



**Resident Watchman**

**2019 Annual Report**

1. **PROGRAM CHANGES.** The Forest Preserves of Cook County code states, “Any fee increase will commence at this time based on the Consumer Price Index added to the current fee and incorporated into the new Occupancy Agreement.” The Consumer Price Index for 2019 was 1.8%.

	Board Approved Fee	Board Approved Fee multiplied by CPI (1.8%)	New Proposed Fee
Attached Apartment	\$468 / month	\$8.42	\$476.42 / month
Adjacent House	\$585 / month	\$10.53	\$595.53 / month
Free Standing House	702 / month	\$12.64	\$714.64 / month

2. **PROGRAM MONITORING.** There was a minimum of one internal physical walk through of each residence in 2019 by a staff member of the Forest Preserves charged with monitoring the program, and in many cases two or more visits and inspections were conducted. In addition, in all cases monitors made multiple inspections of the boundary areas assigned to Watchman the external property of their residence. These inspections ensure all Watchmen are maintaining their respective residences and are performing assigned duties.
3. **FEE COLLECTIONS.** Occupancy Fees are the payments made by Resident Watchmen for occupying the residences. All Resident Watchmen enter an Occupancy Agreement similar to a lease, and all Occupancy Fees are deducted via automatic Payroll Deductions. These fees cover the cost of the housing maintenance and repairs. Fees collected in 2019 were \$205,547.48. This is a slight decrease of \$8,407.52 from the \$213,955 in fees collected in 2018, due to extended vacancies of property while repair work was completed.

At the end of 2019, the Forest Preserves had 28 Resident Watchmen, the same number as at the end of 2018. Several properties sat vacant for an extended period of time during the year, in most cases due to the cost of repairs. Many of the vacancies are the stand alone or “Free Standing” houses. In many cases these need electrical, plumbing, roofing or other mechanical/structural types of repair to bring the residence up to Cook County Building and Zoning residential code. Because the funding to pay for these repairs comes solely from the fees paid by the Resident Watchman, some of these repairs have been deferred. Over time these residences will be repaired, removed from the program and repurposed when feasible, or demolished.

4. **PROGRAM EXPENSES.** The expenses to cover the costs for the Resident Watchman program come from the Occupancy Fees paid by the residents. Expenses related to the program in 2019 were \$136,584.30, a decrease of \$27,016.35 from 2018, when expenses were \$163,600.65. This is due in part to a difficulty in getting bids for some projects or bids being higher than expected. We expect to see 2020 expenses be increase from the 2019 figure. 2019 expenses included asbestos abatement, repairs for electrical, plumbing and HVAC systems, installation of new windows and roofs, additions of insulation and other physical structural repairs.

Watchman Residences are in better shape than several years ago, 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, tuck-pointing, etc. for several of the residences. The District expects the 2020 Annual Report to reflect that a large percentage of the Resident Watchman budget will be spent on repairing and maintaining the residences.

5. **OCCUPIED RESIDENCES & VACANCIES.** The District currently maintains 42 Resident Watchman residences. At the end of 2019, 28 were occupied. While the number of vacancies is currently unusually high, we expect to fill five vacant residences in the first half of 2020. The District’s Housing Committee will look at removing several residences from its listings. When a residence is removed from the Watchman Program it will be repurposed for other District use such as storage space if possible, or it will be demolished.

The District maintains three types of residences:

- 1) Attached Apartments– defined as an apartment physically attached to a District facility. There are ten (10) Attached Apartments. At the end of 2019, eight (8) were occupied, leaving two (2) vacancies. All of these are expected to be occupied in 2020.
- 2) Adjacent Houses – defined as a house located at a District facility such as a Nature Center or maintenance facility. Two Adjacent Houses were removed from the program, HB 201 located at 6645 Harts Road, Niles and HB 402 located at 2401 S 17th Avenue, North Riverside in 2019. Both will be demolished leaving 12 current Adjacent Houses. At the end of 2019 nine (9) were occupied, leaving three (3) vacancies. We expect two of these to be occupied in early 2020.
- 3) Free Standing– defined as a stand-alone house not located at a District facility. The District typically acquires these houses as part of a larger land purchase where the house was part of the parcel purchased. There are twenty (20) Free Standing houses. At end of 2019, 11 were occupied, leaving nine (9) vacancies. We expect the number of vacant Free Standing houses to be reduced in 2020 as well.

	Occupied	Vacant	Total
Attached	8	2	10
Adjacent	9	3	12
Free Standing	11	9	20
<b>Total</b>	<b>28</b>	<b>14</b>	<b>42</b>

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

6. **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 the residence they reside in. Certain locations may also be called on for snow removal or snow plowing when conditions require.

Resident Watchmen are required to submit a “Resident Watchman Bimonthly 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”, “Tree/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 after hours or looking for anything out of the ordinary that might require a police inspection or visit.

“Fires” consists of two separate activities. It can be calling in wildland fires or responding to wildland fires after designated work hours. “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.

2019 saw decreases in all reported categories. Historically, there have been ups and downs in the numbers reported, and 2019 was a relatively “average” year overall. Other reasons factor into certain categories: For the “Fires” category, the District’s ability to perform more prescription burns has significantly decreased the opportunity for wildland fire. There are fewer incidents in the “Encroachments” category due to the District’s increase and now ongoing enforcement of encroachment by adjacent property owners. Fewer incidents of “Tree / Branch Removal” may have been a result of a year with fewer damaging storms. Watchman Reports are available for review, and a summary of the reports is included as Attachment A.

**ATTACHMENT A**

**RESIDENT WATCHMAN REPORTING STATISTICS**

**2019**

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

**2018**

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

**2017**

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

**2016**

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

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
<b>TOTALS</b>	<b>33</b>	<b>38</b>	<b>4</b>	<b>433</b>	<b>5</b>	<b>24</b>	<b>250</b>	<b>322</b>	<b>578</b>

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
<b>TOTALS</b>	<b>37</b>	<b>77</b>	<b>1</b>	<b>459</b>	<b>7</b>	<b>33</b>	<b>249</b>	<b>276</b>	<b>596</b>

**2013**

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

**2012**

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



**2011**

	<b>Fires</b>	<b>Encroachments</b>	<b>Hunting</b>	<b>Debris</b>	<b>Vandalism</b>	<b>Missing Signs</b>	<b>Branch Removal</b>	<b>Visitor Assist</b>	<b>Other</b>
<b>January</b>	3	4	3	41	2	10	28	52	52
<b>February</b>	0	6	1	33	1	8	32	53	62
<b>March</b>	5	7	4	58	3	11	31	59	49
<b>April</b>	0	7	0	56	5	7	30	50	52
<b>May</b>	0	6	1	62	5	9	35	54	60
<b>June</b>	1	5	1	53	5	7	48	61	59
<b>July</b>	0	5	0	52	6	9	55	56	53
<b>August</b>	0	6	0	35	2	10	40	38	52
<b>September</b>	0	5	0	49	2	7	31	35	52
<b>October</b>	1	6	0	60	1	10	32	46	45
<b>November</b>	6	8	1	54	5	7	36	33	47
<b>December</b>	0	4	2	46	1	12	29	35	54
<b>TOTALS</b>	<b>16</b>	<b>69</b>	<b>13</b>	<b>599</b>	<b>38</b>	<b>107</b>	<b>427</b>	<b>572</b>	<b>637</b>

**Attachment B**  
**RESIDENT WATCHMAN/WOMAN STATUS REPORT AS OF 12-31-2019**

<b>Type</b>	<b>HB</b>	<b>Name</b>	<b>Address</b>	<b>Fee</b>	<b>Date of Occupancy</b>	<b>Division</b>
Adjacent	101A	Anthony Banas	3500 Rohlwing Road Rolling Meadows	585.00	10-01-15	Northwest/Poplar Creek
Adjacent	103	Brian Winters	410 West Dundee Road Palatine	585.00	8-31-12	Northwest/Poplar Creek
<i>Adjacent</i>	<i>105</i>	<i>Vacant as of 07-01-13</i>	<i>3 Stover Road Barrington</i>	<i>486.00</i>		<i>Northwest/Poplar Creek</i>
Adjacent	105A	Rob Klamczynski	3 Stover Road Barrington	585.00	8-5-12	Northwest/Poplar Creek
Adjacent	110	John McCabe	640 Cosman Road Elk Grove Village	585.00	7-1-03	Northwest/Poplar Creek
Free Standing	113A	Lindsay Ivanyi	450 S. Arlington Heights Rd Elk Grove	702.00	12-15-14	Northwest/Poplar Creek
Free Standing	114B	Sebastian Rusin	356 Donlea Road Barrington Hills	702.00	01-10-2019	Northwest/Poplar Creek
<i>Free Standing</i>	<i>115</i>	<i>Vacant as of 04-01-18</i>	<i>1335 South Freeman Road Barrington</i>	<i>702.00</i>		<i>Northwest/Poplar Creek</i>
Adjacent	135	Nick Kuhn	11N2080 Rohrssen Road Elgin,	585.00	12-01-17	Northwest/Poplar Creek
Attached	136	Paul Stiller	3100 West Golf Road Elgin	486.00	12-08-12	Northwest/Poplar Creek
<i>Free Standing</i>	<i>148</i>	<i>Vacant as of 2-2010</i>	<i>31W482 Route #72 Hoffman Estates</i>	<i>702.00</i>		<i>Northwest/Poplar Creek</i>
<i>Free Standing</i>	<i>187</i>	<i>Vacant as of 5-2010</i>	<i>544 Penny Road Barrington Hills</i>	<i>702.00</i>		<i>Northwest/Poplar Creek</i>
Free Standing	195	Mark Hildebrandt	110 South Barrington Road Barrington	702.00	11-15-07	Northwest/Poplar Creek
<i>Free Standing</i>	<i>199G</i>	<i>Vacant as of 08-2012</i>	<i>1498 Schaumburg Road Streamwood</i>	<i>702.00</i>		<i>Northwest/Poplar Creek</i>
Attached	203	Matt Skoflanc	6200 West Devon Avenue Chicago	486.00	8-31-12	North Branch/Skokie
Attached	301	Gilbert Rosario	8800 West Belmont Avenue Chicago	486.00	11-11-16	Indian Boundary
Attached	304	Adam Kessel	738 Thatcher Avenue River Forest	486.00	07-23-15	Indian Boundary
Adjacent	423	Kevin Neary	500 West Ogden Avenue Western Springs	585.00	7-1-89	Salt Creek
Adjacent	521	Brenda Occhuizzo	9750 S. Willow Springs Rd. Willow Springs	585.00	10-18-12	Palos/Sag Valley
Free Standing	525	Brendon Jones	9001 West 103 <sup>rd</sup> Street Palos Hills	702.00	05/01/17	Palos/Sag Valley
Attached	601B	Mark Jaeger	463 Thornton/Lansing Road Thornton	486.00	09/15/17	Thorn Creek
Adjacent	602B	Steve Smith	15895 Paxton South Holland	585.00	10-01-2019	Thorn Creek

Type	HB	Name	Address	Fee	Date of Occupancy	Division
Attached	624	Vacant as of 10-01-18	18725 S. Stony Island Chicago Heights	585.00		Thorn Creek
Attached	649	Ryan Buchler	3302 Ashland Avenue Steger	585.50		Thorn Creek
Attached	649	Vacant	3302 Ashland Avenue Steger	585.50		Thorn Creek
Free Standing	650	Sandra Daniels	17270 Volbrecht Road South Holland	702.00	01-01-13	Thorn Creek
Adjacent	801A	Tim Paluch	13800 South Harlem Avenue Orland Park	585.00	1-1-95	Tinley Creek
Attached	802A	John Jackson	6797 West 147 <sup>th</sup> Street Oak Forest	486.00	06-10-2019	Tinley Creek
Free Standing	803	Vacant as of 08-26-18	7300 West 143 <sup>rd</sup> Street Orland Park	702.00		Tinley Creek
Free Standing	807	Vacant as of 10-31-13	15940 South Central Avenue Oak Forest	702.00		Tinley Creek
Free Standing	838	Vacant as of 08-31-13	4401 West Flossmoor Country Club Hills			Tinley Creek
Attached	901	Joel Rosario	1150 Harms Road Glenview	486.00	1-1-02	North Branch/Skokie
Adjacent	906	Julio Irizarry	1720 Cherry Street Northfield	585.00	2-23-04	North Branch/Skokie
Adjacent	1005	Charles Spataro	3120 Milwaukee Avenue Northbrook	486.00	11-11-16	Des Plaines
Adjacent	1005	Vacant	3120 Milwaukee Avenue Northbrook	486.00	06-05-2019	Des Plaines
Attached	1101	Sheila Kreis	12201 West McCarthy Road Palos Park	486.00	07-23-15	Palos/Sag Valley
Adjacent	1103	Vacant as of 10-15-18	12545 West 111 <sup>th</sup> Street Lemont	585.00	10-01-2018	Palos/Sag Valley
Free Standing	1104	Vacant as of 11-1-11	11301 Ford Road Palos Park	702.00		Palos/Sag Valley
Free Standing	1122	James Phillips	13240 Wolf Road Orland Park	702.00	11-1-01	Palos/Sag Valley
Free Standing	1124B	John Pellegrino	13535 South 110 <sup>th</sup> Avenue Orland Park	702.00	11-3-01	Palos/Sag Valley
Free Standing	1125	Vacant as of 10-15-11	13500 South Wolf Road Orland Park	702.00		Palos/Sag Valley
Free Standing	1141	James Lee	12801 South Bell Road Lemont	702.00	10-12-18	Palos/Sag Valley
Adjacent	1144	Jeanette Louis	13621 S. 110 <sup>th</sup> Avenue Orland Park	585.00	10-6-03	Palos/Sag Valley
Free Standing	1145	Mike Hart	13541 S. 110 <sup>th</sup> Avenue Orland Park	585.00	10-6-03	Palos/Sag Valley

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**42**            =        **Resident Watchman Facilities**  
**28**            =        **Occupied on 12/31/2019**  
**14**            =        **Vacant as of 12/31/2019**  
**1**             =        **Moved out during the year**

Please note two residences, 649 and 1005 are listed twice due to a Resident Watchman vacating the residence during the year.

## Attachment C

### SALARY RANGE OF RESIDENT WATCHMEN/WOMEN

Name	Dept.	Title	2019 Salary	House #
<b>Anthony Banas</b>	Landscape	Assistant Division Superintendent	67,799.68	101A
<b>Brian Winters</b>	CEP	Naturalist II	72,550.40	103
<b>Rob Klameczynski</b>	CEP	Naturalist I	62,339.68	105A
<b>John McCabe</b>	RM	Director of Resource Management	115,404.00	110
<b>Lindsay Ivanyi</b>	Landscape	Division Superintendent	69,255.68	114B
<b>Nicholas Kuhn</b>	RM	Resource Operations Manager	91,607.36	135
<b>Paul Stiller</b>	Police	Police Officer	71,450.08	136
<b>Mark Hildebrandt</b>	Landscape	Division Superintendent	83,821.92	195
<b>Matt Skoflanc</b>	RM	Senior Resource Technician	57,747.04	203
<b>Gilbert Rosario</b>	Landscape	Assistant Division Superintendent	61,734.40	301
<b>Adam Kessel</b>	CEP	Naturalist I	64,642.24	304
<b>Kevin Neary</b>	RM	Resource Supervisor	85,506.72	423
<b>Brenda Occhuizzo</b>	RM	Assistant Resource Project Mgr	76,038.56	521
<b>Brendon Jones</b>	RM	Resource Technician	56,684.16	525
<b>Mark Jaeger</b>	Landscape	Serviceman I	49,306.40	601B
<b>Steve Smith</b>	RM	Resource Technician	52,083.20	602B
<b>Ryan Buchler</b>	RM	Resource Technician	52,613.60	649
<b>Sandra Daniels</b>	Landscape	Laborer	47,014.24	650
<b>Timothy Paluch</b>	Landscape	Laborer	47,987.68	801A
<b>John Jackson</b>	RM	Senior Resource Technician	57,747.04	802A
<b>Joel Rosario</b>	RM	Resource Supervisor	84,672.64	901
<b>Julio Irizarry</b>	Police	Police Officer	80,325.44	906
<b>Charles Spataro</b>	CEP	Laborer	47,987.68	1005
<b>Sheila Kreis</b>	Police	Police Officer	80,325.44	1101
<b>James Phillips</b>	RM	Fisheries Biologist II	73,234.72	1122
<b>John Pellegrino</b>	RM	Resource Supervisor	85,506.72	1124B
<b>Jeanette Louis</b>	CEP	Naturalist II	73,234.72	1144
<b>Mike Hart</b>	RM	Trails Manager	93,912.00	1145
		Median Salary	69,584.30	