Is licensed to practice medicine and prescribe and administer drugs or to perform surgery.
- Has a doctoral degree in Psychology (Ph.D. or Psy.D.) whose primary practice is treating patients.
- Is a legally qualified medical practitioner according to the **laws** and regulations of the jurisdiction where treatment occurred.

We will not recognize **you** or **your** family members, including but not limited to: spouse, domestic partner, children, parents, including in-laws, or siblings, including in-laws, a business or professional partner, or any person who has a financial affiliation or business interest with **you** as a **doctor** for a claim that **you** send to **us**.

ELIGIBLE SURVIVOR means **your** spouse, if living; otherwise, **your** children under age 26.

EMPLOYEE means a person who is a citizen or legal resident of the United States in **active employment** with the **Employer** in the United States.

EMPLOYER means the **Policyholder** and includes any division, subsidiary or affiliated company named in the policy.

FAMILY MEMBER means an individual who can be claimed as a dependent by **you** for federal income tax purposes.

GAINFUL OCCUPATION means an occupation that is or can be expected to provide **you** with an income within 12 months of **your** return to work, that exceeds:

- 80% of **your indexed monthly earnings**, if **you** are working.
- 60% of **your indexed monthly earnings**, if **you** are not working.

DEFINITIONS

GRACE PERIOD means the 45 day period following the premium due date during which premium payment for the policy may be made by the **Policyholder**.

GROSS MONTHLY PAYMENT means **your** benefit before any reduction for **deductible sources of income** and **disability earnings**.

HOSPITAL, HEALTH FACILITY or INSTITUTION means an accredited facility licensed to provide care and treatment for the condition causing **your** disability.

INDEXED MONTHLY EARNINGS means **your monthly earnings** adjusted on each anniversary of benefit payment by the lesser of 10% or the current annual percentage increase in the Consumer Price Index. **Your indexed monthly earnings** may increase or remain the same, but will never decrease.

The Consumer Price Index CPI-U is published by the U.S. Department of Labor. **We** reserve the right to use some other similar measurement if the Department of Labor changes or stops publishing the CPI-U. Indexing is only used as a factor in the determination of the percentage of lost earnings while **you** are disabled and working, and in the determination of **gainful occupation**.

INJURY means a bodily **injury** that is the direct result of an **accident** and not related to any other cause. The **injury** must occur, and disability resulting from the **injury** must begin, while **you** are covered under the policy. **Injury** that occurs before **you** are covered under the policy will be treated as a **sickness**.

INSURED PERSON means a person who is eligible for the coverage under the policy, becomes covered according to the terms of the policy, and whose coverage remains in effect according to the terms of the policy.

LAW, PLAN or ACT means the original enactments of the law, plan or act and all amendments.

LEAVE OF ABSENCE means **you** are absent from **active employment** for a period of time that has been agreed to in advance in writing by **your Employer**. **Your** normal vacation time or any period of disability is not considered a **leave of absence**.

MATERIAL AND SUBSTANTIAL DUTIES means duties that are normally required for the performance of **your regular occupation** and that cannot be reasonably be omitted or modified, except that if **you** are required to work on average in excess of 40 hours per week, **we** will consider **you** able to perform that requirement if **you** have the capacity to work 40 hours per week.

MAXIMUM BENEFIT means the total monthly benefit amount for which **you** are insured under the policy subject to all policy provisions.

MAXIMUM CAPACITY means, based on **your** restrictions and limitations:

- During the **regular occupation period**, the greatest extent of work **you** are able to do in **your regular occupation**.
- Beyond the **regular occupation period**, the greatest extent of work **you** are able to do in any occupation for which **you** are reasonably fitted by education, training or experience.

MAXIMUM PERIOD OF PAYMENT means the longest period of time **we** will make payments to **you** for any one period of disability.

MENTAL ILLNESS means a psychiatric or psychological condition classified in the Diagnostic and Statistical Manual of Mental Health Disorders (DSM), published by the American Psychiatric Association, most current as of the start of a disability. Such disorders include, but are not limited to: psychotic, emotional or behavioral disorders, or disorders related to stress or to substance abuse or dependency. If the DSM is discontinued or replaced, these disorders will be those classified in the diagnostic manual then used by the American Psychiatric Association as of the start of a disability.

MONTHLY EARNINGS means **your** gross monthly income from **your Employer** as stated in the BENEFITS AT A GLANCE.

MONTHLY PAYMENT means **your** benefit after any **deductible sources of income** and **disability earnings** have been subtracted from **your gross monthly payment**.

OCCUPATIONAL SICKNESS OR INJURY means a **sickness** or **injury** that was caused by or aggravated by any employment for pay or profit.

DEFINITIONS

PART-TIME BASIS means the ability to work and earn from 20% through 80% of **your indexed monthly earnings**.

PAYABLE CLAIM means a claim for which **we** are liable under the terms of the policy.

POLICYHOLDER means the **Employer** to whom the policy is issued and who sponsors the coverage for its **employees**.

PRE-EXISTING CONDITION means any condition for which **you** have done any of the following at any time during the 3 months just prior to **your** effective date of coverage, whether or not that condition is diagnosed or misdiagnosed:

- Received medical treatment or consultation.
- Taken or were prescribed drugs or medicine.
- Received care or services, including diagnostic measures.

RECURRENT DISABILITY means a disability for which both of the following are true:

- It is caused by a worsening in **your** condition.
- It is due to the same cause(s) as **your** prior disability for which **we** made a **monthly payment**.

REGULAR OCCUPATION means the occupation **you** are routinely performing when **your** disability begins. **We** will look at **your** occupation as it is normally performed in the national economy, instead of how the work tasks are performed for a specific employer or at a specific location.

REGULAR OCCUPATION PERIOD is the period of time shown in the BENEFITS AT A GLANCE that begins after the elimination period.

RETIREMENT PLAN means a defined contribution plan or defined benefit plan. These are plans which provide retirement benefits to **insured persons** and are not funded entirely by **insured person** contributions. **Retirement plan** includes but is not limited to any plan which is part of any federal, state, county, municipal or association retirement system.

SALARY CONTINUATION or ACCUMULATED SICK LEAVE means continued payments to **you** by **your Employer** of all or part of **your monthly earnings**, after **you** become disabled as defined by the policy. This continued payment must be part of an established plan maintained by **your Employer**, and includes **salary continuation or accumulated sick leave** or any similar **Employer** sponsored paid time off plan.

SICKNESS means illness, disease or physical condition. Disability resulting from the **sickness** must begin while **you** are covered under the policy.

VOCATIONAL REHABILITATION PLAN means a written plan that a vocational rehabilitation professional, designated by **us**, prepares in accordance with the VOCATIONAL REHABILITATION SERVICES provision of the certificate.

WAITING PERIOD means the continuous period of time (shown in the BENEFITS AT A GLANCE) that **you** must be in **active employment** in an eligible class before **you** are eligible for coverage under the policy.

WE, US and OUR means ReliaStar Life Insurance Company.

YOU and YOUR means a person who is eligible for coverage under the policy.

GENERAL PROVISIONS

CERTIFICATE OF COVERAGE

This Certificate of Coverage is a written statement prepared by **us** and may include riders, endorsements and/or amendments. It tells **you**:

- The coverage to which **you** may be entitled.
- To whom **we** will make a payment.
- The limitations, exclusions and requirements that apply within the policy.

ELIGIBILITY DATE

If **you** are working for **your Employer** in an eligible class, the date **you** are eligible for coverage is the later of the following:

- The policy effective date.
- The day after **you** complete **your** waiting period.

WHEN COVERAGE BEGINS

When the **Policyholder** pays 100% of the cost of **your** coverage under the policy, **you** will be covered at 12:01 a.m. standard time at the **Policyholder's** address on the date **you** are eligible for coverage.

In order for **your** coverage to begin, **you** must be in **active employment**. **Your** coverage is subject to payment of premium.

CHANGES TO YOUR COVERAGE

Once **your** coverage begins, any increased or additional coverage will take effect immediately if **you** are in **active employment** or if **you** are on a covered **leave of absence**. If **you** are not in **active employment** due to **injury** or **sickness**, any increased or additional coverage will begin on the date **you** return to **active employment**.

Any decrease in coverage will take effect immediately but will not affect a **payable claim** that occurs prior to the decrease.

LEAVE OF ABSENCE AFTER YOUR COVERAGE BEGINS

If **you** are on a **leave of absence**, and if premium is paid, **your** coverage may be continued beyond the date **you** are no longer in **active employment**, limited to the time periods described below.

If **you** are on a **leave of absence** as described under the Family and Medical Leave **Act** of 1993 ("FMLA") or applicable state family and medical leave **law** ("State FML"), and **your Employer's** Human Resource Policy provides for continuation of disability coverage during an FMLA or State FML **leave of absence**, **your** coverage will be continued until the end of the later of:

- The leave period permitted by the federal Family and Medical Leave **Act** of 1993 and any amendments.
- The leave period permitted by applicable state **law**.

If **you** are on a **leave of absence** other than an FMLA or State FML **leave of absence**, and if premium is paid, **your** coverage will be continued through the end of the month that immediately follows the month in which **your leave of absence** begins.

If **you** are on a **leave of absence** for active military service as described under the Uniformed Services Employment and Reemployment Rights **Act** of 1994 (USERRA) and applicable state **law**, **your** coverage may be continued until the end of the later of:

- The length of time the coverage may be continued under the Certificate of Coverage for an FMLA or State FML **leave of absence**.
- The length of time the coverage may be continued under the Certificate of Coverage for a **leave of absence** other than an FMLA or State FML **leave of absence**.

If **your Employer** has approved more than one type of **leave of absence** for **you** during any one period that **you** are not in **active employment**, **we** will consider such leaves to be concurrent for the purpose of determining how long **your** coverage may continue under the policy.

If **your** coverage is not continued during an FMLA or State FML **leave of absence**, and **you** return to **active employment** immediately following the end of **your** FMLA or State FML **leave of absence**, **your** coverage will be reinstated. **We** will not apply a new **waiting period**, or require **evidence of insurability**, or apply a new **pre-existing condition** limitation.

GENERAL PROVISIONS

If **your** coverage is not continued during a **leave of absence** for active military service, and **you** return to **active employment**, **your** coverage may be reinstated in accordance with USERRA and applicable state law.

In no event will **your** coverage under the policy be continued beyond the date **your** coverage would otherwise end according to the terms of the WHEN YOUR COVERAGE ENDS provision.

WHEN YOUR COVERAGE ENDS

Your coverage under the policy ends on the earliest of the following dates:

- The date the policy is canceled.
- The date **you** are no longer in an eligible class.
- The date **your** eligible class is no longer covered.
- The end of the **Policyholder's grace period**, if the **Policyholder** does not remit premium to **us** by the end of such period.
- The last day **you** are in **active employment** except as provided under a covered **leave of absence**.

We will provide coverage for a **payable claim** that occurs while **you** are covered under the policy. Termination of the policy during a disability will have no effect on a **payable claim**.

TIME LIMITS FOR LEGAL PROCEEDINGS

You can start legal action regarding **your** claim 60 days after proof of claim has been given to **us**, and up to three years from the time proof of claim is required, unless otherwise provided under federal law.

REPRESENTATIONS NOT WARRANTIES

We consider any statements the **Policyholder** and **you** make in an application representations and not warranties. No statements made by **you** will be used to reduce or deny any claim or to cancel **your** coverage unless both of the following are true:

- The statement is in writing and is signed by **you**.
- A copy of that statement is given to **you** or **your** beneficiary, or **your** personal representative.

INCONTESTABILITY

Except in the case of fraud, no statement made by **you** in the application relating to **your** insurability will be used to **contest** the insurance for which the statement was made after the coverage has been in force for two years during **your** lifetime.

Beyond the periods stated in the PRE-EXISTING CONDITION LIMITATION provision, no claim for disability with respect to which the claim is made shall be reduced or denied on the ground that a disease or physical condition, not excluded from coverage by name or specific description effective on the date of disability, had existed prior to the effective date of the coverage.

CLERICAL ERROR

Clerical error or omission by **us** or by the **Policyholder** will not:

- Prevent **you** from receiving coverage, if **you** are entitled to coverage under the terms of the policy.
- Cause coverage to begin or continue for **you** when the coverage would not otherwise be effective.

If the **Policyholder** gives **us** information about **you** that is incorrect, **we** will do both of the following:

- Use the facts to decide whether **you** have coverage under the policy and in what amounts.
- Make a fair adjustment of the premium.

MISSTATEMENT OF AGE

If premiums applicable to **you** are based on age and **you** have misstated **your** age, there will be a fair adjustment of premiums based on **your** true age. If the benefits applicable to **you** are based on age and **you** have misstated **your** age, there will be an adjustment of said benefits based on **your** true age. **We** may require satisfactory proof of **your** age before paying any claim.

WORKERS' COMPENSATION OR STATE DISABILITY INSURANCE

The policy does not replace or affect the requirements for coverage by any workers' compensation or state disability insurance.

AGENCY

For purposes of the policy, the **Policyholder** acts on its own behalf or as **your** agent. Under no circumstances will the **Policyholder** be deemed **our** agent.

LONG TERM DISABILITY BENEFIT INFORMATION

DEFINITION OF DISABILITY

You are considered disabled when **we** review **your** claim and determine that, due to **your sickness or injury**, both of the following are true:

- **You** are unable to perform all the **material and substantial duties** of **your regular occupation**.
- **You** have a 20% or more loss in **your indexed monthly earnings**.

After the **regular occupation period**, **you** are considered disabled when **we** review **your** claim and determine that, due to **your sickness or injury**, **you** are unable to perform the duties of any **gainful occupation** for which **you** are reasonably qualified based on **your** training, education and experience.

The loss of a professional or an occupational license or certification does not, in itself, constitute disability.

You must be under the **appropriate care** of a **doctor** in order to be considered disabled.

We may require **you** to be examined by one or more **doctors**, other medical practitioners or vocational experts of **our** choice. **We** will pay for this examination. **We** can require an examination as often as it is reasonable to do so. **We** may also require **you** to be interviewed by **our** authorized representative. **Your** failure to comply with this request may result in denial or termination of benefits.

ACCUMULATION OF ELIMINATION PERIOD

You must be continuously disabled through **your** elimination period. **Your** elimination period is as stated in the BENEFITS AT A GLANCE and is the period of continuous disability **you** must satisfy before **you** are eligible to receive benefits under the policy.

If **you** return to work while satisfying **your** elimination period, **you** may satisfy **your** elimination period within the accumulation period. The accumulation period is as stated in the BENEFITS AT A GLANCE.

The days that **you** are not disabled will not count toward **your** elimination period.

If **you** do not satisfy the elimination period within the accumulation period, a new period of disability will begin.

The elimination period and the accumulation period begin on the first day of **your** disability.

Benefits for a **payable claim** begin the day after the elimination period is completed.

SATISFYING YOUR ELIMINATION PERIOD IF YOU ARE WORKING

If **you** are working while **you** are disabled, the days **you** are disabled will count toward **your** elimination period.

WHEN YOU RECEIVE PAYMENTS

You will begin to receive payments when **we** approve **your** claim, providing the elimination period has been met and **you** are disabled. **We** will send **you** a **monthly payment** at the end of each month for any period for which **we** are liable.

After the elimination period, if **you** are disabled for less than 1 month, **we** will send **you** 1/30th of **your** **monthly payment** for each day of **your** disability.

AMOUNT OF PAYMENT

A. IF YOU ARE DISABLED AND NOT WORKING, OR DISABLED AND WORKING AND YOUR DISABILITY EARNINGS ARE LESS THAN 20% OF YOUR INDEXED MONTHLY EARNINGS

We will follow this process to figure **your** payment:

1. Multiply **your monthly earnings** by 60%.
2. The **maximum benefit** is \$5,000 per month.
3. Compare the answers from Step 1 and Step 2. The lesser of these two amounts is **your gross monthly payment**.
4. Subtract from **your gross monthly payment** any **deductible sources of income**.

The amount figured in Step 4 is **your monthly payment**. If this amount is less than the MINIMUM PAYMENT amount under the policy, **your** payment will be subject to the MINIMUM PAYMENT provision.

LONG TERM DISABILITY BENEFIT INFORMATION

B. IF YOU ARE DISABLED AND WORKING, AND YOUR DISABILITY EARNINGS ARE AT LEAST 20% BUT LESS THAN OR EQUAL TO 80% OF YOUR INDEXED MONTHLY EARNINGS

During the first 12 months of payments, the sum of **your gross monthly payment plus disability earnings** may be less than or equal to, but not more than, 100% of **your indexed monthly earnings**. If the sum exceeds 100% of **your indexed monthly earnings**, we will reduce **your payment** under the policy by the excess amount.

To determine whether the sum of **your gross monthly payment plus disability earnings** is less than or equal to or exceeds 100% of **your indexed monthly earnings**, we will follow this process:

1. Multiply **your monthly earnings** by 60%.
2. The **maximum benefit** is \$5,000 per month.
3. Compare the answers from Step 1 and Step 2. The lesser of these two amounts is **your gross monthly payment**.
4. Add **your disability earnings** to **your gross monthly payment**.

If the answer in Step 4 above is less than or equal to 100% of **your indexed monthly earnings**, **your monthly payment** will be **your gross monthly payment**, minus any **deductible sources of income**. If this amount is less than the MINIMUM PAYMENT amount under the policy, **your payment** will be subject to the MINIMUM PAYMENT provision.

If the answer in Step 4 above is greater than 100% of **your indexed monthly earnings**, we will follow this process to figure **your monthly payment**:

- a. Add **your disability earnings** to **your gross monthly payment**.
- b. From the answer in Step a, subtract **your indexed monthly earnings**. If the result is zero or less, record **your answer** as zero.
- c. From **your gross monthly payment**, subtract the answer in Step b and any **deductible sources of income**.

The amount figured in Step c is **your monthly payment**. If this amount is less than the MINIMUM PAYMENT amount under the policy, **your payment** will be subject to the MINIMUM PAYMENT provision.

After 12 months of **monthly payments**, you will receive payments based on the percentage of income you are losing due to **your disability**. We will follow this process to determine **your monthly payment**:

1. Subtract **your disability earnings** from **your indexed monthly earnings**.
2. Divide the answer in Step 1 by **your indexed monthly earnings**. The result is **your percentage of lost earnings**.
3. From **your gross monthly payment**, subtract any **deductible sources of income**.
4. Multiply the answer in Step 2 by the answer in Step 3.

The answer in Step 4 is **your monthly payment**. If this amount is less than the MINIMUM PAYMENT amount under the policy, **your payment** will be subject to the MINIMUM PAYMENT provision.

C. IF YOU ARE DISABLED AND WORKING, AND YOUR DISABILITY EARNINGS ARE MORE THAN 80% OF YOUR INDEXED MONTHLY EARNINGS

If you are working and **your disability earnings** are more than 80% of **your indexed monthly earnings**, no benefit will be payable.

We may require you to send proof of **your monthly disability earnings** each month. We will adjust **your payment** based on **your monthly disability earnings**.

As part of **your proof of disability earnings**, we can require that you send us appropriate financial records that we believe are necessary to substantiate **your income**.

IF YOUR DISABILITY EARNINGS FLUCTUATE

If **your disability earnings** routinely fluctuate widely from month to month, we may average **your disability earnings** over the most recent three months to determine if **your claim** should continue.

If we average **your disability earnings**, we will not terminate **your claim** unless the average of **your disability earnings** from the last three months exceeds 80% of **your indexed monthly earnings**.

We will not pay you for any month during which **your disability earnings** exceed the amount allowable under the policy. In no event will benefits be paid beyond the **maximum period of payment**.

LONG TERM DISABILITY BENEFIT INFORMATION

WE WILL NEVER PAY MORE THAN 100% OF MONTHLY EARNINGS

If **you** are eligible to receive benefits under the policy in addition to the **monthly payment**, the total benefit payable to **you** on a monthly basis (including all benefits provided under the policy) will not exceed 100% of **your monthly earnings**. However, if **you** are participating in a **vocational rehabilitation plan**, the total benefit payable to **you** on a monthly basis (including all benefits provided under the policy) will not exceed 110% of **your monthly earnings**.

DEDUCTIBLE SOURCES OF INCOME

The following are **deductible sources of income**:

- The amount that **you** receive, or are eligible to receive, as disability income payments under any:
 - State compulsory benefit **act** or **law**.
 - Individual disability income plans which are wholly or partially paid for by the **Policyholder** or for which the **Policyholder** makes payroll deductions, and which are purchased on or after the effective date of the group policy.
 - Automobile liability insurance policy or "no fault" motor vehicle plan, whichever is applicable.
 - Military disability benefit plan.
 - Governmental retirement system as a result of **your** job with **your Employer**.
 - Other group insurance policy.
- The amount **you** receive as a result of any action brought under Title 46, United States Code Section 688 (The Jones Act).
- The amount **you** receive from a third party as compensation for lost wages, lost income or lost time from work (after subtracting attorney's fees) by judgment, settlement or otherwise.
- The amount that **you**:
 - receive as disability payments under **your Employer's retirement plan**;
 - voluntarily elect to receive as retirement payments under **your Employer's retirement plan**; or
 - are eligible to receive as retirement payments when **you** reach the later of age 62 or normal retirement age, as defined in **your Employer's retirement plan**.

Disability payments under a **retirement plan** will be those benefits which are paid due to disability and do not reduce the retirement benefit which would have been paid if the disability had not occurred.

Retirement payments will be those benefits which are paid based on **your Employer's** contribution to the **retirement plan**. Disability benefits which reduce the retirement benefit under the plan will also be considered as a retirement benefit.

Regardless of how the retirement funds from the **retirement plan** are distributed, **we** will consider the **Employer** and **insured person** contributions to be distributed simultaneously throughout **your** lifetime.

Amounts received do not include amounts rolled over or transferred to any eligible **retirement plan**. **We** will use the definition of eligible **retirement plan** as defined in Section 402 of the Internal Revenue Code including any future amendments which affect the definition.

- The amount that **you, your spouse** and **your children** receive, or are eligible to receive, as disability payments because of **your** disability under:
 - The United States Social Security **Act**.
 - The Canada Pension **Plan**.
 - The Quebec Pension **Plan**.
 - Any similar **Plan** or **Act**.
- The amount that **you** receive as retirement payments or the amount **your spouse** and **your children** receive as retirement payments because **you** are receiving retirement payments under:
 - The United States Social Security **Act**.
 - The Canada Pension **Plan**.
 - The Quebec Pension **Plan**.
 - Any similar **Plan** or **Act**.
- The amount **you** receive from any form of employment.

If **you** have earnings from secondary employment, and such employment began prior to **your** date of disability, the amount of earnings **you** were receiving from that secondary employment before **your**

LONG TERM DISABILITY BENEFIT INFORMATION

disability began is not a **deductible source of income**. Any increase in earnings from that secondary employment occurring after **your** date of disability is a **deductible source of income**.

- The amount **you** receive from any unemployment compensation **law**.
- The amount that **you** receive, or are eligible to receive, under:
 - A workers' compensation **law**.
 - An occupational disease **law**.
 - Any other **act** or **law** with similar intent.

With the exception of retirement payments, **we** will only subtract **deductible sources of income** which are payable as a result of the same disability.

We will not reduce **your** payment by **your** Social Security retirement income if **your** disability begins after age 65 and **you** were already receiving Social Security retirement payments.

COST OF LIVING INCREASES FOR DEDUCTIBLE SOURCES OF INCOME

Other than for increases in any income **you** earn from any form of employment, once **we** have subtracted any **deductible sources of income** from **your gross monthly payment**, **we** will not further reduce **your** payment due to a cost of living increase from that source.

IF YOU QUALIFY FOR DEDUCTIBLE SOURCES OF INCOME

When **we** determine that **you** may qualify for benefits for which **you** are eligible in the **deductible sources of income** provision, **we** will estimate **your** entitlement to these benefits. **We** can reduce **your** benefit under the policy by the estimated amounts if such benefits have either:

- Not been awarded or denied.
- Been denied and the denial is being appealed.

Your gross monthly payment will NOT be reduced by the estimated amount if both of the following are true:

- **You** apply for the disability payments for which **you** are eligible in the **deductible sources of income** provision and appeal **your** denial to all administrative levels **we** determine are necessary.
- **You** sign **our** form. This form states that **you** promise to pay **us** any overpayment caused by an award and **we** shall be entitled to impose a constructive trust on any such award.

If **your gross monthly payment** has been reduced by an estimated amount, **your gross monthly payment** will be adjusted when **we** receive either of the following:

- Proof of the amount awarded.
 - Proof that benefits have been denied and all appeals **we** determine necessary have been completed.
- In this case, a lump sum refund of the estimated amount will be made to **you**.

If **you** receive a lump sum payment from any **deductible source of income**, the lump sum will be pro-rated on a monthly basis over the time period for which the sum was given. If no time period is stated, the sum will be pro-rated on a monthly basis from the date of the award over **your** expected lifetime as determined by **us**.

NON-DEDUCTIBLE SOURCES OF INCOME

We will not subtract from **your gross monthly payment** income **you** receive from the following:

- 401(k) plans.
- **Salary continuation or accumulated sick leave** plans.
- Profit sharing plans.
- Thrift plans.
- Tax-sheltered annuities.
- Stock ownership plans.
- Credit disability insurance.
- Non-qualified plans of deferred compensation.
- Pension plans for partners.
- Military pension plans.
- Franchise disability income plans.
- Individual disability plans wholly paid for by the **insured person** and not through payroll deduction.
- A retirement plan from another employer.
- Individual retirement accounts (IRA).

LONG TERM DISABILITY BENEFIT INFORMATION

MINIMUM PAYMENT

The minimum payment each month for a **payable claim** is the greater of:

- \$100.
- 10% of **your gross monthly payment**.

We may apply this amount to recover any outstanding overpayment.

DURATION OF PAYMENTS

We will send **you** a payment each month up to the **maximum period of payment**. Your **maximum period of payment** is stated in the BENEFITS AT A GLANCE, will be paid during a continuous period of disability, and will be based on **your** age at disability.

WHEN PAYMENTS END

We will stop sending **you** payments and **your** claim will end on the earliest of the following:

- The end of the **maximum period of payment**.
- The date **you** are no longer disabled under the terms of the policy.
- The date **you** fail to submit proof of continuing disability.
- The date **you** die.
- During the **regular occupation period** when **you** are able to return to work in **your regular occupation** on a **part-time basis** but **you** do not.
- After the **regular occupation period**, when **you** are able to work in any **gainful occupation** on a **part-time basis** but **you** do not.
- The date **your disability earnings** exceed 80% of **your indexed monthly earnings**.
- After 12 months of payments if **you** are considered to reside outside the United States or Canada. **You** will be considered to reside outside these countries when **you** have been outside the United States or Canada for a total period of 6 months or more during any 12 consecutive months of benefits.

We will not pay a benefit for any period of disability during which **you** are incarcerated.

DISABILITIES NOT COVERED UNDER THE POLICY

The policy does not cover any disabilities caused by, contributed by, or resulting from **your**:

- Loss of professional license, occupational license or certification.
- Commission of or attempt to commit a felony.
- Intentionally self-inflicted injuries.
- Attempted suicide, regardless of mental capacity.
- Being legally intoxicated or being under the influence of any narcotic, unless the narcotic is taken under the direction of and as directed by a **doctor**.
- Participation in a war, declared or undeclared, or any act of war.
- Active military duty.
- Active participation in a riot.
- Engaging in any illegal or fraudulent occupation, work or employment.
- Commission of a crime for which **you** have been convicted.
- Elective surgery except when required for **your appropriate care** as a result of **your injury or sickness**.
- Traveling or flying on any aircraft operated by or under the authority of military or any aircraft being used for experimental purposes.

PRE-EXISTING CONDITION LIMITATION

Benefits will not be paid if **your** disability begins in the first 12 months following the effective date of **your** coverage and **your** disability is caused by, contributed to by, or the result of a **pre-existing condition**.

MENTAL ILLNESS LIMITATION

The lifetime cumulative **maximum period of payment** for all disabilities due to **mental illness** is 24 months. Only 24 months of benefits will be paid even if the disabilities are not continuous and/or are not related.

If **you** are confined to a **hospital, health facility or institution** at the end of the 24 month period, **we** will continue to send **you** payment(s) during **your** confinement. If **you** are still disabled when **you** are

LONG TERM DISABILITY BENEFIT INFORMATION

discharged, **we** will send **you** payment(s) for a recovery period of up to 90 days. If **you** become reconfined at any time during the recovery period and remain confined for at least 14 days in a row, **we** will send payment(s) during that additional confinement and for one additional recovery period up to 90 more days.

If **you** continue to be disabled after the 24 month period, and subsequently become confined to a **hospital, health facility or institution** for at least 14 days in a row, **we** will send payment(s) during the length of the reconfinement.

We will not make payments beyond the limited pay period as indicated above, or the **maximum period of payment**, whichever occurs first.

We will not apply the **mental illness** limitation to a disability due to dementia if it is a result of stroke, trauma, viral infection or Alzheimer's disease.

ALCOHOLISM OR DRUG ABUSE LIMITATION

The lifetime cumulative **maximum period of payment** for all disabilities due to alcoholism or drug abuse is 24 months. Only 24 months of benefits will be paid even if the disabilities are not continuous and/or are not related.

If **you** are confined to a **hospital, health facility or institution** at the end of the 24 month period, **we** will continue to send **you** payment(s) during **your** confinement. If **you** are still disabled when **you** are discharged, **we** will send **you** payment(s) for a recovery period of up to 90 days. If **you** become reconfined at any time during the recovery period and remain confined for at least 14 days in a row, **we** will send payment(s) during that additional confinement and for one additional recovery period up to 90 more days.

If **you** continue to be disabled after the 24 month period, and subsequently become confined to a **hospital, health facility or institution** for at least 14 days in a row, **we** will send payment(s) during the length of the reconfinement.

We will not make payments beyond the limited pay period as indicated above, or the **maximum period of payment**, whichever occurs first.

CONTINUITY OF COVERAGE

If **you** are not in **active employment** due to **injury** or **sickness** or **leave of absence** on the date **your Employer** changes insurance carriers to **our** policy, and **you** were covered under the prior policy at the time **your Employer's** coverage under **our** policy became effective, **we** will provide continuity of coverage under **our** policy. In order for this provision to apply, the prior policy's coverage must be similar to **our** policy.

If **you** are not in **active employment** due to **injury** or **sickness** or **leave of absence** on the effective date of **our** policy, and **you** would otherwise be eligible to become insured under **our** policy, **we** will provide limited coverage under **our** policy. Coverage under this provision will begin on **our** policy effective date and will continue until the earliest of the following:

- The date **you** return to **active employment**.
- The end of any period of continuance or extension provided under the prior policy.
- The date coverage would otherwise end, according to the provisions of **our** policy.

Your coverage under this provision is subject to payment of premium.

Any benefits payable under this provision will be paid as if the prior policy had remained in force. **We** will reduce **your** payment by any amount for which the prior carrier is liable.

If coverage ends under this provision, or if **you** were not covered under **your Employer's** prior policy on the date that policy terminated, the WHEN COVERAGE BEGINS provision under **our** policy will apply.

LONG TERM DISABILITY BENEFIT INFORMATION

CONTINUITY OF COVERAGE AND PRE-EXISTING CONDITIONS

We may pay benefits if **your** disability is caused by, contributed by or results from a **pre-existing condition** if both of the following are true:

- **You** were insured by the prior policy at the time **your Employer** changed insurance carriers to **our** policy.
- **You** have been continuously covered under **our** policy from the effective date of **our** policy through the date **your** disability began.

In order to receive a payment, **you** must satisfy the **pre-existing condition** provision under either **our** policy or under the prior policy, if benefits would have been paid had that policy remained in force.

If **you** satisfy the **pre-existing condition** provision of **our** policy, **we** will determine **your** payments according to **our** policy's provisions.

If **you** do not satisfy the **pre-existing condition** provision of **our** policy, but **you** do satisfy the prior policy's **pre-existing condition** provision, then both of the following apply:

- **Your monthly payment** will be the lesser of:
 - the **monthly payment** that would have been payable under the terms of the prior policy had it remained in force.
 - the **monthly payment** under **our** policy.
- Benefits will end on the earlier of:
 - the date benefits end under **our** policy, as described under the WHEN PAYMENTS END provision.
 - the date benefits would have ended under the prior policy if it had remained in force.

If **you** do not satisfy either **our** policy's or the prior policy's **pre-existing condition** provision, **we** will not make any payments.

We will require proof that **you** were insured under the prior policy. All other provisions of **our** policy will apply.

RECURRENT DISABILITY

If **you** have a **recurrent disability**, and after **your** prior disability ended, **you** returned to work for **your Employer** for 6 months or less, **we** will treat **your** disability as part of **your** prior claim and **you** do not have to complete another elimination period. Only one **maximum period of payment** will apply when **your** disability is considered part of **your** prior claim.

Your monthly payment will be based on **your monthly earnings** as of the date of **your** initial claim. **Your** disability, as outlined above, will be subject to the same terms of the policy as **your** prior claim.

Your disability will be treated as a new claim if either of the following is true:

- **Your** current disability is unrelated to **your** prior disability.
- After **your** prior disability ended, **you** returned to work for **your Employer** for more than 6 consecutive months.

The new claim will be subject to all of the provisions of the policy and **you** will be required to satisfy a new elimination period. A new **maximum period of payment** will apply.

If **our** policy terminates and **you** become eligible for coverage under any other group disability plan that replaces **our** policy, **you** will not be eligible for coverage under **our** policy.

VOCATIONAL REHABILITATION SERVICES

We have vocational rehabilitation services available to assist **you** in returning to work to the extent of **your** ability. **We** will review **your** disability claim to determine whether **you** are eligible for these services. In order to be eligible for vocational rehabilitation services and benefits, **you** must be medically able to participate in a return to work plan.

Your claim file will be reviewed by a vocational rehabilitation professional to determine if rehabilitation services might help **you** return to gainful employment. As **your** file is reviewed, medical and vocational information will be analyzed to determine an appropriate return to work plan.

We will make the final determination of **your** eligibility for these services.

If **we** determine that vocational rehabilitation services are appropriate, **we** will provide **you** with a written **vocational rehabilitation plan** developed specifically for **you**.

LONG TERM DISABILITY BENEFIT INFORMATION

The **vocational rehabilitation plan** may include, but is not limited to the following services:

- Coordination with **your Employer** to assist **you** to return to work.
- Evaluation of adaptive equipment or job accommodations to allow **you** to work.
- Evaluation of possible workplace modifications which might allow **you** to return to work in **your regular occupation** or another job or occupation.
- Vocational evaluation to determine how **your** disability may impact **your** employment options.
- Job placement services, including resume preparation services and training in job-seeking skills.
- Alternative treatment plans such as recommendations for support groups, physical therapy, occupational therapy or other treatment designed to enhance **your** ability to work.

VOCATIONAL REHABILITATION BENEFIT

If **you** are receiving **monthly payments** under the policy, and **you** are participating in a **vocational rehabilitation plan**, **you** may be eligible for an additional Vocational Rehabilitation Benefit. **We** will pay an additional benefit of 5% of **your gross monthly payment** to a maximum of \$500 per month.

This benefit is not subject to policy provisions which would otherwise increase or reduce the benefit amount such as **deductible sources of income**. However, the Total Benefit Cap will apply.

Vocational Rehabilitation Benefits will end on the earliest of the following dates:

- The date **we** determine that **you** are no longer eligible to participate in a **vocational rehabilitation plan**.
- The date **you** are no longer participating in a **vocational rehabilitation plan**.
- Any other date on which **monthly payments** would stop in accordance with the policy.

FAMILY MEMBER CARE EXPENSE BENEFIT

If **you** are receiving **monthly payments** under the policy, and **you** are participating in a **vocational rehabilitation plan**, **you** will be eligible for an additional **Family Member Care Expense Benefit** if **you** are incurring expenses to provide care for a **family member** who requires personal care assistance.

We will pay a **Family Member Care Expense Benefit** of \$350 per **family member** not to exceed a maximum of \$1,000 per month.

The **Family Member Care Expense Benefit** will end on the earliest of the following dates:

- The date **you** are no longer incurring **family member** care expenses.
- The date **you** are no longer participating in a **vocational rehabilitation plan**.
- After 12 months of **Family Member Care Expense Benefits** have been paid for each **family member**.
- Any other date on which **monthly payments** would stop in accordance with the policy.

To receive this benefit, **you** must provide satisfactory proof that **you** are incurring a **family member** care expense.

Family member care means care or supervision of **your family member** and care is given by a licensed child-care center or a licensed caregiver who is not related to **you** by blood or marriage.

This benefit is not subject to policy provisions which would otherwise increase or reduce the benefit amount such as **deductible sources of income**. However, the Total Benefit Cap will apply.

WORKPLACE MODIFICATION BENEFIT

If **you** are disabled and are receiving a payment under the policy from **us**, a Workplace Modification Benefit may be payable to **your Employer**. Subject to the maximum amount below, **we** will reimburse **your Employer** for 100% of the reasonable costs **your Employer** incurs through modifications to the workplace to accommodate **your** return to work, and to assist **you** in remaining at work.

The amount **we** pay will not exceed the lesser of the following:

- Two times **your last monthly payment**.
- \$5,000.

You must meet both of the following requirements:

- Be disabled according to the terms of the policy.
- Have the reasonable expectation of returning to **active employment** and remaining in **active employment** with the assistance of the proposed workplace modification.

Your Employer must give **us** a written proposal of the proposed workplace modification. This proposal must include all of the following:

LONG TERM DISABILITY BENEFIT INFORMATION

- Input from the **Employer, you** and **your doctor**.
- The purpose of the proposed workplace modification.
- The expected completion date of the workplace modification.
- The cost of the workplace modification.

We will reimburse the costs of the workplace modification when all of the following are true:

- **We** approve the proposal in writing.
- **We** receive proof from **your Employer** that the workplace modification is complete.
- **We** receive proof of the costs incurred by **your Employer** for the workplace modification.

The Workplace Modification Benefit is available on a one-time basis for each **insured person** under the policy.

SURVIVOR BENEFIT

When **we** receive proof that **you** have died, **we** will pay **your eligible survivor** a lump sum benefit equal to three (3) times **your** last full **monthly payment** if, on the date of **your** death, both of the following are true:

- **Your** disability had continued for 180 or more consecutive days.
- **You** were receiving or were eligible to receive payments under the policy.

If **you** have no **eligible survivors**, payment will be made to **your** estate, unless there is none. In this case, no payment will be made.

However, **we** will first apply the Survivor Benefit to recover any overpayment that may exist on **your** claim.

CLAIM INFORMATION

NOTICE OF CLAIM

We encourage **you** to notify **us** of **your** claim as soon as possible so that a claim decision can be made in a timely manner. Written notice of claim should be given to **us** within 30 days after the date **your** disability begins. The notice may be given to **us** at **our** home office or to **our** authorized agent or administrator. Failure to give notice within this timeframe will not invalidate or reduce any **payable claim** if it can be shown that it was not reasonably possible to give such notice within that time and the notice was given as soon as reasonably possible.

The claim form is available from the **Policyholder** or **you** can request a claim form from **us**. If **you** do not receive the form from **us** within 15 days of **your** request, send **us** written proof of claim without waiting for the form.

You must notify **us** immediately when **you** return to work in any capacity.

FILING A CLAIM

You and **your Employer** must fill out **your** own sections of the claim form and then give it to **your** attending **doctor**. **Your doctor** should fill out his or her section of the form and send it directly to **us**.

PROOF OF YOUR CLAIM

You must send **us** written proof of **your** claim no later than 90 days after **your** elimination period ends. Failure to give such proof within this timeframe will not invalidate or reduce any **payable claim** if it can be shown that it was not reasonably possible to give such proof within that time, and the proof was given as soon as reasonably possible. **You** must provide proof of claim no later than 1 year after the time proof is otherwise required, except in the absence of legal capacity.

Your proof of claim, provided at **your** expense, must show all of the following:

- That **you** are under the **appropriate care** of a **doctor**.
- The date **your** disability began.
- The cause of **your** disability.
- The appropriate documentation of **your** earnings and **your** activities.
- The extent of **your** disability, including restrictions and limitations preventing **you** from performing **your regular occupation**.
- The name and address of any **hospital, health facility or institution** where **you** received treatment, including all attending **doctors**.
- Documentation of prior disability coverage, if applicable.

In some cases, **you** will be required to give **us** authorization to obtain additional medical information, and to provide non-medical information as part of **your** proof of claim, or proof of continuing disability. **We** will deny **your** claim, or stop sending **you** payments, if the appropriate information is not submitted within 45 days of the request.

You must notify **us** immediately when **you** return to work in any capacity.

MAKING PAYMENTS

Once **your** claim has been approved, **we** will send **you** a payment at the end of each month for any period for which **we** are liable. Any balance remaining unpaid at the termination of a period of disability will be paid immediately upon receipt of **your** proof of claim.

OVERPAID CLAIMS

We have the right to recover any overpayments. In the absence of fraud, or unless **you** have agreed to make a refund to **us** for the overpayment of a claim, **we** will not recover an overpayment more than 24 months after the overpayment was made.

You must reimburse **us** in full. **We** will determine the method by which the repayment is to be made. **We** will not recover more money than the amount **we** paid **you**. However, **we** reserve the right to recover any prior or current overpayment from any past, current or new payable disability claim under the policy.

SHORT TERM DISABILITY POLICY

**YOUR
GROUP
WEEKLY INSURANCE
PLAN**

For Employees of
City of Chattanooga

CONTENTS

CERTIFICATION PAGE	1
SCHEDULE OF BENEFITS	2
Disability Income Insurance – Weekly Income Benefits	2
EMPLOYEE'S INSURANCE	3
DISABILITY INCOME INSURANCE	5
Weekly Income Benefits	5
CLAIM PROCEDURES	9
GENERAL PROVISIONS	10
DEFINITIONS	12

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RELIASTAR LIFE INSURANCE COMPANY
Minneapolis, Minnesota 55440

ReliaStar Life Insurance Company (ReliaStar Life) certifies that it has issued the Group Policy listed below to the Policyholder. All benefits are controlled by the terms and conditions of the Group Policy.

The Group Policy is on file in the Policyholder's office. You may look at the Group Policy there.

Group Policy Number
67988-7DISABILITY

Policyholder
City of Chattanooga

The insurance included in this certificate applies to you only if you have elected and are insured for it.

The certificate summarizes and explains the parts of the Group Policy which apply to you. This certificate is not an insurance policy. In any case of differences or errors, the Group Policy rules.

This certificate replaces any other certificates ReliaStar Life may have given you under the Group Policy.



Registrar

SCHEDULE OF BENEFITS

Disability Income Insurance – Weekly Income Benefits

Option 1

Weekly Income Benefit Percentage 50%

Maximum Weekly Income Benefit \$2,000

Minimum Weekly Income Benefit \$25

Option 2

Weekly Income Benefit Percentage 70%

Maximum Weekly Income Benefit \$2,000

Minimum Weekly Income Benefit \$25

The **Weekly Income Benefit** is calculated as follows:

Weekly Income Benefit Your **Gross Weekly Benefit** minus Other Income.

Your Gross Weekly Benefit is defined as follows:

- Take the Benefit Percentage and multiply by your Basic Weekly Earnings.
- Compare this result to the Maximum Weekly Income Benefit and take the lesser of the two amounts.

Other Income is described in the Disability Income Insurance section of the certificate.

Recovery Work Earnings is defined in the Definitions section of the certificate.

In no event will your Weekly Income Benefit plus Other Income be greater than your predisability Basic Weekly Earnings.

Basic Weekly Earnings – the basic salary or wage you received on the last day you worked for the Policyholder, before becoming disabled. It does not include bonuses, commission or overtime pay.

Benefit Waiting Period

- Disability caused by accidental injury 14
- Disability caused by sickness 14

Maximum Benefit Period 24 weeks

Proof of Good Health for Disability Income Insurance

Proof of good health will be required:

- For any increase to your amount of Disability Income Insurance.
- for any amount of Disability Income Insurance, if you apply more than 31 days after the date you become eligible.

EMPLOYEE'S INSURANCE

Eligibility

You are eligible on the later of the following dates:

- The Group Policy's Effective Date, July 1, 2013.
- Excluding the month of hire, the first day of the month following 30 days of continuous active employment with the Policyholder.

You must meet the following conditions to become insured:

- Be eligible for the insurance.
- Be actively at work.
- Apply for the insurance.
- Give to ReliaStar Life proof of good health, which it approves, as required on the Schedule of Benefits.

Effective Date of Employee's Insurance

Your insurance starts on the latest of the following dates:

- The date you become eligible.
- The date you return to active work if you are not actively at work on the date insurance would otherwise start. **Exception:** Your insurance starts on a nonworking day if you were actively at work on your last scheduled working day before the nonworking day.
- The date you apply for insurance.
- The date ReliaStar Life approves your proof of good health, if proof is required.

You must be actively at work for 5 working days in a row before insurance starts. The fifth working day must fall on or after the effective date of Employee's Insurance.

Continuity of Coverage

If you are not actively at work on the date insurance would otherwise start, ReliaStar Life will waive the actively at work requirement if both of the following are true:

- You are eligible for insurance except for meeting the actively at work requirement on the Group Policy's Effective Date.
- You were covered under the Policyholder's prior group disability income plan on the day before the Group Policy's Effective Date.

Your insurance is subject to payment of premium. Before you return to active work, any benefit will be limited to the amount that would have been paid under the prior plan. ReliaStar Life reduces the amount it pays by any amount for which the prior plan is liable. Your insurance will stop on the date benefits would have ended under the prior plan had it remained in force.

Effective Date of Change in Amount of Insurance

If there is an increase in the amount of your insurance, the increase will take effect on:

- The date of the increase, if you are actively at work on that date.
- The date you return to active work, if you are not actively at work on the date your insurance increases.
- The nonworking day on which the increase was effective, if you were actively at work on your last scheduled working day before the nonworking day.

If proof of good health is required, the increase will take effect on the later of the dates indicated above or the date ReliaStar Life approves your proof of good health.

A decrease in the amount of your insurance will take effect on the date of the decrease.

Termination of Insurance

Your insurance stops on the earliest of the following dates:

- The date you are no longer actively at work for the Policyholder.
- The date you are no longer eligible for insurance under the Group Policy.
- The date the Group Policy stops.
- The end of the period for which you paid premiums, if you do not make the next required premium contribution when due.

ReliaStar Life stops providing a specific benefit to you on the date that benefit is no longer provided under the Group Policy.

EMPLOYEE'S INSURANCE

Family and Medical Leave Act of 1993

Certain employers are subject to the FMLA. If you have a leave from active work certified by your employer, then for purposes of eligibility and termination of coverage you will be considered to be actively at work. Your coverage will remain in force so long as you continue to meet the requirements as set forth in the FMLA.

Reinstatement

ReliaStar Life will reinstate your insurance if you stop work due to a Military leave of absence or an approved Non-Medical leave of absence and then return to work within 12 months. Your coverage will be reinstated to the previous elected amounts prior to the date of termination due to your leave of absence. You will be eligible for insurance on the date you return to active work with the Policyholder without having to provide proof of good health.

If you return to work after 12 months, you will have to provide proof of good health for any Weekly Income Benefit Insurance.

DISABILITY INCOME INSURANCE

Weekly Income Benefits

Qualifying for Benefits

ReliaStar Life pays benefits if you become disabled and qualify to receive benefits. The benefit payable is based on the Schedule of Benefits in effect on the date you became disabled.

To qualify for benefits, all of the following conditions must be met:

You must –

- be insured on the date you become disabled and the condition causing your disability is not excluded from coverage.
- be insured on the date the benefit waiting period begins.
- send written notice of the disability as described in the Claim Procedures Section.
- be receiving regular and appropriate care and treatment.
- have the length of your disability approved by the disability management program.

Disability Management for Weekly Income Benefits

The disability management program evaluates disability to approve the length of disability and establish a target date for return to work. Your doctor must call the number listed on your disability I.D. card to have the length of your disability approved. If your disability is expected to continue beyond the number of approved days, your doctor must call to have the extended period of disability approved. Benefits are not payable until approval is obtained. Benefits are not payable for non-approved days.

Benefit Waiting Period

The benefit waiting period is the length of time you must be continuously disabled before you qualify to receive any benefits. **Exception:** For weekly income benefits, you may return to work for up to 5 days during the benefit waiting period without having to begin a new benefit waiting period. The days you work and are not disabled do not count toward meeting the benefit waiting period.

The benefit waiting period begins on the first day you see a doctor and he or she states in writing that you are disabled because of sickness or accidental injury.

The benefit waiting period is shown on the Schedule of Benefits.

Benefit Payments

Weekly income benefits are paid at the end of each week for the period for which you qualified. If you are disabled for part of a week the benefit payable is based on 1/7 of your weekly income benefit for each day you are disabled.

The weekly income benefits are determined as shown on the Schedule of Benefits. Benefits continue while you are disabled up to the maximum benefit period shown on the Schedule of Benefits. You must complete the benefit waiting period before any benefits are payable.

Other Income

Other Income is subtracted from the benefit you would otherwise receive, as shown on the Schedule of Benefits. Other Income includes any of the following:

- The amount you receive or are entitled to receive under:
 - Unemployment benefits under any law or compulsory program.
 - Recovery work earnings. Recovery work earnings as described under the Work Incentive Benefit or the Recovery Services Benefit.
- The amount you receive or are entitled to receive as disability income payments under any:
 - Automobile liability insurance benefits.
 - Plan or arrangement of disability coverage, whether insured or not, resulting from your employment by or association with any employer, or resulting from your membership in or association with any group, association, union or other organization.
 - Group life or group accident insurance policy.
 - Individual insurance policy where the premium is wholly or partially paid by an employer or for which an employer makes payroll deductions.
- The amount of any judgments or settlements you receive as the result of the act or omission of a third party.
- The amount you and your dependents receive or are entitled to receive as disability payments because of your disability under:
 - The Federal Social Security Act.

DISABILITY INCOME INSURANCE

- The Canada Pension Plan.
- The Quebec Pension Plan.
- The Railroad Retirement Act.
- The Jones Act.
- State Disability benefits.
- Any similar act or plan.
- Other government disability income.
- The amount you receive as retirement payments or income your dependents receive as retirement payments because you are receiving retirement payments under:
 - The Federal Social Security Act.
 - The Canada Pension Plan.
 - The Quebec Pension Plan.
 - The Railroad Retirement Act.
 - The Jones Act.
 - Any similar act or plan.
 - Other government retirement income.

Other income includes the following benefits provided under an employer's retirement plan:

- Disability benefits.
- Retirement benefits attributable to employer contributions. These retirement benefits include only:
 - Early retirement benefits you are receiving that are voluntarily selected.
 - Retirement benefits that are unreduced by age for which you are eligible on the later of the following:
 - the date you reach age 62.
 - normal retirement age.

ReliaStar Life considers retirement benefits received before age 62, or if later, before normal retirement age, to be voluntarily elected until you provide written proof satisfactory to ReliaStar Life that you did not elect to receive benefits voluntarily.

Disability payments under a retirement plan will be those benefits which are paid due to disability and do not reduce the retirement benefit that would have been paid if the disability had not occurred. If disability benefits reduce the retirement benefit under the plan, they will be considered a retirement benefit.

Except for Other Income retirement benefits, Other Income includes only income which is payable for the same period of disability for which you are claiming benefits under the Group Policy.

ReliaStar Life considers you to be eligible to receive Other Income benefits whether or not you apply for them, until you send ReliaStar Life written proof that the benefits were denied or contested. When ReliaStar Life receives written proof that Other Income benefits were denied or contested, ReliaStar Life will pay benefits you are qualified to receive. However, if the denial of Other Income benefits is not final, you must pursue the Other Income benefits to the fullest extent possible.

Exceptions: Benefits will not be reduced by –

- retirement benefits attributable to employee contributions.
- retirement or disability benefits you receive from a past employer, if these benefits have been paid continuously to you for more than 2 years before you become eligible to receive benefits under the Group Policy.
- benefits paid by a group or franchise creditor disability plan.
- income received from a profit sharing plan, thrift plan, individual retirement account, tax sheltered annuity, stock ownership plan, or a non-qualified plan of deferred compensation.
- disability or retirement benefits which are received under an employer's retirement plan but are rolled over or transferred to any eligible retirement plan as defined by the Internal Revenue Code.
- Federal Social Security benefits if your disability begins after age 70 and you were receiving Social Security benefits while continuing to work.
- a cost of living increase to any other income benefit after the initial other income benefit becomes payable.

DISABILITY INCOME INSURANCE

Minimum Weekly Income Benefit

If you receive Other Income, it will be subtracted from the benefit you would otherwise receive. However, after you qualify for weekly income benefits, ReliaStar Life will pay you at least the minimum weekly income benefit shown on the Schedule of Benefits.

Lump Sum Payments

Other Income you receive as a lump sum will be prorated into weekly amounts. The prorated amount will be subtracted from the benefit you would otherwise receive, until the total amount subtracted equals the lump sum payment. ReliaStar Life will determine the prorated amount using the first of the following methods that applies:

- Divide the Other Income lump sum into weekly amounts based on the amount of Other Income you were receiving from the same source prior to receiving the lump sum payment.
- Divide the Other Income lump sum into weekly amounts based on the weekly amount you could have received in lieu of the lump sum payment.
- Divide the Other Income lump sum into weekly amounts over the remaining maximum benefit period.

Overpayment

If ReliaStar Life pays you a larger benefit than you should have received, ReliaStar Life may recover any overpayments it made.

ReliaStar Life will recover from you the full amount of the overpayment through one or more of the following means:

- Require you to return the overpayment in one lump sum.
- Stop payment of benefits until the full overpayment is repaid.
- Require you to assign any Other Income to ReliaStar Life.

Any minimum weekly income benefit otherwise payable will not be paid until the overpayment is recovered.

Waiver of Premium Weekly Income Benefits

ReliaStar Life waives your premium during any period for which benefits are payable. If ReliaStar Life waives your premium it is the Policyholder's responsibility to refund to you any contribution you may make after qualifying for benefits.

Termination of Benefits

ReliaStar Life stops paying benefits on the earliest of the following:

- The date you are no longer disabled.
- The end of the maximum benefit period for any one period of disability. The maximum benefit period is shown on the Schedule of Benefits.
- The date you no longer qualify for benefits under all the conditions listed.
- The date of your death.
- The date you fail to provide written proof of disability that ReliaStar Life determines to be satisfactory.
- The date you cease to be under regular and appropriate care of a doctor, or refuse to undergo an examination or testing by a doctor of ReliaStar Life's choosing.
- The date you refuse to undergo vocational or rehabilitation testing that ReliaStar Life requires.
- The date you refuse to receive medical treatment that is generally acknowledged by doctors to cure or improve your condition so as to reduce its disabling effect.
- The date you refuse to work with the assistance of modifications made to your work environment, functional job elements or work schedule, or adaptive equipment or devices, that a qualified doctor has indicated will accommodate the limiting factors of your sickness or accidental injury.

If the Group Policy or the Disability Income Insurance part of the Group Policy terminates after you qualify to receive benefits, ReliaStar Life continues your benefit payments. Benefits are paid as long as you continue to qualify according to the terms of the Group Policy in effect on the date you qualified.

Recurrent Disability

If you are receiving weekly income benefits, a recurrent disability is a disability due to the same cause which occurs after you have returned to full-time work for the Policyholder for less than 10 working days.

ReliaStar Life pays benefits for a recurrent disability which is a continuation of a previous disability.

A recurrent disability has –

DISABILITY INCOME INSURANCE

- no additional benefit waiting period.
- the same maximum benefit period as the previous disability.

Benefits payable under this recurrent disability provision will stop if benefits are payable to you under any other group disability policy.

Exclusions

ReliaStar Life will not pay benefits if your disability results from any of the following:

- Sickness or injury which occurs in any armed conflict, whether declared as war or not, involving any country or government.
- Sickness or injury which occurs while you are on military service for any country or government.
- Intentionally self-inflicted injury or illness, whether you are sane or insane.
- Injury which occurs when you commit or attempt to commit a felony.
- Injury suffered in a fight in which you are the aggressor.
- Sickness or injury due to cosmetic or reconstructive surgery, except for surgery necessary to correct a deformity caused by sickness or accidental injury.
- For Weekly Income Benefits, sickness or accidental injury for which you have or had a right to payment under a workers' compensation or similar law. This includes payment you would have been entitled to receive if the Policyholder had not declined to provide workers' compensation insurance as allowed by the Policyholder's state of domicile.
- For Weekly Income Benefits, sickness or accidental injury arising out of or in the course of work for pay, profit, or gain.

ReliaStar Life will not pay benefits for the portion of any period of disability that you are confined in a penal or correctional institution as a result of conviction for a criminal or other public offense.

ReliaStar Life will not pay an additional benefit for disability caused by both sickness and accidental injury or by more than one sickness or accidental injury.

CLAIM PROCEDURES

Submitting a Claim

You or someone on your behalf must send ReliaStar Life written notice of the loss on which the claim will be based. The notice must –

- include information to identify you, such as your name, address and Group Policy number.
- be sent to ReliaStar Life or to its authorized administrator.
- be sent within 20 days after the loss for which claim is based has occurred or as soon as reasonably possible.

Claim Forms

ReliaStar Life or its authorized administrator will send claim forms to you or to the Policyholder to forward. ReliaStar Life will send the forms within 15 days after ReliaStar Life receives notice of claim.

The completed claim forms must be returned to ReliaStar Life within 90 days of the loss. Even if you do not receive claim forms, written proof of loss must be sent to ReliaStar Life within 90 days after the loss or as soon as reasonably possible.

Written proof of loss includes details of how the loss occurred. ReliaStar Life may require further documentation to verify proof of loss.

Benefit Payments

Benefits under the Group Policy are paid when proof of loss is received.

Benefits are paid to you. Any weekly income benefit remaining unpaid at the time of your death will be paid to your survivors or your estate in the following order:

1. Your spouse.
2. Your children.
3. Your estate.

Time of Payment of Claims

Subject to due proof of loss, all accrued benefits payable under the Group Policy will be paid at the end of each week during the period for which ReliaStar Life is liable. Any balance remaining unpaid at the end of such period will be paid as soon as possible after receipt of written proof of loss.

GENERAL PROVISIONS

Free Choice of Doctor

You have the right to choose any doctor.

Assignment

You may not transfer to anyone else –

- ownership of any certificate issued under the Group Policy.
- Disability Income Insurance under the Group Policy.

Legal Action

Legal action may not be taken to receive benefits until 60 days after the date proof of loss is submitted according to the requirements of the Group Policy. Legal action must be taken within 3 years after the date proof of loss must be submitted.

If the Policyholder's state requires longer time limits, ReliaStar Life will comply with the state's time limits.

Exam

When reasonably necessary, ReliaStar Life may have you examined while you are claiming benefits. The exam will be conducted by one or more doctors or vocational experts of ReliaStar Life's choice. The exam may include vocational testing and evaluations, or any other type of testing and evaluations ReliaStar Life determines necessary. This right will only be exercised as often as ReliaStar Life reasonably believes necessary to properly evaluate your claim and your potential for rehabilitation. ReliaStar Life has the right to defer or suspend payment of benefits if you fail to attend an exam or fail to cooperate with the doctor. Benefits may be resumed, provided that the required exam occurs within a reasonable time and benefits are otherwise payable.

Reimbursement

If ReliaStar Life pays Disability Income benefits for sickness or accidental injury caused in whole or part by the act or omission of another, you must –

- reimburse ReliaStar Life for the benefits paid if you recover damages for lost income by settlement, court order, judgment or otherwise.
- cooperate with ReliaStar Life, including execution, completion, and filing of any document deemed by ReliaStar Life necessary to protect its reimbursement rights.

ReliaStar Life has a first priority claim against –

- amounts which are or may be subject to reimbursement.
- any person who is or may be obligated to pay damages for lost income. This includes any insurer of you.

ReliaStar Life will be reimbursed first before other claims against amounts recovered or recoverable from persons who are or may be obligated to pay damages for lost income, even if the amounts are not enough to reimburse ReliaStar Life in full or compensate you in full for damages sustained.

ReliaStar Life has no obligation to pay attorney's fees or other legal fees to your attorney for recovery of amounts subject to reimbursement.

ReliaStar Life will have the right to intervene in any suit or other proceedings to protect its reimbursement rights. Any settlement proceeds received by you or your attorney will be held in trust for ReliaStar Life's benefit. ReliaStar Life's rights herein are enforceable against your legal representatives, heirs, next of kin, and successors in interest.

Subrogation

If ReliaStar Life pays Disability Income benefits for sickness or accidental injury caused in whole or part by the act or omission of another, ReliaStar Life will have a right of subrogation against any person, any insurer, you or any insurer of you, should you receive, or have a right to receive, any damages or payments.

You will do nothing to prejudice ReliaStar Life's subrogation rights and will cooperate with ReliaStar Life to protect such rights. This includes –

- providing information.
- signing an agreement documenting ReliaStar Life's subrogation rights.
- taking other action ReliaStar Life requests. This includes execution, completion, and filing of any document deemed by ReliaStar Life necessary to protect its rights.

GENERAL PROVISIONS

ReliaStar Life's subrogation rights and amounts recoverable or recovered pursuant to such rights are a first priority claim. Such amounts will be reimbursed first even if all amounts recovered from whatever source are insufficient to compensate you in part or whole for all damages sustained.

At ReliaStar Life's option, action may be taken to preserve its subrogation rights. This includes –

- the right to bring any legal action in your name.
- seeking reimbursement out of any amount from any source recovered by you.

Any proceeds will be proportionately adjusted for the costs and legal fees you incur to recover from the third party.

Any settlement proceeds received by you or your attorney will be held in trust for ReliaStar Life's benefit. ReliaStar Life will have the right to intervene in any suit or proceeding to protect its subrogation rights. ReliaStar Life's rights herein are enforceable against your legal representatives, heirs, next of kin, and successors in interest.

Incontestability

Any statement you make to obtain insurance or an increase in insurance is a representation and not a warranty. No misrepresentation by you will be used to reduce or deny a claim or to deny the validity of your insurance or an increase in insurance unless all of the following are true:

- It is a material misrepresentation, meaning your insurance or increase in insurance would not have been approved if the truth had been known.
- Your misrepresentation is contained in a written instrument signed by you.
- You or your beneficiary, if applicable, have been given a copy of the written instrument containing your misrepresentation.

After your insurance or increase in insurance under the Group Policy has been in effect for two continuous years during your lifetime, ReliaStar Life will not use a misrepresentation by you to reduce or deny a claim or to deny the validity of your insurance or increase in insurance unless it was a fraudulent misrepresentation made with an actual intent to deceive.

DEFINITIONS

Accidental Injury – bodily injury resulting from an unexpected event. ReliaStar Life considers all injuries received in one accident as one accidental injury. Infection resulting from a cut or wound caused by an accident is also an accidental injury. Injury caused by accidental, unintentional poisoning is also an accidental injury.

Accidental injury does not include disease, intentional poisoning, or any other type of infection, except as stated above.

Active Work, Actively at Work – the employee is physically present at his or her customary place of employment with the intent and ability of working the scheduled hours and doing the normal duties of his or her job on that day.

Damages for Lost Income – any payments which in whole or part can reasonably be considered compensatory for lost income, regardless of designation.

Disability, Disabled – ReliaStar Life's determination that a change in your functional capacity to work due to sickness or accidental injury has caused your inability to perform the essential duties of your regular occupation.

Economic factors such as, but not limited to, recession, job obsolescence, paycuts, and job sharing will not be considered in determining whether you meet the requirements stated above.

You will not be considered disabled solely because of the loss or restriction of your license to engage in your regular occupation.

Doctor – a medical practitioner of a healing art which is recognized by applicable state law, who meets all of the following conditions:

- He or she is practicing within the scope of his or her license.
- He or she is certified or credentialed by the appropriate medical or professional board that provides certification or credentialing for practitioners who perform the type of treatment or service the practitioner is providing for your sickness or injury.
- He or she possesses the necessary training and qualifications, according to generally accepted medical standards, to evaluate and treat your condition.

The term doctor does not include you, an employee of the Policyholder, anyone related to you by blood or marriage, or anyone living in your household.

Employee – an active employee residing in the United States who is employed by the Policyholder and is regularly scheduled to work on at least a 30-hour-per-week basis. Such employees of companies and affiliates controlled by the Policyholder are included. Temporary and seasonal employees are excluded.

Essential Duties – duties which are normally required for the performance of an occupation as it is normally performed in the national economy and which cannot be reasonably omitted or modified. If you were normally required to perform essential duties in excess of 40 hours per week or 8 hours per day prior to becoming disabled, ReliaStar Life will consider you still able to perform the essential duties if you are working or have the capacity to perform such duties at least 40 hours weekly or 8 hours daily.

Group Policy – the written group insurance contract between ReliaStar Life and the Policyholder.

Nonworking Day – a day on which the employee is not regularly scheduled to work, including time off for the following:

- Vacations.
- Personal holidays.
- Weekends and holidays.
- Approved nonmedical leave of absence.
- Paid Time Off for nonmedical-related absences.

Nonworking day does not include time off for any of the following:

- Medical leave of absence. Time off for a medical leave of absence will be considered a scheduled working day.
- Temporary layoff.
- The Policyholder suspending its operations, in part or total.
- Strike.

DEFINITIONS

Period of Disability – a new period of disability begins if the new disability results from a cause or causes unrelated to that of any previous disability, separated by active work with the Policyholder. All periods of disability which have the same cause are considered one period of disability. **Exception:** A new period of disability begins when you become disabled due to the same cause after you have been actively at work on a full-time basis with the Policyholder continuously for at least 10 working days.

Policyholder – City of Chattanooga

Reasonable Employment Option – an employment position for which you are able to perform the essential duties given your education, training and experience.

Recovery Work Earnings – is any of the following:

- Income you receive while working for the Policyholder.
- During the benefit waiting period the excess of income you receive while working for another employer above the average income you received from the Policyholder prior to becoming disabled.
- Income ReliaStar Life estimates you would be able to earn working to your maximum capacity.

Regular and Appropriate Care – means:

- You personally visit a doctor as often as is medically required, according to generally accepted medical standards and consistent with the stated severity of your medical condition, to effectively manage and treat your sickness or injury.
- You are receiving care which conforms with generally accepted medical standards for treating your sickness or injury and is consistent with the stated severity of your medical condition.
- Care is rendered by a doctor whose specialty or experience is the most appropriate for your disability according to generally accepted medical standards.
- You are receiving or actively seeking appropriate physical or psychological rehabilitative services.

Regular Occupation – the activity which, immediately prior to disability, you were regularly performing and which was your source of income from the Policyholder. ReliaStar Life will assess this occupation as it is normally performed in the national economy, rather than how the duties and tasks are performed for a specific employer or at a specific location.

ReliaStar Life – ReliaStar Life Insurance Company, at its Home Office in Minneapolis, Minnesota.

Sickness – any physical illness, mental disorder, normal pregnancy or complication of pregnancy.

Spouse – the legal husband or wife of an employee.

Written, In Writing – signed, dated and received at ReliaStar Life's Home Office in a form ReliaStar Life accepts.

You, Your – an employee insured for Employee's Insurance under the Group Policy.

BASIC LIFE EXPERIENCE

Group: 679887 City of Chattanooga

Basic Life

Year	Month	Premium Paid	Paid Claims by Paid Date	Conversion & Port Charges	Waiver Face Amount	Number of Lives	Volume
2013	July	\$13,537.25	\$0.00	\$0.00		2202	85,140,000
	August	\$13,467.92	\$0.00	\$0.00		2189	84,704,000
	September	\$13,580.35	\$0.00	\$0.00		2208	85,411,000
	October	\$13,462.68	\$42,022.39	\$0.00		2189	84,671,000
	November	\$13,593.29	\$0.00	\$0.00		2213	85,491,000
	December	\$13,348.23	\$0.00	\$1,000.00	\$0.00	2164	83,951,000
	2014 January	\$13,263.14	\$0.00	\$0.00	\$50,000.00	2162	83,416,000
2014	February	\$13,196.21	\$0.00	\$0.00	\$50,000.00	2151	82,995,000
	March	\$13,084.59	\$0.00	\$0.00	\$50,000.00	2135	82,293,000
	April	\$13,076.64	\$0.00	\$0.00	\$50,000.00	2133	82,243,000
	May	\$13,425.15	\$15,008.82	\$0.00	\$50,000.00	2190	84,435,000
	June	\$13,425.15	\$0.00	\$0.00	\$50,000.00	2190	84,435,000
	Totals	\$160,460.60	\$57,031.21	\$1,000.00	\$50,000.00	2177	\$84,098,750.00
2014	July	\$13,732.03	\$0.00	\$0.00	\$50,000.00	2228	86,365,000
	August	\$13,629.95	\$0.00	\$0.00	\$50,000.00	2210	85,723,000
	September	\$13,692.75	\$0.00	\$0.00	\$50,000.00	2223	86,118,000
	October	\$13,587.50	\$32,031.94	\$0.00	\$50,000.00	2205	85,476,000
	November	\$13,599.90	\$0.00	\$0.00	\$50,000.00	2206	85,534,000
	December	\$13,520.88	\$0.00	\$0.00	\$50,000.00	2196	85,037,000
	2015 January	\$13,676.06	\$0.00	\$0.00	\$50,000.00	2223	86,013,000
2015	February	\$13,695.30	\$0.00	\$0.00	\$50,000.00	2229	86,134,000
	March	\$13,676.38	\$0.00	\$0.00	\$50,000.00	2225	86,015,000
	April	\$13,685.29	\$0.00	\$0.00	\$50,000.00	2226	86,072,000
	May	\$13,685.29	\$0.00	\$0.00	\$50,000.00	2226	86,072,000
	June	\$13,685.44	\$0.00	\$0.00	\$50,000.00	2226	86,072,000
	Totals	\$163,866.77	\$32,031.94	\$0.00	\$50,000.00	2219	\$85,885,917
2015	July	\$13,853.66	\$0.00	\$0.00	\$50,000.00	2196	87,130,000
	August	\$13,933.37	\$31,004.66	\$0.00	\$50,000.00	2209	87,631,300
	September	\$14,126.35	\$38,016.10	\$0.00	\$116,000.00	2243	88,845,000
	October	\$14,081.03	\$0.00	\$0.00	\$83,000.00	2238	88,560,000
	November	\$14,047.06	\$0.00	\$0.00	\$83,000.00	2233	88,350,000
	December	\$14,047.06	\$31,041.96	\$0.00	\$83,000.00	2233	88,350,000
	2016 January	\$14,056.63	\$0.00	\$0.00	\$112,000.00	2234	88,410,000

February	\$13,998.52	\$0.00	\$0.00	\$112,000.00	2241	88,038,000
March	\$13,999.00	\$0.00	\$0.00	\$112,000.00	2241	88,044,000
April	\$13,998.41	\$0.00	\$0.00	\$112,000.00	2241	88,044,000
May	\$13,998.52	\$0.00	\$0.00	\$112,000.00	2241	88,044,000
June	\$13,998.52	\$0.00	\$0.00	\$112,000.00	2241	88,044,000
2016 Totals	\$168,138.13	\$100,062.72	\$0.00	\$112,000.00	2233	88,124,192

2016 July	\$13,725.51	\$61,026.17	\$0.00	\$112,000.00	2187	86,324,000
August	\$13,657.30	\$0.00	\$0.00	\$112,000.00	2177	85,895,000
September	\$13,725.07	\$33,000.00	\$0.00	\$146,000.00	2189	86,301,000
October	\$13,698.16	\$0.00	\$0.00	\$196,000.00	2188	86,152,000
November	\$13,628.68	\$35,030.63	\$0.00	\$162,000.00	2179	85,719,000
December	\$13,629.31	\$0.00	\$0.00	\$162,000.00	2177	85,719,000
2017 January	\$13,687.67	\$62,023.55	\$0.00	\$162,000.00	2157	86,086,000
February	\$13,877.20	\$0.00	\$0.00	\$262,000.00	2188	87,278,000
March	\$13,883.56	\$0.00	\$0.00	\$212,000.00	2188	87,318,000
April	\$14,055.59	\$26,008.53	\$0.00	\$219,000.00	2220	88,400,000
May	\$13,640.81	\$50,002.05	\$0.00	\$169,000.00	2149	85,771,000
June	\$13,738.86	\$36,017.22	\$0.00	\$169,000.00	2170	86,408,000
2017 Totals	\$164,947.72	\$303,108.15	\$0.00	\$169,000.00	2181	86,447,583

2017 July	\$14,055.91	\$0.00	\$0.00	\$169,000.00	2222	88,402,000
August	\$14,050.02	\$0.00	\$500.00	\$169,000.00	2222	88,365,000
September	\$14,046.22	\$0.00	\$0.00	\$169,000.00	2221	88,341,000
October	\$14,047.11	\$0.00	\$0.00	\$169,000.00	2221	88,341,000
November	\$13,948.60	\$0.00	\$0.00		2209	87,727,000
December	\$189.86	\$0.00	\$0.00	\$201,000.00	2187	86,329,000
2018 January	\$0.00	\$0.00	\$0.00	\$32,000.00	2187	86,329,000
2018 Totals	\$70,337.72	\$0.00	\$500.00	\$32,000.00	2210	87,690,571
Totals	\$727,750.94	\$492,234.02	\$1,500.00		2204	86,449,403

Supplemental Life

Year	Month	Premium Paid	Paid Claims by Paid Date	Conversion & Port Charges	Waiver Face Amount	Number of Lives	Volume
2013 July		\$14,082.17	\$0.00	\$0.00		635	44,580,000
August		\$14,211.99	\$0.00	\$0.00		632	44,490,000
September		\$14,502.84	\$0.00	\$0.00		631	44,950,000
October		\$15,036.97	\$0.00	\$0.00		636	44,930,000
November		\$14,380.33	\$0.00	\$0.00		635	44,960,000

2014	December	\$14,467.08	\$0.00	\$0.00	650	46,830,000
	2014 January	\$14,242.64	\$0.00	\$0.00	645	46,120,000
	February	\$14,012.54	\$0.00	\$0.00	645	46,250,000
	March	\$14,049.59	\$0.00	\$0.00	668	48,250,000
	April	\$13,245.18	\$0.00	\$0.00	617	44,700,000
	May	\$13,245.21	\$0.00	\$0.00	617	44,700,000
	June	\$13,245.18	\$0.00	\$0.00	617	44,700,000
2014 Totals		\$168,721.72	\$0.00	\$0.00	636	45,455,000

2014	2014 July	\$17,880.77	\$0.00	\$0.00	768	58,120,000
	August	\$17,883.29	\$0.00	\$0.00	760	57,570,000
	September	\$18,011.37	\$0.00	\$0.00	771	58,880,000
	October	\$17,866.63	\$80,079.84	\$0.00	734	57,990,000
	November	\$17,851.94	\$0.00	\$0.00	762	57,960,000
	December	\$17,427.49	\$0.00	\$0.00	754	57,010,000
	2015 January	\$17,612.23	\$0.00	\$0.00	755	57,550,000
2015	February	\$17,613.78	\$0.00	\$0.00	755	57,600,000
	March	\$17,612.23	\$0.00	\$0.00	91755	57,550,000
	April	\$17,612.38	\$0.00	\$0.00	755	57,550,000
	May	\$17,612.38	\$0.00	\$0.00	755	57,550,000
	June	\$17,612.23	\$0.00	\$0.00	755	57,550,000
	2015 Totals	\$212,596.72	\$80,079.84	\$0.00	8340	57,740,000

2015	2015 July	\$17,760.13	\$0.00	\$0.00	756	57,650,000
	August	\$17,809.85	\$180,125.49	\$0.00	757	57,800,000
	September	\$17,599.91	\$0.00	\$0.00	759	57,790,000
	October	\$17,379.91	\$0.00	\$0.00	759	56,895,000
	November	\$18,465.33	\$0.00	\$0.00	760	59,040,000
	December	\$18,465.33	\$0.00	\$0.00	760	59,040,000
	2016 January	\$18,465.31	\$0.00	\$0.00	760	59,040,000
2016	February	\$18,465.33	\$0.00	\$0.00	760	59,040,000
	March	\$18,464.91	\$0.00	\$0.00	760	59,040,000
	April	\$18,465.33	\$0.00	\$0.00	760	59,040,000
	May	\$18,465.33	\$0.00	\$0.00	760	59,040,000
	June	\$18,465.33	\$0.00	\$0.00	760	59,040,000
	2016 Totals	\$218,272.00	\$180,125.49	\$0.00	759	58,537,917

2016	2016 July	\$19,304.28	\$0.00	\$0.00	742	58,390,000
	August	\$19,493.15	\$0.00	\$0.00	741	58,600,000

	September	\$19,691.57	\$0.00	\$0.00	\$80,000.00	759	60,220,000
	October	\$19,687.55	\$0.00	\$0.00	\$80,000.00	760	60,410,000
	November	\$19,896.10	\$0.00	\$0.00	\$80,000.00	771	61,730,000
	December	\$19,925.00	\$0.00	\$0.00	\$80,000.00	772	61,780,000
2017	January	\$19,483.21	\$50,020.63	\$0.00	\$80,000.00	768	61,260,000
	February	\$19,081.10	\$0.00	\$0.00	\$220,000.00	772	61,630,000
	March	\$19,066.91	\$0.00	\$0.00	\$150,000.00	771	61,510,000
	April	\$18,919.43	\$10,003.28	\$0.00	\$230,000.00	768	61,120,000
	May	\$18,825.48	\$0.00	\$0.00	\$230,000.00	764	60,910,000
	June	\$17,852.13	\$0.00	\$0.00	\$230,000.00	705	57,380,000
2017	Totals	\$231,225.91	\$60,023.91	\$0.00	\$230,000.00	758	60,411,667

	July	\$20,012.72	\$0.00	\$0.00	\$230,000.00	756	61,655,000
	August	\$20,024.63	\$0.00	\$0.00	\$230,000.00	754	61,660,000
	September	\$19,983.10	\$0.00	\$0.00	\$230,000.00	748	61,210,000
	October	\$19,983.11	\$0.00	\$0.00	\$230,000.00	748	61,210,000
	November	\$20,260.39	\$0.00	\$0.00	\$230,000.00	763	62,640,000
	December	\$574.74	\$0.00	\$0.00	\$230,000.00	743	58,520,000
2018	January	\$0.00	\$0.00	\$0.00	\$20,000.00	743	58,520,000
2018	Totals	\$100,838.69	\$0.00	\$0.00	\$20,000.00	751	60,773,571
Life Totals		\$931,655.04	\$320,229.24	\$0.00		2249	56,583,631

Basic AD&D

Year	Month	Premium Paid	Paid Claims by Paid Date	Conversion & Port Charges	Waiver Face Amount	Number of Lives	Volume
2013	July	\$1,617.65	\$0.00	\$0.00		2202	85,140,000
	August	\$1,609.36	\$0.00	\$0.00		2189	84,704,000
	September	\$1,622.81	\$0.00	\$0.00		2208	85,411,000
	October	\$1,608.75	\$0.00	\$0.00		2189	84,671,000
	November	\$1,624.32	\$0.00	\$0.00		2213	85,491,000
	December	\$1,595.06	\$0.00	\$0.00		2164	83,951,000
2014	January	\$1,584.90	\$0.00	\$0.00		2162	83,416,000
	February	\$1,576.90	\$0.00	\$0.00		2151	82,995,000
	March	\$1,563.56	\$0.00	\$0.00		2135	82,293,000
	April	\$1,562.61	\$0.00	\$0.00		2133	82,243,000
	May	\$1,604.25	\$0.00	\$0.00		2190	84,435,000
	June	\$1,604.25	\$0.00	\$0.00		2190	84,435,000
2014	Totals	\$19,174.42	\$0.00	\$0.00	\$0.00	2177	84,098,750

2014	July	\$1,640.94	\$0.00	\$0.00	2228	86,365,000
	August	\$1,628.73	\$0.00	\$0.00	2210	85,723,000
	September	\$1,636.23	\$0.00	\$0.00	2223	86,118,000
	October	\$1,624.04	\$0.00	\$0.00	2205	85,476,000
	November	\$1,625.14	\$0.00	\$0.00	2206	85,534,000
	December	\$1,615.70	\$0.00	\$0.00	2196	85,037,000
2015	January	\$1,634.24	\$0.00	\$0.00	2223	86,013,000
	February	\$1,636.54	\$0.00	\$0.00	2229	86,134,000
	March	\$1,634.28	\$0.00	\$0.00	2225	86,015,000
	April	\$1,635.36	\$0.00	\$0.00	2226	86,072,000
	May	\$1,635.36	\$0.00	\$0.00	2226	86,072,000
	June	\$1,635.36	\$0.00	\$0.00	2226	86,072,000
Totals		\$19,581.92	\$0.00	\$0.00	2219	85,885,917
2015	Totals		\$0.00	\$0.00		

2015	July	\$1,655.46	\$16,007.65	\$0.00	2196	87,130,000
	August	\$1,664.99	\$0.00	\$0.00	2209	87,631,300
	September	\$1,688.05	\$0.00	\$0.00	2243	88,845,000
	October	\$1,682.63	\$0.00	\$0.00	2238	88,560,000
	November	\$1,678.64	\$0.00	\$0.00	2233	88,350,000
	December	\$1,678.64	\$0.00	\$0.00	2233	88,350,000
2016	January	\$1,679.78	\$0.00	\$0.00	2234	88,410,000
	February	\$1,672.72	\$0.00	\$0.00	2241	88,038,000
	March	\$1,672.84	\$0.00	\$0.00	2241	88,044,000
	April	\$1,672.83	\$0.00	\$0.00	2241	88,044,000
	May	\$1,672.83	\$0.00	\$0.00	2241	88,044,000
	June	\$1,672.83	\$0.00	\$0.00	2241	88,044,000
Totals		\$20,092.24	\$16,007.65	\$0.00	2233	88,124,192
2016	Totals		\$0.00	\$0.00		

2016	July	\$1,640.15	\$0.00	\$0.00	2187	86,324,000
	August	\$1,632.00	\$0.00	\$0.00	2177	85,895,000
	September	\$1,639.71	\$0.00	\$0.00	2189	86,301,000
	October	\$1,636.88	\$26,037.33	\$0.00	2188	86,152,000
	November	\$1,628.65	\$0.00	\$0.00	2179	85,719,000
	December	\$1,628.65	\$0.00	\$0.00	2177	85,719,000
2017	January	\$1,635.63	\$0.00	\$0.00	2157	86,086,000
	February	\$1,658.28	\$0.00	\$0.00	2188	87,278,000
	March	\$1,659.04	\$0.00	\$0.00	2188	87,318,000
	April	\$1,679.59	\$0.00	\$0.00	2220	88,400,000
	May	\$1,629.64	\$0.00	\$0.00	2149	85,771,000

2017	June	\$1,641.74	\$0.00	\$0.00	2170	86,408,000
Totals		\$19,709.96	\$26,037.33	\$0.00	2181	86,447,583

2017	July	\$1,679.63	\$0.00	\$0.00	2222	88,402,000
	August	\$1,678.93	\$0.00	\$0.00	2222	88,365,000
	September	\$1,678.47	\$0.00	\$0.00	2221	88,341,000
	October	\$1,678.47	\$0.00	\$0.00	2221	88,341,000
	November	\$1,666.80	\$0.00	\$0.00	2209	87,727,000
	December	\$22.68	\$0.00	\$0.00	2187	86,329,000
2018	January	\$0.00	\$0.00	\$0.00	2187	86,329,000
Totals		\$8,404.98	\$0.00	\$0.00	2210	87,690,571

Totals		\$86,963.52	\$42,044.98	\$0.00	2204	86,449,403
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Supplemental AD&D

Year	Month	Premium Paid	Paid Claims by Paid Date	Conversion & Port Charges	Waiver Face Amount	Number of Lives	Volume
2013	July	\$2,178.44	\$0.00	\$0.00	\$0.00	1101	54,461,000
	August	\$2,174.84	\$0.00	\$0.00	\$0.00	1101	54,371,000
	September	\$2,202.64	\$0.00	\$0.00	\$0.00	1100	55,066,000
	October	\$2,203.24	\$0.00	\$0.00	\$0.00	1107	55,081,000
	November	\$2,206.84	\$0.00	\$0.00	\$0.00	1109	55,171,000
	December	\$2,284.04	\$0.00	\$0.00	\$0.00	1128	57,101,000
2014	January	\$2,253.84	\$0.00	\$0.00	\$0.00	1121	56,346,000
	February	\$2,263.04	\$0.00	\$0.00	\$0.00	1127	56,576,000
	March	\$2,354.64	\$0.00	\$0.00	\$0.00	1168	58,866,000
	April	\$2,169.04	\$0.00	\$0.00	\$0.00	1071	54,226,000
	May	\$2,167.52	\$0.00	\$0.00	\$0.00	1067	54,188,000
	June	\$2,167.52	\$0.00	\$0.00	\$0.00	1067	54,188,000
2014	Totals	\$26,625.64	\$0.00	\$0.00	\$0.00	1106	55,470,083

2014	July	\$2,835.44	\$0.00	\$0.00	\$0.00	1382	70,886,000
	August	\$2,826.12	\$0.00	\$0.00	\$0.00	1365	70,653,000
	September	\$2,885.92	\$0.00	\$0.00	\$0.00	1385	72,148,000
	October	\$2,848.16	\$0.00	\$0.00	\$0.00	1374	71,204,000
	November	\$2,847.96	\$0.00	\$0.00	\$0.00	1373	71,199,000
	December	\$2,795.72	\$0.00	\$0.00	\$0.00	1359	69,893,000
2015	January	\$2,821.72	\$0.00	\$0.00	\$0.00	1364	70,543,000
	February	\$2,821.72	\$0.00	\$0.00	\$0.00	1362	70,543,000
	March	\$2,821.72	\$0.00	\$0.00	\$0.00	1364	70,543,000

2015	April	\$2,821.72	\$0.00	\$0.00	1364	70,543,000
	May	\$2,821.72	\$0.00	\$0.00	1364	70,543,000
	June	\$2,821.72	\$10,012.17	\$0.00	1364	70,543,000
	Totals	\$33,969.64	\$10,012.17	\$0.00	1368	70,770,083

2015	July	\$2,822.28	\$0.00	\$0.00	1365	70,557,000
	August	\$2,882.28	\$0.00	\$0.00	1366	72,057,000
	September	\$2,890.88	\$0.00	\$0.00	1377	72,272,000
	October	\$2,915.08	\$0.00	\$0.00	1397	72,877,000
2016	November	\$2,889.08	\$0.00	\$0.00	1390	72,227,000
	December	\$2,889.08	\$0.00	\$0.00	1390	72,227,000
	January	\$2,889.08	\$0.00	\$0.00	1390	72,227,000
	February	\$2,889.24	\$0.00	\$0.00	1391	72,231,000
2016	March	\$2,889.24	\$0.00	\$0.00	1391	72,231,000
	April	\$2,889.24	\$0.00	\$0.00	1391	72,231,000
	May	\$2,889.24	\$0.00	\$0.00	1391	72,231,000
	June	\$2,889.24	\$0.00	\$0.00	1391	72,231,000
	Totals	\$34,623.96	\$0.00	\$0.00	1386	72,133,250

2016	July	\$2,852.12	\$0.00	\$0.00	1361	71,303,000
	August	\$2,854.32	\$0.00	\$0.00	1354	71,358,000
	September	\$2,920.52	\$0.00	\$0.00	1371	73,013,000
	October	\$2,939.72	\$0.00	\$0.00	1371	73,493,000
2017	November	\$2,998.92	\$0.00	\$0.00	1387	74,973,000
	December	\$2,998.92	\$0.00	\$0.00	1387	74,973,000
	January	\$2,971.56	\$0.00	\$0.00	1376	74,289,000
	February	\$2,984.56	\$0.00	\$0.00	1378	74,614,000
2017	March	\$2,978.36	\$0.00	\$0.00	1375	74,459,000
	April	\$2,958.36	\$0.00	\$0.00	1370	73,959,000
	May	\$2,948.56	\$0.00	\$0.00	1359	73,714,000
	June	\$2,769.68	\$0.00	\$0.00	1262	69,242,000
	Totals	\$35,175.60	\$0.00	\$0.00	1363	73,282,500

2017	July	\$2,961.08	\$0.00	\$0.00	1332	74,027,000
	August	\$2,961.08	\$0.00	\$0.00	1332	74,027,000
	September	\$2,941.28	\$0.00	\$0.00	1323	73,532,000
	October	\$2,941.28	\$0.00	\$0.00	1323	73,532,000
	November	\$3,018.28	\$0.00	\$0.00	1357	75,457,000

	December		\$0.00	\$0.00	\$0.00		1361	71,303,000
2018	January		\$0.00	\$0.00	\$0.00		1361	71,303,000
2018	Totals	\$14,823.00	\$0.00	\$0.00	\$0.00	\$0.00	1341	73,311,571
AD&D Totals		\$145,217.84	\$10,012.17	\$0.00	\$0.00	\$0.00	1313	68,993,498

Dependent Life

Year	Month	Premium Paid	Paid Claims by Paid Date	Conversion & Port Charges	Waiver Face Amount	Number of Lives	Volume
2013	July	\$3,492.72	\$0.00	\$0.00		484	10,575,000
	August	\$3,537.09	\$0.00	\$0.00		487	10,675,000
	September	\$3,595.43	\$0.00	\$0.00		487	10,910,000
	October	\$3,620.83	\$0.00	\$0.00		489	10,945,000
	November	\$3,560.36	\$0.00	\$0.00		492	11,005,000
2014	December	\$3,524.98	\$0.00	\$0.00		495	11,035,000
	January	\$3,545.34	\$0.00	\$0.00		493	10,990,000
	February	\$3,531.77	\$0.00	\$0.00		499	11,090,000
	March	\$3,559.44	\$0.00	\$0.00		517	11,380,000
	April	\$3,574.54	\$0.00	\$0.00		471	10,290,000
	May	\$3,566.94	\$0.00	\$0.00		467	10,252,000
	June	\$3,505.59	\$0.00	\$0.00		467	9,554,500
2014	Totals	\$42,615.03	\$0.00	\$0.00	\$0.00	487	10,725,125

2014	July	\$4,383.27	\$0.00	\$0.00		630	13,520,000
	August	\$4,418.54	\$0.00	\$0.00		620	13,837,000
	September	\$4,427.22	\$25,009.23	\$0.00		630	14,022,000
	October	\$4,437.54	\$0.00	\$0.00		626	13,968,000
	November	\$4,412.72	\$0.00	\$0.00		627	13,993,000
2015	December	\$4,170.69	\$0.00	\$0.00		621	13,637,000
	January	\$4,231.65	\$0.00	\$0.00		625	13,747,000
	February	\$4,223.68	\$0.00	\$0.00		623	13,697,000
	March	\$4,231.65	\$0.00	\$0.00		645	13,747,000
	April	\$4,231.65	\$0.00	\$0.00		625	13,747,000
	May	\$4,231.65	\$0.00	\$0.00		625	13,747,000
	June	\$4,231.65	\$10,012.17	\$0.00		625	13,747,000
2015	Totals	\$51,631.91	\$35,021.40	\$0.00	\$0.00	627	13,784,083

2015	July	\$4,262.59	\$10,006.56	\$0.00		627	13,801,000
	August	\$4,262.59	\$0.00	\$0.00		627	13,801,000
	September	\$4,256.07	\$0.00	\$0.00		634	13,886,000

	October	\$4,313.60	\$0.00	\$0.00	648	14,136,000
	November	\$4,575.50	\$10,001.23	\$0.00	646	13,941,000
	December	\$4,575.50	\$0.00	\$0.00	646	13,941,000
2016	January	\$4,575.49	\$0.00	\$0.00	646	13,941,000
	February	\$4,576.30	\$0.00	\$1,000.00	647	13,945,000
	March	\$4,576.30	\$0.00	\$0.00	647	13,945,000
	April	\$4,576.30	\$0.00	\$0.00	647	13,945,000
	May	\$4,576.19	\$0.00	\$0.00	647	13,945,000
	June	\$4,576.19	\$0.00	\$0.00	645	13,945,000
2016	Totals	\$53,702.62	\$20,007.79	\$1,000.00	642	13,931,000

	2016 July	\$4,780.82	\$0.00	\$0.00	635	13,667,000
	August	\$4,750.92	\$0.00	\$0.00	629	13,512,000
	September	\$4,764.01	\$0.00	\$0.00	628	13,547,000
	October	\$4,880.03	\$25,009.23	\$0.00	627	13,837,000
	November	\$4,764.56	\$0.00	\$0.00	632	13,997,000
	December	\$4,764.56	\$0.00	\$0.00	632	13,997,000
2017	January	\$4,784.39	\$0.00	\$0.00	624	13,833,000
	February	\$4,675.70	\$0.00	\$0.00	622	13,763,000
	March	\$4,671.30	\$10,001.09	\$0.00	620	13,728,000
	April	\$4,623.13	\$0.00	\$0.00	618	13,618,000
	May	\$4,576.39	\$0.00	\$0.00	612	13,608,000
	June	\$4,282.19	\$0.00	\$0.00	574	12,666,000
2017	Totals	\$56,318.00	\$35,010.32	\$0.00	621	13,647,750

	2017 July	\$4,846.94	\$10,005.60	\$0.00	594	13,226,000
	August	\$4,859.15	\$0.00	\$0.00	593	13,237,000
	September	\$4,852.95	\$0.00	\$0.00	590	13,192,000
	October	\$4,852.94	\$0.00	\$0.00	590	13,192,000
	November	\$5,016.72	\$0.00	\$0.00	609	13,687,000
	December	\$45.26	\$0.00	\$0.00	633	13,653,000
2018	January	\$0.00	\$0.00	\$0.00	633	13,653,000
2018	Totals	\$24,473.96	\$10,005.60	\$0.00	606	13,405,714
Dependent Life Totals		\$175,038.90	\$80,037.32	\$0.00	597	13,098,735

LONG TERM DISABILITY EXPERIENCE

LTD Experience Exhibit

Group: 679887 Chattanooga, City of

Valuation Date: 12/31/2017

Time Period From To	Prior Periods		Formula Review Period				IBNR	Formula Review	Total Excl. IBNR
	Year 5	Year 4	Year 3	Year 2	Year 1				
		7/1/2013	6/1/2014	6/1/2015	6/1/2016	6/1/2017	6/1/2017	6/1/2014 5/31/2017	7/1/2013 5/31/2017
Paid Claims	\$	115,263	\$ 103,608	\$ 82,869	\$ 71,918	\$ -	\$ -	\$ 258,395	373,658
IBNR		NA	NA	NA	NA	\$ 96,982	\$ -	-	-
Total Incurred	\$	119,674	\$ 156,327	\$ 182,302	\$ 332,215	\$ 96,982	\$ 96,982	\$ 670,845	790,519
Paid Premium	\$	244,862	\$ 271,506	\$ 275,247	\$ 284,419	\$ 120,160	\$ 120,160	\$ 831,172	1,076,034
Loss Ratio		49%	58%	66%	117%	81%	81%	81%	73%
Open Claims		1	4	2	8	-	-	14	15
Closed Claims		6	4	4	2	-	-	10	16
Total Claims		7	8	6	10	-	-	24	31

Insured plans are underwritten by ReliaStar Life Insurance Company, a member of the VOYA family of Companies. For self-funded plans, we provide only administrative services.

SHORT TERM DISABILITY EXPERIENCE



Group #	67988-7		
		<u>Paid Premium</u>	<u>Paid Claims</u>
	7/1/2013	24,988.68	6,615.54
	8/1/2013	25,097.97	11,885.61
	9/1/2013	25,264.45	16,172.63
	10/1/2013	25,286.99	18,147.50
	11/1/2013	24,773.64	20,078.50
	12/1/2013	24,956.94	17,741.70
	1/1/2014	24,965.61	4,633.20
	2/1/2014	24,906.85	15,430.98
	3/1/2014	25,354.22	9,513.17
	4/1/2014	24,197.74	16,983.57
	5/1/2014	24,197.74	32,416.57
	6/1/2014	24,197.74	25,829.62
	7/1/2014	30,511.55	32,442.29
	8/1/2014	30,232.33	9,891.42
	9/1/2014	30,553.02	18,621.70
	10/1/2014	30,390.65	19,571.44
	11/1/2014	30,488.11	8,928.02
	12/1/2014	30,227.66	20,221.06
	1/1/2015	30,258.75	6,810.95
	2/1/2015	30,258.28	34,379.79
	3/1/2015	30,258.75	27,262.14
	4/1/2015	30,258.75	9,766.01
	5/1/2015	30,258.75	7,007.72
	6/1/2015	30,258.75	30,612.73
	7/1/2015	30,405.92	29,552.53
	8/1/2015	30,427.72	21,037.31
	9/1/2015	30,407.85	28,286.21
	10/1/2015	30,334.40	14,997.26
	11/1/2015	31,263.52	13,988.48
	12/1/2015	31,263.52	25,309.45
	1/1/2016	31,263.52	14,407.89
	2/1/2016	31,263.52	34,039.17
	3/1/2016	31,263.34	31,259.38
	4/1/2016	31,263.52	15,652.23
	5/1/2016	31,263.52	7,981.72
	6/1/2016	31,263.52	17,095.43
	7/1/2016	32,758.01	8,282.44
	8/1/2016	32,592.38	16,840.75
	9/1/2016	33,310.64	20,655.86

10/1/2016	33,638.74	8,642.61
11/1/2016	34,442.78	14,045.42
12/1/2016	34,466.81	38,142.76
1/1/2017	35,293.54	26,378.05
2/1/2017	35,550.84	16,320.45
3/1/2017	35,542.76	26,144.60
4/1/2017	35,644.21	16,974.72
5/1/2017	35,069.81	38,439.59
6/1/2017	36,152.44	34,625.11
7/1/2017	35,244.93	22,784.23
8/1/2017	35,226.77	30,141.09
9/1/2017	34,890.01	21,274.78
10/1/2017	34,600.92	17,549.27
11/1/2017	-	22,461.89
12/1/2017	-	31,805.39

Billing / Rates

User: 03508
Domain: City of Chattanooga

My Billing

Rec'd by
W. Norris
Receipt 189955
12-28-17

Invoice Summary
as of Thu, Dec 21 2017 11:07 AM GMT-05:00

Account Holder: City of Chattanooga

GBP No: 0067988-7

Financial Acct: 582180

Invoice No: 11A9768195

Total Due: 105,111.44

Billing Period: 11/01/17 to 11/30/17

Total Paid: 0.00

Date Due: 11/01/17

Date Paid: 11/01/17

Coverage/Service Fee	Rating Criteria	Number of Lives	Volume	Rate	Premium	Adjustments	Total Premium
Accidental Death & Dismemberment Basic Employee	City of Chattanooga	2,179	86,533,000	0.019/1000 of Coverage Amount	1,644.12	0.00	1,644.12
Accidental Death & Dismemberment Supplemental Dependent Child	City of Chattanooga	279	2,732,000	0.04/1000 of Coverage Amount	109.28	0.00	109.28
Accidental Death & Dismemberment Supplemental Dependent Spouse	City of Chattanooga	325	10,865,000	0.04/1000 of Coverage Amount	434.60	0.00	434.60
Accidental Death & Dismemberment Supplemental Employee	City of Chattanooga	753	61,860,000	0.04/1000 of Coverage Amount	2,474.40	0.00	2,474.40
Life Basic Employee	All Members	2,179	86,533,000	0.159/1000 of Coverage Amount	13,758.74	0.00	13,758.74
Life Supplemental Dependent Children	City of Chattanooga	279	2,732,000	0.2/1000 of Coverage Amount	546.40	0.00	546.40
Life Supplemental Dependent Spouse	Member Age [0-24], City of Chattanooga	5	150,000	0.077/1000 of Coverage Amount	11.55	0.00	11.55
Life Supplemental Dependent Spouse	Member Age [25-29], City of Chattanooga	24	790,000	0.088/1000 of Coverage Amount	69.52	0.00	69.52
Life Supplemental Dependent Spouse	Member Age [30-34], City of Chattanooga	42	1,650,000	0.107/1000 of Coverage Amount	176.55	0.00	176.55
Life Supplemental Dependent Spouse	Member Age [35-39], City of Chattanooga	55	1,885,000	0.148/1000 of Coverage Amount	278.98	0.00	278.98
Life Supplemental Dependent Spouse	Member Age [40-44], City of Chattanooga	50	1,790,000	0.212/1000 of Coverage Amount	379.48	0.00	379.48
Life Supplemental Dependent Spouse	Member Age [45-49], City of Chattanooga	39	1,605,000	0.337/1000 of Coverage Amount	540.88	0.00	540.88
Life Supplemental Dependent Spouse	Member Age [50-54], City of Chattanooga	47	1,250,000	0.538/1000 of Coverage Amount	672.50	0.00	672.50
Life Supplemental Dependent Spouse	Member Age [55-59], City of Chattanooga	26	715,000	0.832/1000 of Coverage Amount	594.88	0.00	594.88

Life Supplemental Dependent Spouse	Member Age [60-64], City of Chattanooga	27	830,000	1.312/1000 of Coverage Amount	1,088.96	0.00	1,088.96
Life Supplemental Dependent Spouse	Member Age [65-69], City of Chattanooga	6	115,000	2.293/1000 of Coverage Amount	263.69	0.00	263.69
Life Supplemental Dependent Spouse	Member Age [70-74], City of Chattanooga	4	85,000	4.095/1000 of Coverage Amount	348.07	0.00	348.07
Life Supplemental Dependent Spouse	Member Age [75+], City of Chattanooga	0	0	7.948/1000 of Coverage Amount	0.00	0.00	0.00
Life Supplemental Employee	Member Age [0-24], City of Chattanooga	21	1,730,000	0.077/1000 of Coverage Amount	133.21	0.00	133.21
Life Supplemental Employee	Member Age [25-29], City of Chattanooga	60	5,360,000	0.088/1000 of Coverage Amount	471.68	0.00	471.68
Life Supplemental Employee	Member Age [30-34], City of Chattanooga	81	7,820,000	0.107/1000 of Coverage Amount	836.74	0.00	836.74
Life Supplemental Employee	Member Age [35-39], City of Chattanooga	125	12,230,000	0.148/1000 of Coverage Amount	1,810.04	0.00	1,810.04
Life Supplemental Employee	Member Age [40-44], City of Chattanooga	108	10,750,000	0.212/1000 of Coverage Amount	2,279.00	0.00	2,279.00
Life Supplemental Employee	Member Age [45-49], City of Chattanooga	123	9,780,000	0.337/1000 of Coverage Amount	3,295.86	0.00	3,295.86
Life Supplemental Employee	Member Age [50-54], City of Chattanooga	101	7,780,000	0.538/1000 of Coverage Amount	4,185.64	0.00	4,185.64
Life Supplemental Employee	Member Age [55-59], City of Chattanooga	81	4,350,000	0.832/1000 of Coverage Amount	3,619.20	0.00	3,619.20
Life Supplemental Employee	Member Age [60-64], City of Chattanooga	40	1,720,000	1.312/1000 of Coverage Amount	2,256.64	0.00	2,256.64
Life Supplemental Employee	Member Age [65-69], City of Chattanooga	12	330,000	2.293/1000 of Coverage Amount	756.69	0.00	756.69
Life Supplemental Employee	Member Age [70-74], City of Chattanooga	1	10,000	4.095/1000 of Coverage Amount	40.95	0.00	40.95
Life Supplemental Employee	Member Age [75+], City of Chattanooga	0	0	7.948/1000 of Coverage Amount	0.00	0.00	0.00
Long Term Disability Income Benefit Basic Employee	All Members	1,339	4,430,792	0.55/100 of Coverage Amount	24,369.35	0.00	24,369.35
STD DIAL Fully Insured Voluntary	Member Age [0-24]	44	17,475	0.509/10 of Coverage Amount	889.48	0.00	889.48
STD DIAL Fully Insured Voluntary	Member Age [25-29]	102	41,464	0.509/10 of Coverage Amount	2,110.52	0.00	2,110.52
STD DIAL Fully Insured Voluntary	Member Age [30-34]	110	48,228	0.509/10 of Coverage Amount	2,454.81	0.00	2,454.81
STD DIAL Fully Insured Voluntary	Member Age [35-39]	167	80,986	0.509/10 of Coverage Amount	4,122.19	0.00	4,122.19
STD DIAL Fully Insured Voluntary	Member Age [40-44]	162	89,122	0.509/10 of Coverage Amount	4,536.31	0.00	4,536.31

12/21/2017

Voya Financial Employee Benefits Online Services - Billing

STD DIAL Fully Insured Voluntary	Member Age [45-49]	170	91,945	0.509/10 of Coverage Amount	4,680.00	0.00	4,680.00
STD DIAL Fully Insured Voluntary	Member Age [50-54]	156	81,431	0.509/10 of Coverage Amount	4,144.84	0.00	4,144.84
STD DIAL Fully Insured Voluntary	Member Age [55-59]	152	72,072	0.79/10 of Coverage Amount	5,693.69	0.00	5,693.69
STD DIAL Fully Insured Voluntary	Member Age [60-64]	77	38,475	1.33/10 of Coverage Amount	5,117.18	0.00	5,117.18
STD DIAL Fully Insured Voluntary	Member Age [65-69]	12	5,747	1.33/10 of Coverage Amount	764.35	0.00	764.35
STD DIAL Fully Insured Voluntary	Member Age [70+]	5	2,270	1.33/10 of Coverage Amount	301.91	0.00	301.91
FMLA		0	0	1.32 per 2,158	2,848.56	0.00	2,848.56

Total Invoice Amount: 105,111.44

Back

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APPENDIX B

PROPOSER QUALIFICATION DATA

All questions must be answered clearly and comprehensively. If necessary, separate sheets may be attached.

1. Company Name of proposer: _____
1. Main office address. _____
1. Phone: _____ Fax: _____
Email Address: _____
1. Proposers federal tax identification number: _____
(Please attach Form W-9)
1. The proposer is organized as a _____
1. The date the proposer was organized in its current form: _____
1. If a corporation, the state where it is incorporated: _____
1. Is your company registered with the Tennessee Secretary of State?
 - a. ☐ YES
 - b. ☐ NO - Please explain
1. How many years have you been engaged in the business described in this solicitation, under your present firm or trade name:

1. Describe any pending plans to sell or merge your company. _____
1. Have you ever been debarred or suspended by a government from consideration for the award of contracts?
 - a. ☐ YES - Please list the contract party, and explain
 - b. ☐ NO
1. Have you ever been disqualified, removed, sued, or otherwise prevented from proposing on or completing any contract?
 - a. ☐ YES - Please list the contract party, and explain

b. ☐ NO

1. Have you ever been charged with liquidated damages on a contract?

☐ YES - Please list the contract party, and explain

☐ NO

1. Bonding

a. Limit: \$ _____

b. Bonding Company: _____

c. Address: _____

d. Phone Number: _____

APPENDIX C

**Chapter No. 817 (HB0261/SB0377).
"Iran Divestment Act" enacted.
Vendor Disclosure and Acknowledgement**

By submission of this bid, each proposer and each person signing on behalf of any proposer certifies, and in the case of a joint bid each party thereto certifies as to its own organization, under penalty of perjury, that to the best of its knowledge and belief that each proposer is not on the list created pursuant to § 12-12-106.

(SIGNED) _____
(PRINTED NAME) _____
(BUSINESS NAME) _____
(DATE) _____

For further information, please see website: www.tn.gov, type in search term "List of persons pursuant to Tenn.Code Ann. 12-12-106," and search to access a link to the "Public Information Library."

<https://www.tn.gov/generalservices/article/Public-Information-library>. There, click on List of persons pursuant to Tenn.Code Ann. 12-12-106, Iran Divestment Act. The list, which is periodically updated, is there. Currently, as of 10/17/17, the link for the list is available at this address:

[https://www.tn.gov/assets/entities/generalservices/cpo/attachments/List of persons pursuant to Tenn. Code Ann. 12-12-106 Iran Divestment Act updated 7.7.17.pdf](https://www.tn.gov/assets/entities/generalservices/cpo/attachments/List_of_persons_pursuant_to_Tenn.Code_Ann._12-12-106_Iran_Divestment_Act_updated_7.7.17.pdf)

APPENDIX D

Affirmative Action Plan

The City of Chattanooga is an equal opportunity employer and during the performance of this Contract, the Contractor agrees to abide by the equal opportunity goals of the City of Chattanooga as follows:

1. The Contractor will not discriminate against any employee or applicant for employment because of race, color, religion, sex, national origin, or handicap. The Contractor will take affirmative action to ensure that applicants are employed, and the employees are treated during employment without regard to their race, color, religion, sex, national origin, or handicap. Such action shall include, but not be limited to, the following: employment, upgrading, demotion, or transfer, recruitment or recruitment advertising, layoff or termination, rates of pay, or other forms of compensation, and selection for training, including apprenticeship. The Contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices setting forth the
2. The Contractor will, in all solicitations or advertisements for employees placed by or on behalf of the Contractor, state that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, or handicap.
3. The Contractor will send to each labor union or representative of workers with which he/she has a collective bargaining agreement or other contract or understanding, a notice advising the said labor union or workers' representatives of the Contractor's commitments under this section, and shall post copies of the notice in conspicuous places available to employees and applicants for employment.
4. During the term of this contract the following non-discriminatory hiring practices shall be employed to provide employment opportunities for minorities and women:
 - a. All help wanted ads placed in newspapers or other publications shall contain the phrase "Equal Employment Opportunity Employer."
 - b. Seek and maintain contracts with minority groups and human relations organizations as available.
 - c. Encourage present employees to refer qualified minority group and female applicants for employment opportunities
 - d. Use only recruitment sources which state in writing that they practice equal opportunity. Advise all recruitment sources that qualified minority group members and women will be sought for consideration for all positions when vacancies occur.
2. Minority statistics are subject to audit by City of Chattanooga staff or other governmental agency.
6. The Contractor agrees to notify the City of Chattanooga of any claim or investigation by State or Federal agencies as to discrimination.

(Signature of Contractor)

(Title and Name of Company)

(Date)

APPENDIX E

No Contact/No Advocacy Affidavit

City of Chattanooga
Purchasing Division

State of _____
County of _____

_____ (agent name), being first duly sworn, deposes and says that:

1. He/She is the owner, partner, officer, representative, or agent of

_____ (business name), the Submitter of the attached sealed solicitation response to Solicitation # _____;

1. _____ (agent name) swears or affirms that the Submitter has taken notice, and will abide by the following No Contact and No Advocacy clauses:

NO CONTACT POLICY: After the posting of this solicitation, a potential submitter is prohibited from directly or indirectly contacting any City of Chattanooga representative concerning the subject matter of this solicitation, unless such contact is made with the Purchasing Division.

NO ADVOCATING POLICY: To ensure the integrity of the review and evaluation process, companies and/or individuals submitting sealed solicitation responses, as well as those persons and/or companies formally/informally representing such submitters, may not directly or indirectly lobby or advocate to any City of Chattanooga representative.

Any business entity and/or individual that does not comply with the No Contact and No Advocating policies may be subject to the rejection or disqualification of its solicitation response from consideration.

Submitter Signature: _____

Printed Name: _____

Title: _____

Subscribed and sworn to before me this _____ day of _____, 2_____.

Notary Public: _____

My commission expires: _____