



FOREST PRESERVES

of Cook County

Resident Watchman

Annual Report for 2022

The Resident Watchman program is covered in the Forest Preserve District of Cook County Code of Ordinance 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 all Occupancy Fees are deducted via automatic Payroll Deductions. These fees cover the cost of the housing maintenance and repairs. Fees collected in 2022 were \$239,374. This amount is an increase of \$15,663 from the \$223,711 in fees collected in 2021, due to the fact that there were more occupied residences and fewer vacancies at year end. 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.

For the first half of 2022, there were 31 Resident Watchmen. By the end of 2022, there were 33 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 two (2) vacancies. These were stand-alone or “free-standing” houses (defined on next page). These are vacant and need electrical, plumbing, roofing or other mechanical / structural types of repairs to bring the residence into full compliance with the Cook County Building and Zoning Residential Code. 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. We plan for the two vacancies to be repaired and occupied by end of 2023.

- 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 2022 were \$151,510, a decrease of \$13,512 from 2021, when expenses were \$165,022. 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 2023. We expect to see 2023 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 2023 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 2022, two (2) were vacant. We expect by year end 2023 all 35 residences to be occupied. The District did not add any new properties in 2022. We did remove one house, located at 3101 231st St, Sauk Village, IL 60411. This property was removed from the program due to higher than expected costs for repairs.

TERMINATIONS: In 2022, two Resident Watchmen were unable to perform the responsibilities of a Resident Watchman for a period of ninety (90) or more days during a twelve (12) month period. The District is monitoring both situations. One employee is expected to resume work obligations, and the other individual is expected to move out of the residence shortly.

The experiences of the last two years have led the District to consider modifications to the Resident Watchmen program. Any proposed modifications will be sent to the Cook County Office of the Independent Inspector General for review. A revised Manual is expected in 2023.

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 2022, all ten (10) were occupied.
- 2) Adjacent Houses – defined as a house located at a District facility – such as a Nature Center or maintenance facility. There are 12 current Adjacent Houses. At the end of 2022, all 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 2022, the District had thirteen (13) Free Standing residences. At end of 2022, eleven (11) were occupied, leaving two (2) vacancies. We expect these two vacancies to be filled before the end of 2023.

	Occupied	Vacant	Total
Attached	10	0	10
Adjacent	12	0	12
Free Standing	11	2	13
Total	33	2	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 Watchmen 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 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.

The 2022 numbers reported show a large increase in the “Other” category for two significant reasons. First, there are two additional Watchmen, Secondly, we are now 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. Watchmen Reports are available for review, and a summary of the reports is included as Attachment A.

For the 2023 Annual Report, we are going to make some changes to the categories. We may be combining the “Encroachments”, “Hunting”, “Graffiti / Vandalism” and “Missing Signs” categories as they are all low in reported incidents. We will be adding at least one new category to more specifically capture and break out some of the reported activities of the Watchperson in the “other” category.

ATTACHMENT A
RESIDENT WATCHMAN REPORTING STATISTICS

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	Citizen 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

2011

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

Attachment B
RESIDENT WATCHMAN/WOMAN STATUS REPORT AS OF 12-31-2022

- 36 = Resident Watchman Facilities
 33 = Occupied on 12/31/2022
 3 = Vacant as of 12/31/2022
 2 = Moved in during the year

Please note residences may be listed more than one time 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		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
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	06-01-2020	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
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	1-1-02	North Branch/Skokie
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
Attached	1101	Kelvin Boyd	12201 West McCarthy Road Palos Park	476.42	06-01-2020	Palos/Sag Valley

Type	HB	Name	Address	Monthly Fee	Date of Occupancy	Division
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	2022 Salary
Boyd, Kelvin	1101	CEP	Program Specialist	55,182
Cox, Donald	101A	Landscape Maint.	Laborer	51,750
Daniels, Sandra	650	Landscape Maint.	Laborer	53,476
Huffman, Jacob	114B	CEP	Naturalist	67,475
Irizarry, Julio	906	Police	Police Officer	82,332
Ivanyi, Lindsay	113A	Landscape Maint	Division Superintendent	86,216
Jackson, John	802A	Resource Mgt.	Sr. Resource Tech.	69,700
Jaeger, Mark	601B	Landscape Maint.	Asst. Division Superintendent	63,835
Kessel, Adam	304	CEP	Nature Center Director	78,416
Klamczynski, Rob	105A	CEP	Naturalist I	67,475
Kuhn, Nicholas	135	Resource Mgt.	Resource Operations Manager	108,929
Louis, Jeanette	1144	CEP	Naturalist II	79,268
Lyons, Thomas	1145	Landscape Maint.	Divisions Superintendent	82,305
Mathis, Jameal	624	Landscape Maint	Asst. Division Superintendent	76,980
McCabe, John	110	Resource Mgt.	Director of Resource Mgt.	124,865
Neary, Kevin	423	Resource Mgt.	Resource Supervisor	92,518
Occhuizzo, Brenda	521	Resource Mgt.	Asst. Resource Project Mgr.	86,216
Paluch, Timothy	801A	Landscape Maint.	Laborer	54,516
Parzygnant, Mike	770	Police	Police Officer	70,414
Pellegrino, James	1141	Landscape Maint.	Asst. Division Superintendent	60,778
Pellegrino, John	1124B	Resource Mgt.	Resource Supervisor	92,518
Phillips, James	1122	Resource Mgt.	Fisheries Biologist II	79,268
Pogwizd, Mike	803	Fleet & Facilities	Maintenance Equipment Operator	82,368
Rosario, Gilbert	301	Landscape Maint.	Divisions Superintendent	78,416
Rosario, Joel	901	Landscape Maint.	Asst. Divisions Superintendent	79,269
Silva, Richard	649	Landscape Maint.	Serviceman	58,074
Skoflanc, Matthew	203	Resource Mgt.	Resource Supervisor	74,963
Smith, Steve	602B	Resource Mgt.	Resource Technician	62,005
Soverino, Michel	1005	Fleet & Facilities	Maintenance Mechanic	80,267
Spear, Erin	525	Resource Mgt.	Resource Technician	61,672
Stiller, Paul	136	Police	Police Officer	76,132
Weger, Kathleen	1103	Landscape Maint	Divisions Superintendent	92,518
Winters, Brian	103	CEP	Naturalist II	79,268
			Median Salary	76,042