



Resident Watchman
Annual Report for 2023

The Resident Watchman program is covered in the Forest Preserve District of Cook County Code of Ordinances Section 1-9-3: Fees and Occupancy of District Lands. The Resident Watchman Annual Report is required pursuant to Section 1-9-3(B)-16.

- 1. PROGRAM MONITORING.** During the course of a normal year, the Housing Director or their designee conduct a minimum of one internal physical walk-through of each residence. In addition, due to maintenance and repairs, in a typical year, most residences may be inspected or visited three to four times. District staff also conduct external inspections of each residence to ensure all Watchmen are maintaining the residences and immediate grounds. District staff also made multiple inspections of the boundary areas assigned to Watchmen ensuring that Watchmen are performing assigned duties.
- 2. FEE COLLECTIONS.** Occupancy Fees are the payments made by Resident Watchmen for occupying the residence. All Resident Watchmen enter into an Occupancy Agreement, and most Occupancy Fees are deducted via automatic Payroll Deductions. These fees cover the cost of the housing maintenance and repairs. Fees collected in 2023 were \$247,314. This amount is an increase of \$7,940 from the \$239,374 in fees collected in 2022, due to the fact that there were more occupied residences and fewer vacancies throughout the year. As properties are vacated or new properties are added, each are brought up to current code or undergo repairs before being listed for occupancy. This may cause a property to remain vacant for a period of time.

2023 started with 33 Resident Watchmen. By the end of 2023, there were 29 Resident Watchmen. Several properties were vacant for an extended period of time during the year due to the repair process. At year-end there were six (6) vacancies. We expect most if not all of these vacancies to be occupied by year-end 2024. In some cases, these remain vacant until all electrical, plumbing, roofing or other mechanical / structural types of repairs bring the residence into full compliance with the Cook County Building and Zoning Residential Code. In other cases, it may just be cosmetic and minor repairs to provide a clean residence. The funding for these repairs comes from the Occupancy Fees paid by the Resident Watchmen as previously explained. Over time, vacant residences will either be repaired, removed from the program and repurposed when feasible, or demolished.

- 3. PROGRAM EXPENSES.** The expenses to cover the costs for the Resident Watchman program come from the Occupancy Fees paid by the residents. Expenses and encumbrances related to the program in 2023 were \$122,496, a decrease of \$29,014 from 2022, when expenses were \$151,510. This decrease is due in part to delayed maintenance work. It is challenging to obtain bids and find vendors for some projects. These projects will be rebid in 2024. We expect to see 2024 expenses to increase with continued repairs for electrical, plumbing and HVAC systems, installing new windows and roofs, and adding insulation and other physical structural repairs. As previously mentioned, when properties are vacated or new properties are added, these will be brought up to code before being listed for occupancy. At times, this may cause a property to remain vacant for an extended period.

The condition of Watchman Residences continues to improve, but there remains a significant amount of deferred structural and mechanical maintenance and repairs, such as several more HVAC systems, new roofs, siding, windows, insulation etc. for several of the residences. The District expects the 2024 Annual Report to reflect that a large percentage of the Resident Watchman budget will be spent on repairing and maintaining the residences.

- a. **OCCUPIED RESIDENCES & VACANCIES.** The District currently maintains 35 Resident Watchman residences. At the end of 2023, six (6) were vacant. We expect by year-end 2024 all 35 residences to be occupied. The District did not add any new properties or remove any properties in 2023.

RESIDENT WATCHMAN MANUAL. In October of 2012, Chief United States Magistrate Judge Sidney Schenkier approved the District's Amended Supplemental Policies Manual, which included the Resident Watchman Program Manual. The Program Manual has had minimal, if any changes, since that time. Over the last two years District staff have spent substantial time reviewing the manual and proposing updates. A final updated manual is expected in 2024.

TERMINATION. The District has one Watchman who may be terminated from the program in 2024 due to current restrictions on the employee's ability to perform required duties or separation from employment.

The District maintains three types of residences:

- 1) Attached Apartments– defined as an apartment physically attached to a District facility, such as a maintenance facility. There are ten (10) Attached Apartments. At the end of 2023, seven (7) were occupied.
- 2) Adjacent Houses – defined as a house located at a District facility – such as a Nature Center or maintenance facility. There are 13 current Adjacent Houses. At the end of 2023, twelve (12) were occupied.
- 3) Free Standing– defined as a stand-alone house located on District property but not at a District facility. The District acquires these houses as part of a larger land purchase where the house was part of the parcel purchased. At the end of 2023, the District had twelve (12) Free Standing residences, ten (10) were occupied, leaving two (2) vacancies.

	Occupied	Vacant	Total
Attached	7	3	10
Adjacent	12	1	13
Free Standing	10	2	12
Total	29	6	35

Please see Attachment B for a list of Watchmen and facilities.

- 4. WATCHMEN ACTIVITY.** Watchmen are required to sit “Fire Watch” on weekends when there are heightened conditions for fires and to conduct visual inspection of assigned boundaries surrounding their residence. These visual inspections are documented in the Watchmen’s Bi-weekly Report. Certain locations may also be called on for snow removal or snow plowing when conditions require.

Each Resident Watchman is required to submit a “Resident Watchman Bi-weekly Report” twice a month, which categorizes their activity as watchmen. The categories that are reported on consist of “Fires,” “Encroachments,” “Hunting,” “Debris,” “Vandalism,” “Missing Signs,” “Branch Removal,” “Citizen Assist,” and “Other.” which may include such things as snow removal / snow plowing, reporting a car accident to 911, noticing lights on in a facility and/or a premises check after hours, or looking for anything out of the ordinary that might require a police inspection or visit.

“**Fires**” consist of two separate activities. It can be calling in wildland fires or responding to wildland fires after designated work hours. “**Debris**” can be either the reporting of larger debris like, fly dumping or the picking up of smaller debris and litter. “**Branch Removal**” also consists of two separate tasks: the reporting of trees or large limbs down where it will impact the general public, and/or the removal of trees and large limbs down where it will impact the public. This work is performed after designated work hours. “**Other**” is a miscellaneous catch-all category to capture a large portion of time spent by Watchmen, which includes snow removal/snow plowing, calling 911, reporting of accidents, turning off lights and alarms after hours at a facility, working with a contractor after hours at a facility, after-hours premise checks at a facility, and assisting other agencies.

Historically, there have been ups and downs in the numbers reported in all categories. Starting in 2020, there has been a beginning of the year training for all Resident Watchmen on duties and responsibilities including what to look for while performing boundary inspections, as well as the type and amount of information to be documented on the Bi-weekly Report. This training led to an increase in incidents reported and logged by Watchmen in 2021 in all categories from 2020. At the start of 2022, the District held this training for all Resident Watchmen. For the Resident Watchmen who have joined the program relatively recently, this was helpful to further understand the roles and responsibilities of the Resident Watchmen. This more complete understanding led to a significant bump in the reporting of incidents as you will see below in Attachment A.

Beginning in 2022, the “Other” category saw an increase over 2021 as we began including much of the time a Watchperson who lives at a facility spends locking and unlocking the street gates, checking the building or buildings for lights left on at night, letting a contractor in or out during non-working hours, and responding to alarms at facilities and other events that occur not captured in any of the other categories.

The 2023 numbers reported show a decrease in the number of debris reported and an increase in missing signs and encroachments reported. The rest of the numbers show some fairly average year over year reporting.

Watchmen Reports are available for review, and a summary of the reports is included as Attachment A.

ATTACHMENT A
RESIDENT WATCHMAN REPORTING STATISTICS

2023

	Fires	Encroachments	Hunting	Debris	Graffiti Vandalism	Missing Signs	Tree / Branch Removal	Citizen Assist	Other
January	0	6	3	54	7	3	40	27	552
February	4	4	4	45	8	4	42	21	549
March	8	6	3	50	13	14	39	28	562
April	3	6	0	54	13	14	33	19	561
May	1	4	1	51	4	10	32	27	583
June	3	7	0	46	12	6	28	37	567
July	0	2	0	41	11	7	45	29	569
August	1	1	0	41	10	6	25	25	600
September	0	4	2	51	10	8	26	35	540
October	7	5	1	42	6	5	30	28	608
November	24	9	1	43	4	7	24	20	494
December	6	6	1	45	5	7	27	13	461
TOTALS	54	60	16	563	103	91	391	309	6646

2022

	Fires	Encroachments	Hunting	Debris	Graffiti Vandalism	Missing Signs	Tree / Branch Removal	Citizen Assist	Other
January	3	2	2	70	10	4	12	21	573
February	2	2	2	80	6	3	20	17	552
March	6	2	2	82	10	7	34	23	535
April	8	2	1	75	10	5	28	22	533
May	1	2	0	81	12	4	34	26	544
June	0	2	0	99	15	3	36	20	579
July	1	2	0	75	9	5	37	33	580
August	0	2	0	76	11	4	43	27	575
September	2	2	0	86	16	0	38	23	585
October	9	2	0	90	14	4	37	26	558
November	13	2	0	83	13	2	36	20	623
December	4	2	1	69	11	3	22	12	638
TOTALS	49	24	8	966	137	44	377	270	6875

2021

	Fires	Encroachments	Hunting	Debris	Graffiti Vandalism	Missing Signs	Tree / Branch Removal	Citizen Assist	Other
January	5	2	4	49	6	7	19	28	210
February	2	1	2	50	1	3	13	29	216
March	13	2	0	69	3	3	35	25	151
April	15	4	2	69	2	1	46	33	177
May	2	3	3	74	4	2	33	21	162
June	0	1	0	55	6	3	52	33	178
July	0	0	0	69	4	4	28	24	180
August	0	1	1	63	5	4	40	27	191
September	1	0	2	78	7	3	27	30	186
October	2	1	0	71	6	8	32	29	183
November	3	0	0	62	9	7	27	20	178
December	3	0	1	60	2	5	34	17	167
TOTALS	46	15	15	769	55	50	386	316	2179

2020

	Fires	Encroachments	Hunting	Debris	Graffiti Vandalism	Missing Signs	Tree / Branch Removal	Citizen Assist	Other
January	0	1	0	60	1	1	36	22	135
February	0	1	0	45	0	3	25	13	102
March	2	0	0	62	2	2	24	24	99
April	2	0	0	56	2	1	26	38	89
May	1	0	1	76	6	3	30	36	120
June	1	0	0	56	1	1	32	27	126
July	0	0	0	55	1	2	28	18	124
August	0	0	0	61	0	1	38	31	110
September	0	0	0	58	1	2	29	22	119
October	0	0	1	62	0	3	26	21	118
November	3	0	0	60	1	1	26	19	103
December	4	0	1	42	1	2	13	12	102
TOTALS	13	2	3	693	16	22	333	283	1,347

2019

	Fires	Encroachments	Hunting	Debris	Graffiti Vandalism	Missing Signs	Tree / Branch Removal	Citizen Assist	Other
January	1	2	0	23	0	0	17	28	121
February	0	1	0	24	0	0	21	21	119
March	4	1	0	27	0	0	18	20	98
April	2	0	0	38	1	1	25	23	100
May	1	0	0	30	2	1	31	19	100
June	0	1	1	22	0	0	20	26	108
July	0	0	0	26	0	1	15	24	92
August	0	0	0	22	1	2	22	24	100
September	0	0	0	21	2	3	23	18	113
October	0	0	0	35	0	4	24	19	116
November	0	0	0	33	0	3	29	19	146
December	0	0	0	40	2	1	23	19	91
TOTALS	8	5	1	341	8	16	268	260	1304

2018

	Fires	Encroachments	Hunting	Debris	Graffiti Vandalism	Missing Signs	Tree / Branch Removal	Citizen Assist	Other
January	2	4	0	60	0	2	21	45	151
February	0	4	1	51	1	3	24	36	171
March	7	2	1	69	1	6	27	35	141
April	7	2	1	55	1	1	28	35	124
May	0	2	1	58	0	3	37	33	153
June	0	2	1	56	2	7	42	34	130
July	0	2	0	75	1	0	29	24	150
August	0	2	0	62	0	3	28	36	143
September	0	3	0	58	0	2	29	30	141
October	2	2	0	55	1	5	33	24	112
November	0	2	0	35	2	4	28	26	168
December	0	2	0	23	0	1	30	15	130
TOTALS	18	29	5	657	9	37	356	373	1714

2017

	Fires	Encroachments	Hunting	Debris	Graffiti Vandalism	Missing Signs	Tree / Branch Removal	Citizen Assist	Other
January	4	4	1	50	1	7	20	25	64
February	9	4	3	50	1	6	19	18	76
March	4	4	3	39	5	6	23	22	81
April	1	5	1	43	1	4	17	29	115
May	0	4	0	49	2	5	21	32	111
June	0	3	0	38	2	3	21	22	86
July	0	5	0	55	0	4	20	20	122
August	0	4	0	51	0	4	18	30	114
September	2	3	0	46	1	5	18	26	130
October	0	4	0	57	1	5	34	23	125
November	6	5	0	51	0	3	22	24	115
December	6	3	0	48	3	4	22	32	145
TOTALS	35	48	8	577	17	56	255	303	1284

2016

	Fires	Encroachments	Hunting	Debris	Graffiti Vandalism	Missing Signs	Tree / Branch Removal	Citizen Assist	Other
January	0	5	0	40	1	4	16	19	56
February	0	5	3	49	0	3	22	29	69
March	7	5	8	48	0	2	25	33	74
April	3	4	0	54	2	4	13	32	73
May	0	4	0	43	5	5	26	28	82
June	0	4	0	44	3	3	20	44	70
July	0	6	0	50	0	3	29	30	85
August	0	4	1	47	0	5	19	30	94
September	0	4	0	48	3	6	20	27	76
October	0	3	2	47	0	6	23	28	77
November	7	4	0	39	0	4	24	34	77
December	1	4	1	36	1	7	18	17	94
TOTALS	18	52	15	545	15	52	255	351	927

2015

	Fires	Encroachments	Hunting	Debris	Graffiti Vandalism	Missing Signs	Tree / Branch Removal	Citizen Assist	Other
January	4	5	0	31	0	4	6	18	43
February	4	1	0	24	0	2	10	24	51
March	6	0	3	24	1	2	17	16	35
April	9	4	1	37	0	1	19	26	37
May	3	5	0	38	1	2	22	26	52
June	0	2	0	33	0	2	20	28	44
July	0	3	0	40	1	2	34	32	61
August	0	4	0	38	1	2	32	25	52
September	0	2	0	41	0	2	20	34	56
October	0	4	0	48	0	1	29	42	54
November	7	4	0	41	0	2	25	25	53
December	0	4	0	38	1	2	16	26	40
TOTALS	33	38	4	433	5	24	250	322	578

2014

	Fires	Encroachments	Hunting	Debris	Graffiti Vandalism	Missing Signs	Tree / Branch Removal	Citizen Assist	Other
January	0	4	0	25	1	3	12	32	82
February	1	7	0	24	0	3	14	24	64
March	3	7	0	41	1	4	18	16	56
April	15	5	1	35	1	2	20	22	41
May	1	6	0	33	1	2	22	22	55
June	0	9	0	38	0	3	33	27	49
July	3	7	0	47	0	2	26	24	48
August	0	6	0	48	0	2	19	26	55
September	1	6	0	48	0	3	27	32	49
October	2	6	0	42	1	5	23	18	45
November	11	8	0	40	0	3	19	20	30
December	0	6	0	38	2	1	16	13	22
TOTALS	37	77	1	459	7	33	249	276	596

2013

	Fires	Encroachments	Hunting	Debris	Graffiti Vandalism	Missing Signs	Tree / Branch Removal	Visitor Assist	Other
January	0	4	1	42	0	6	16	25	41
February	1	4	2	32	1	6	23	28	61
March	3	4	0	47	1	6	23	35	56
April	18	6	0	57	2	6	34	36	48
May	2	7	2	50	1	3	34	39	49
June	0	6	0	40	1	2	43	42	51
July	2	6	0	34	4	3	34	26	52
August	0	8	0	34	1	3	24	22	56
September	0	6	0	34	0	5	34	20	40
October	0	7	0	38	0	3	25	24	41
November	3	6	0	45	1	1	24	21	32
December	0	4	0	14	2	5	10	20	33
TOTALS	29	68	5	467	14	49	324	338	560

2012

	Fires	Encroachments	Hunting	Debris	Graffiti Vandalism	Missing Signs	Tree / Branch Removal	Visitor Assist	Other
January	0	6	2	43	2	5	18	34	75
February	0	3	4	40	3	7	27	40	57
March	34	5	3	46	4	5	37	43	28
April	5	4	0	41	4	5	33	37	31
May	1	5	0	47	1	7	31	45	43
June	12	4	1	49	2	6	30	37	51
July	3	4	0	49	3	5	36	30	41
August	0	3	0	56	5	3	39	37	52
September	0	4	1	57	4	5	33	32	55
October	4	5	1	47	4	6	29	41	41
November	7	6	0	56	2	4	25	33	41
December	0	4	0	48	1	3	22	22	35
TOTALS	66	53	12	579	35	61	360	431	550

Attachment B

RESIDENT WATCHMAN/WOMAN OCCUPANCY REPORT AS OF 12-31-2023

4 = Moved out during 2023
0 = Moved in during the year
29 = Occupied on 12/31/2023
6 = Vacant at end of 2023
35 = Total number of Resident Watchman Residences

- Please note residences may be listed twice due to a Resident Watchman moving in or moving out of the residence during the year.

Type	HB	Name	Address	Monthly Fee	Date of Occupancy	Division
Adjacent	101A	Donald Cox	3500 Rohlwing Road Rolling Meadows	595.53	10-30-2021	Northwest/Poplar Creek
Adjacent	103	Brian Winters	410 West Dundee Road Palatine	595.53	8-31-12	Northwest/Poplar Creek
Adjacent	105A	Rob Klamczynski	3 Stover Road Barrington	595.53	8-5-12	Northwest/Poplar Creek
Adjacent	110	John McCabe	640 Cosman Road Elk Grove Village	595.53	7-1-03	Northwest/Poplar Creek
Free Standing	113A	Lindsay Ivanyi	450 S. Arlington Heights Rd Elk Grove	714.64	12-15-14	Northwest/Poplar Creek
Free Standing	114B	Jacob Huffman	356 Donlea Road Barrington	714.64	06-01-2021	Northwest/Poplar Creek
Free Standing	115	Vacant	1335 S. Freeman Barrington,	714.64		Northwest/Poplar Creek
Adjacent	135	Nick Kuhn	11N2080 Rohrssen Road Elgin,	595.53	12-01-17	Northwest/Poplar Creek
Attached	136	Paul Stiller	3100 West Golf Road Elgin	476.42	12-08-12	Northwest/Poplar Creek
Free Standing	195	Vacant	110 South Barrington Road Barrington	714.64		Northwest/Poplar Creek
Attached	203	Matt Skoflanc	6200 West Devon Avenue Chicago	476.42	8-31-12	North Branch/Skokie
Attached	301	Gilbert Rosario	8800 West Belmont Avenue Chicago	476.42	11-11-16	Indian Boundary

Type	HB	Name	Address	Monthly Fee	Date of Occupancy	Division
Attached	304	Adam Kessel	738 Thatcher Avenue River Forest	476.42	07-23-15	Indian Boundary
Adjacent	423	Kevin Neary	500 West Ogden Avenue Western Springs	595.53	7-1-89	Salt Creek
Adjacent	521	Brenda Occhuzzo	9750 S. Willow Springs Rd. Willow Springs	595.53	10-18-12	Palos/Sag Valley
Free Standing	525	Erin Spear	9001 West 103 rd Street Palos Hills	714.64	06-25-2021	Palos/Sag Valley
Attached	601B	Mark Jaeger	463 Thornton/Lansing Road Thornton	476.42	09-15-17	Thorn Creek
Attached	601B	Vacant	463 Thornton/Lansing Road Thornton	476.42	12/01/2023	Thorn Creek
Adjacent	602B	Steve Smith	15895 Paxton South Holland	595.53	10-01-2019	Thorn Creek
Attached	624	Jameal Mathis	18725 S. Stony Island Chicago Heights	595.53	05-01-2020	Thorn Creek
Attached	649	Richard Silva	3302 Ashland Avenue Steger	595.53	06-01-20202	Thorn Creek
Free Standing	650	Sandra Daniels	17270 Volbrecht Road South Holland	714.64	01-01-13	Thorn Creek
Free Standing	770	Michael Parzygnat	770 Hammond Ave Elgin	714.64	07-01-2020	Northwest / Poplar Creek
Adjacent	801A	Tim Paluch	13800 South Harlem Avenue Orland Park	595.53	1-1-95	Tinley Creek
Attached	802A	John Jackson	6797 West 147 th Street Oak Forest	476.42	06-10-2019	Tinley Creek
Attached	802A	Vacant	6797 West 147 th Street Oak Forest	476.42	09-21-2023	Tinley Creek
Free Standing	803	Mike Pogwizd	7300 West 143 rd Street Orland Park	714.64	03-15-2020	Tinley Creek
Attached	901	Joel Rosario	1150 Harms Road Glenview	476.42	01-01-2002	North Branch/Skokie
Attached	901	Vacant	1150 Harms Road Glenview	476.42	08-27-2023	North Branch/Skokie

Type	HB	Name	Address	Monthly Fee	Date of Occupancy	Division
Adjacent	906	Julio Irizarry	1720 Cherry Street Northfield	595.53	2-23-04	North Branch/Skokie
Adjacent	1005	Michael Soverino	3120 Milwaukee Avenue Northbrook	476.42	06-01-2020	Des Plaines
Adjacent	1005	Vacant	3120 Milwaukee Avenue Northbrook	476.42	05-12-2023	Des Plaines
Attached	1101	Kelvin Boyd	12201 West McCarthy Road Palos Park	476.42	06-01-2020	Palos/Sag Valley
Adjacent	1103	Kathleen Weger	12545 West 111 th Street Lemont	595.53	08-20-2022	Palos/Sag Valley
Free Standing	1122	James Phillips	13240 Wolf Road Orland Park	714.64	11-1-01	Palos/Sag Valley
Free Standing	1124B	John Pellegrino	13535 South 110 th Avenue Orland Park	714.64	11-3-01	Palos/Sag Valley
Free Standing	1141	James Pellegrino	12801 South Bell Road Lemont	714.64	09-07-2021	Palos/Sag Valley
Adjacent	1144	Jeanette Louis	13621 S. 110 th Avenue Orland Park	595.53	10-6-03	Palos/Sag Valley
Free Standing	1145	Thomas Lyons	13541 S. 110 th Avenue Orland Park	714.64	10-22-2021	Palos/Sag Valley

Attachment C

SALARY RANGE OF RESIDENT WATCHMEN/WOMEN

Name	House #	Dept	Title	2023 Salary
Boyd, Kelvin	1101	CEP	Program Specialist	59,363
Cox, Donald	101A	Landscape Maint.	Laborer	53,310
Daniels, Sandra	650	Landscape Maint.	Laborer	55,369
Huffman, Jacob	114B	CEP	Naturalist I	69,160
Irizarry, Julio	906	Police	Police Officer	82,332
Ivanyi, Lindsay	113A	Landscape Maint	Division Superintendent	88,358
Jackson, John	802A	Resource Mgt.	Sr. Resource Tech.	72,030
Jaeger, Mark	601B	Landscape Maint.	Asst. Division Superintendent	68,494
Kessel, Adam	304	CEP	Nature Center Director	84,364
Klamczynski, Rob	105A	CEP	Naturalist I	69,825
Kuhn, Nicholas	135	Resource Mgt.	Resource Operations Manager	111,654
Louis, Jeanette	1144	CEP	Naturalist II	81,244
Lyons, Thomas	1145	Landscape Maint.	Divisions Superintendent	88,358
Mathis, Jameal	624	Landscape Maint	Asst. Division Superintendent	79,705
McCabe, John	110	Resource Mgt.	Director of Resource Mgt.	127,987
Neary, Kevin	423	Resource Mgt.	Resource Supervisor	94,827
Occhuizzo, Brenda	521	Resource Mgt.	Asst. Resource Project Mgr.	88,358
Paluch, Timothy	801A	Landscape Maint.	Laborer	55,889
Parzygnant, Mike	770	Police	Police Officer	70,414
Pellegrino, James	1141	Landscape Maint.	Asst. Division Superintendent	65,436
Pellegrino, John	1124B	Resource Mgt	Asst. Resource Operations Mgr.	101,608
Phillips, James	1122	Resource Mgt.	Fisheries Biologist II	81,244
Pogwizd, Mike	803	Fleet & Facilities	Maintenance Equipment Operator	84,843
Rosario, Gilbert	301	Landscape Maint.	Division Superintendent	84,364
Rosario, Joel	901	Resource Mgt.	Resource Supervisor	92,518
Silva, Richard	649	Landscape Maint.	Serviceman	60,320
Skoflanc, Matthew	203	Resource Mgt.	Resource Supervisor	80,371
Smith, Steve	602B	Resource Mgt.	Resource Technician	63,564
Soverino, Michel	1005	Fleet & Facilities	Maintenance Mechanic	80,683
Spear, Erin	525	Resource Mgt.	Resource Technician	63,564
Stiller, Paul	136	Police	Police Officer	76,132
Weger, Kathleen	1103	Landscape Maint	Division Superintendent	94,827
Winters, Brian	103	CEP	Naturalist II	81,244
			Median Salary	81,518