

## MEET & CONFER SESSION WITH APFFA

Friday, April 8, 2022

9:00 a.m. - noon

**In attendance:** Spenser Slider, Pete Martinez, Jonathan Ingols, Jason Horne, Joe Markham, Gerald Randall, Frank Berber, Adrian Velasquez, Jerry Johnson, Yoko Matsumoto, Steve Eck, Dana Hathorn, Dana Endsley, Obit Antia, Mary Dennis, Don Crowson, Kerry Sullins, Trey Yelverton, Lemuel Randolph, Al Jones, Jennifer Wichmann, Pamela Hudson, Nastasha Anderson, Ronnie Wright

### Notes:

- Discussion began with procedural issues, per ground rules.
- Roll call was taken of each committee.
- All members present.

1. Deliberation over wages, salaries, rates of pay, hours of work or other terms, and conditions of employment

No discussion.

2. Updates to the Meet and Confer Process (**Handout A – Ground Rules**)

Association asked for clarification of February 2022 History Summary Item 2: “Management agreed to AP.” In March 2022 Item 2: “AP time will be considered.” Chief clarified there is no firm agreement, just notes from discussions. Meetings are being scheduled to minimize overtime impacts. Nothing else determined at this time. City Manager said those discussions were about Management being willing to consider doing it but still needing details to do it the right way. Association was to provide a proposal about what the pool of hours would look like or the parameters of how that would work for Management to entertain the idea. Chief mentioned the quorum issue addressed in a previous meeting about how the Association calculates its team. Association has a proposal. (**Handout B1 – Association proposal about AP time**) (**Handout B2 – City’s answer to Association request to Item 2 – AP time**)

No further discussion on the rest of the Ground Rules document.

NOTE: The AP item was discussed under agenda item #3. A mutual agreement was reached.

Ground Rules were finalized with agreement on item #3. Agenda Item 2 completed.

3. Sick and Vacation Policy

City Manager explained (**Handout C – Management Sick Leave spreadsheet; Handout D – Management Vacation spreadsheet**) spreadsheets showing sick leave and vacation time are of people here in 2017 who are here today; simple before and after. This is dynamic. Someone listed on the spreadsheet could be using that would change the calculation. Spenser Slider’s spreadsheets show how math works on impacted individuals. Asked for

Association's feedback, from a philosophical approach, if this aligned with request to restore sick and vacation time frozen by the City.

City Manager read through (**Handout E – Management response to Association request on restoring hours**) Management's response to the Association's request to restore sick leave and vacation. The cash-out option at separation discussed previously is not addressed in this document but is still an offer if the Association wants to do that instead.

Association asked for clarification, using example 500 hours:

1) Restore sick leave time/hours

- Is this simply adding the 180? Chief explained the 180 taken under "143" would be restored into the sick leave bank, for a new total of 500 in the "142" bank.
- Second line has "restored sick time" but first line said "to restore time," so is only the 180 going to be available for an FMLA qualifying event and remaining 320 added to the current bank? Chief explained that time is still there. Took 180 hours to establish the "143" sick leave bank. The intent would be to give that time back into "142" sick leave. Only 180 was taken. Restored whole 500 is only available for qualifying FMLA events.

2) Restore vacation time/hours – Either line 1 or line 2? Chief clarified the only time 240 would've been taken was if someone had 240 to establish "143" bank, leaving employee 260 hours. Will restore 240 hours back to make it 500. Management is offering to catch that up in 2022 dollars, not 2017 dollars. Upon retirement, will be able to cash those vacation hours at that year's rate. Offering immediate cash-out in today's dollars. Restoration is the same with two roadways (cash-out value today; dollars available that current year at separation or retirement) but need to pick one option. The City's not going to do both. If hold it, will continue to compound until separation pay-out.

The meeting broke for caucus at 9:23 a.m. Meet & Confer reconvened at 10:19 a.m.

Association said when restoring sick leave hours, would like restored 180 hours available to use immediately. Chief said proposal is the 142 sick leave time would have 180 hours added and immediately accessible once agreement is ratified.

Association asked for further clarification if would have to use "143" time to access "142" time. Chief said not offered. Honoring the statutory limitations when it happened and trying to honor request but doesn't mean can't talk in future about how it blends. That would be a separate discussion at a future time.

Association asked how this affects the Deputy Chiefs' time. Chief said would have to recalculate about how time was classified at the time. Spenser said there's a handful of DCs who were Captains then, so would look at them individually. Chief said DCs are salaried employees with time managed differently. Association says the point is DCs are under 143, so wants all to be the same fair process. Chief says this is another discussion down the road. DCs and Assistant Chiefs fall under the same category based on job classifications with different standards and want to be fair to everyone. Goal is to restore hours as requested by the Association.

Association understands this is a financial liability on the City and asked if Management was willing to entertain a proposal of: sick time at 1080 cap with option to put in preferred comp; anything above 1080 donated to the City's catastrophic sick leave bank or anything above that, as agreed upon, to the Association sick leave bank. Chief asked for clarification if that was up to 1080 at separation. President said, no, it's the 142 bank they

have right now is what they want to get off the City's books and allow for those who have it up to that to cap at 1080 and have the rest donated to City bank or the Association bank.

The City Manager summarized the proposal: 1080 now, 0 cash-out; have 142 hours while still accruing 143 dollars for another 1080 statutory limitation; potentially proposing for some people to sell now and then down the road. Management's concern is Association is talking about two times the 1080 being available, or 2160 hours.

Association says Management's proposal didn't provide access to time unless all 143 sick leave and vacation time was exhausted. It's not reasonable to just restore time, so the Association wants to change that. Otherwise, membership would not agree.

City Manager clarified Association's ask for restoration of 180 hours to 143, making it available. Current wording is it's accessible under strict conditions, and Association wants it to go back to the "old" way of accessing what's not an FMLA event the way it was.

Association said there's a lot of FMLA restrictions but don't want to exhaust all current 143 sick leave time and vacation time. Wants 180 in 142 time back, without having to exhaust all sick leave and vacation time on FMLA to access it. City Manager clarified the ask is to go to that 142 pool first for FMLA. Management will discuss this request and if accepts the counteroffer, will also need to discuss the vacation piece.

Once Management decides about the counteroffer, the Association will take this to its membership.

Chief pointed out a caveat on the spreadsheet handouts, which are snapshots current today. President requested a soft copy of the Excel spreadsheets. Chief will provide them.

City Manager asked if, on a high level, the spreadsheet was consistent with what the Association wanted. The Association was unable to determine at that point.

Association asked about the restoration payout option, if it was like deferred comp. Chief said that 401(k) or 457 plans are based on individuals' choices, which they would have to consult with ICMA-RC, not a City-orchestrated thing. Association agreed but said not all members have all these options.

Association asked if the consideration was for a pay-out option. Management is open to considering it but will have to look at that.

Legal asked for clarification about restoring sick leave with an option for the Association bank because there will probably be a legal issue to put sick time into a business-leave bank. Association said it's being done now for the police association. Legal said it may not be for sick time, and City Manager concurred, but Legal will look at it.

City Manager addressed the "City's Response to APFFA Request to Item 2 – AP Time" handout:

- 1) Schedule meetings to minimize impacts
- 2) Authorize AP time for on-duty APFFA Meet & Confer personnel to attend meetings
- 3) Backfill overtime to meet minimum staffing levels
- 4) Require APFFA Meet & Confer personnel to use call box 2-3 days in advance for AP authorization

Association's question:

3) What are the "minimum staffing levels"? Spenser Slider said the data included the number of people who report for work a day to maintain 85. Chief said that's subject to change over the year.

Chief asked if the Association agreed to this handout. Association asked to caucus.

The meeting broke for caucus at 10:42 a.m. Meet & Confer reconvened at 11:28 a.m.

The City Manager asked for feedback on the AP time. Association asked for clarification on the use of the call box. Chief said it's the same process to notify before 6 a.m.

Management will add the agreed AP item, the only remaining item still under discussion for the Ground Rules. Association agreed. HR clarified there are no changes to item 2 in the Ground Rules, so agenda item #2 is complete.

The City Manager talked about the vacation piece. There's agreement on the spirit of making this happen in today's dollars. Management will need payroll's input; if the City can technically make it work, will need a good process. HR will check Federal laws, and Management will check on how deferred comp could work; that information will be communicated. If membership wants to cash-out, there are tools available now on pre-tax dollars, and Management will provide that info.

City Manager said there's more concern about sick leave hours' broader liabilities. How hours were accessed in a pre-Civil Service environment requires a broader perspective.

Association understands 180 sick leave hours restored under 142 but needs access clarified because Management's current proposal changes nothing and the Association doesn't want to be in that situation. Wants to move this forward. Understands the City Council would need to approve restoring that time back. As move forward, need to figure out best way to get this time taken care of, not just rolled over. Keeping 142 separate gives wiggle room to access without having to run down current 143 time is a fair ask, or, allowing to sell back 1080 and keeping it off the books.

City Manager asked for clarification. If sell back 1080 sick leave, which is a lifetime hour amount sellback. Example for today: if they all had 1080 hours and wanted to collect, the counteroffer would be to cash-out at 1080 and cash-out in future, that's two times 1080. But, if City follows the statute, that's the fatal flaw. Association would not agree to that. Trying to figure out how to feather in the 142 time with 143 time. Wants to figure out how not to lose earned time before 2017 while removing the City's burden.

City Manager said the initial ask was to restore sick leave and vacation time lost, and Management's proposal restores it. Can be that simple if the Association agrees the spreadsheets were calculated right. The separate question is about how we use it, how we access it and the cost impact to the City. Could have offline conversation about compensated sick leave dollar amount. Those hours/dollars are there for everybody, if needed, but are not available to be cashed out like vacation. Law sees it this way, too.

Association says what it heard is if vacation and sick leave are viewed as two different things, to get to 142 sick time will have to burn through 143 sick leave and vacation, which is how it is now. Needs clarification on why they must burn through vacation to get to what they need, just in case. Chief said, first, talking about restoring time. Can talk about facilitation of the art of the possible. Individuals should have 500-600 current sick

hours. Other problem is the large amount of sick leave used in a single year. Intent is to follow the current policy; vacation time is subject to rules and sick leave is available if needed. Need to carefully manage time. The ask was to restore the time. If continue discussing the variations over months, then will lose the opportunity to get the time restored. Trying to get hours back to the team as a safety net for illness. Reality is the transition of pre-Civil Service rules and now under Civil Service rules, trying to navigate how those come together in a reasonable and responsible way.

The City Manager added taking complex issue with 142-this and 143-that. Association asked to simplify the issue with just restoring hours. There are transitional questions in trying to address the broader issues about how these things work. Management agreed to restore sick time to pre-2017. New system kicks in with access to the new part with the old part gone but have access to the old part through FMLA events, so need to work through next steps with other solutions. Chief says first, restore hours, and then, discuss methods/measures to facilitate transactions.

Association said there are different versions of what restore means. Association said Management is talking about restoring 180 hours, and that was never the ask. The rest of the conversation needs to be about access, not restoration. Chief agreed these are two separate subject issues because the ask was to restore time.

Association rephrased its ask. Looking at Management's proposal, it continues to give limited access to time; under 143, it's a required benefit. Trying to keep it from being complex, it's as simple as the agreement done for the DCs, who are Civil Service employees who got their hours restored. Association willing to have Management's caps limits. All can see and agree the DCs have different times from the other Civil Service employees. That's "apples/oranges" and trying to get to the same "grapes" place.

Facilitator reminded the group of 10 minutes remaining until the scheduled noon end time.

Facilitator asked for clarification on what the Association said that at the last meeting about the whole DC thing was not what was wanted. Association said the original ask was restoration of time and the avenue was the same process that capped DCs, restoring their time into one bank, and DCs don't have to exhaust any other special bank to get to the time that was already restored. That's the restoration the Association is looking for.

Facilitator said going back and forth on changes is confusing. Association's proposal just said restoration, and a full-on definition of what was to be restored was never provided. Recommend working through the proposal method. Running out of time in this meeting and repeating processes discussed at prior meetings.

Association said the simple ask is to restore time and then negotiate how that's done. Requested tabling this item and moving to next agenda item.

Facilitator stated Item 3 will be tabled.

Association had one more thing. At February meeting regarding item 3 vacation, the Association asked to align with current DC process, before caps were discussed, and for this to be communicated to Council. If the ask was different from that, it was just miscommunicated. Doesn't think that's what was said. It's always been the same ask.

The City Manager asked for clarification. Needs a formal definition of what that restore means. There are multiple ways to do get the “grapes” all the same. Options are to put all fire fighters in the same process or take the DCs and put them in a similar process. Management will look at that because it only affects a handful of people rather than hundreds of people. The issue is fairness in how it relates to hours. Agreed to tabling that piece until next meeting and try to close it out then.

Agenda Item 3 tabled.

#### 4. Discussion of Hiring Practices

Association asked about the Fort Worth proposal the Chief wanted to present. Chief said the Association was provided the Staff Report with Fort Worth elements and need a response. President asked for details. Chief explained it was on page two of the Staff Report to Council provided at the previous meeting. Chief explained the elements: written test; points for military service (5) and Arlington residence (2) with seven-point maximum added to passing candidates’ test scores and placed into an ongoing eligibility list; list divided into bands, based on eligibility scores of entry-level passing candidates to be considered at that point to have an equivalent score; that band takes the physical ability test and a scored interview process, evaluating decision-making, communication and personal skills in a structured grading-point process with all candidates seen as equivalent, based on scoring in interview process then recalculated into a hiring list considered by the department; then would undergo polygraph exam and drug screening background review, the process that follows the City of Arlington’s Fire Department.

Association asked about some past exclusions. Chief is working on a policy for all applicants to take the test and be considered in the process as long as hand tattoos are removed in time, but ring tattoos are allowed. Chief said ring tattoos are allowed, and this follows the Army statute. Association had a proposal that was distributed (**Handout F – Association HIRING PROCESS proposal**).

With meeting time running out, HR asked if everyone was okay a slight overrun to let the Association provide a recap of its “HIRING PROCESS” proposal. All agreed.

Association stated the intent to ensure not overlooking anything in 142. Last page has sections being covered.

Chief said this was a good start for Management to review and come back with feedback to the next meeting,

Association asked for any future documents to come with articles to be amended through a work process. Chief asked for a soft copy of the handout. Association will provide it.

The City Manager said he’s fond of stealing others’ ideas if they apply to Arlington but cautioned not sure all other cities’ ideas are transferable. This process lets the group make it “the Arlington way” but not just cut/paste. Legal input would be required to ensure it’s what is needed for Arlington, with the option to amend.

Chief asked if the Association is taking the vacation item to its membership and what the response timeline would be. Association will have it at next meeting.

Management will try to provide information prior to the next meeting, if possible.

The City Manager said the City will do it, if it can, but there could be a technical problem.

Association asked Facilitator for the time of the caucus. It began at 10:42 a.m. and reconvened at 11:28 a.m.

Agenda Item 4 continued.

Facilitator did a recap of today's discussion: Agenda Item 1 is on every agenda; Agenda Item 2 was closed and will be removed; Agenda Item 3 was continued; and Agenda Item 4 was continued.

Meet & Confer April 8, 2022, adjourned at 12:04 p.m.

NOTE: After the April meeting, the next meeting was determined .

The next meeting is scheduled for Thursday, May 5, 2022, 9-11 a.m., City Hall Council Briefing Room, 101 W. Abram – 3<sup>rd</sup> floor. Agenda requests and notices an agenda item may require meeting longer than two hours are to be submitted to the City Manager's Office by 8 a.m. on Thursday, April 28.

**GROUND RULES FOR MEET AND CONFER NEGOTIATIONS**  
**BETWEEN CITY OF ARLINGTON MANAGEMENT AND ARLINGTON**  
**PROFESSIONAL FIRE FIGHTERS ASSOCIATION**

1. At the initial meeting, each party (City Management and the Association) will designate the Primary Members of their bargaining team. Primary Members will be able to vote on decisions. Each party may name up to seven (7) Primary Members, and each Primary Member may designate an alternate. Parties must designate one Negotiating Representative and an alternate who will act as the spokesperson for their team in negotiating all aspects of the Meet and Confer Agreement (also referred to as a Meet and Confer Memorandum of Understanding (MOU)). Each party may also have in attendance advisors (i.e. Legal, Human Resources, etc.) or “interested” parties who may participate in discussion but cannot vote. *See* Texas Local Government Code 142.110.
2. A Facilitator will be designated by the City Manager to ensure the smooth flow of discussions and to maintain order during the meeting. The Facilitator will be the HR Director or designee.
3. Negotiations will be held at City of Arlington, Texas facilities, as determined by the Facilitator. All meetings are subject to the Texas Open Meetings laws and will be generally pursuant to the *Robert’s Rules of Order*, as needed. Recording devices will not be used to record the meeting, but minutes will be taken, and each party may take their own notes. Should City employees create a record of a meeting with their own device, such as a phone, camera, recorder, or any other electronic device that information will be considered a government record and should be retained in accordance with state law.
4. Negotiations will occur during weekday business hours, defined as Monday through Friday, 8:00 AM to 5:00 PM, excluding holidays.
5. Negotiating Representatives will speak for their respective teams and extend common courtesy to each other by having only one person speak at a time. Team members may speak when recognized by their respective Negotiating Representative. During meetings, participants shall treat others with courtesy and respect. Inappropriate conduct will result in removal from the meeting.
6. The parties will exchange their respective statement of interests to be negotiated. The parties will exchange an electronic version in PDF format via e-mail by 5 PM five (5) business days prior to the scheduled meeting, or by a date agreed up by the parties.
7. Either party may call a caucus. However, the caucusing party will make every effort to avoid unnecessarily delaying the negotiations. Caucuses will normally last no more than one hour unless further time is requested. A caucus will not be the first order of business at any meeting, unless it is mutually agreed to by both Negotiating Representatives.
8. It is presumed that the City's Personnel Policy Manual, Department Directives, Standard Operating Procedures, Civil Service Commission Local Rules, and other applicable rules all have their own approval processes and will be amended as necessary as the result of any meet and confer



consensus to include a mutually agreed upon date of implementation. *See* Texas Local Government Code 142.109.

9. City Management and the Association reserve the right not to discuss any topic. If it is determined that the parties will not likely reach an agreement on a matter, or if a matter has been determined to be outside the scope of the posted agenda items, it will not be subject to further discussion unless there is a mutual agreement to reconsider. An impasse will be determined by the City Manager or his designee and the Association.

10. If a consensus is reached and a Meet and Confer Memorandum of Understanding is successfully negotiated, then the City will prepare the final draft for review. An initial consensus will be reached when a majority of the Primary Members agree to proceed with the draft MOU. The parties will then have forty-five (45) calendar days to review the MOU for errors and come to a consensus on a final version. The MOU will not be contractually binding without approval by a majority of the voting members of the designated bargaining unit and without approval by a majority vote of City Council. In the event the Council does not accept the MOU, the parties will reconvene within fifteen (15) calendar days to reopen negotiations. In the event the designated bargaining unit does not approve the MOU, the parties will reconvene within thirty (30) calendar days to reopen negotiations. *See* Texas Local Government Code 142.114.



## **B1 - Association proposal about AP time**

The City came to the bargaining table in March 2022 and asked the APFF to develop verbiage regarding AP time for APFF Meet and Confer team members to present in April 2022. That proposal is below.

1. The City will grant the APFF 300 hours per year of AP time for the purposes of preparing for, traveling to, attending, debriefing, and traveling from Meet and Confer meeting
2. A year begins January 1 and ends December 31
3. This leave will be called "Meet and Confer Time"
4. This leave time will be backfilled with personnel so that the department does not fall below the number of members who reported to work that day
5. The APFF will utilize the staffing callbox or any future staffing software that may be employed by the City to report use of this time
6. The City will provide within 5 business days of an emailed request the number of hours remaining in the Meet and Confer Time bank
7. Any unused balance of Meet and Confer Time will rollover in perpetuity
8. When the bank falls below 100 hours available, the City will make all reasonable efforts to accommodate scheduling remaining Meet and Confer meetings for the year on days that would have the least impact as possible on the balance

CITY'S RESPONSE TO APFFA REQUEST TO ITEM 2 – AP TIME

1. Meet and Confer meetings will be scheduled to minimize overtime impact
2. AP time will be authorized for on-duty APFFA Meet and Confer personnel to attend Meet and Confer meetings
3. Backfill overtime will be paid to meet minimum staffing levels
4. APFFA Meet and Confer personnel use call box for AP authorization

last name	Full Name	Sick hrs as of 10/23/17	Plus sick accrual ppe 11/05/17	Sick used PPE 11/05/17	Frozen PCS Time Used Since 10/30/2017	New PCS Bank Available If Offer Is Accepted	New Frozen Status
Adams	Jason Adams	1,349.75	6.92		0	904.45	2,080
Addante	Eric Addante	211.00	6.92		0.00	217.92	2,912
Alcantar	Roman Alcantar	495.52	4.62		0.00	500.13	2,080
Alexander	Dale Alexander	703.70	6.92		530.50	180.12	2,912
Alexander	Korrey Alexander	1,286.85	6.92		0.00	1,293.77	2,912
Allison	Cody Allison	547.00	6.92		0.00	553.92	2,912
Almaguer	Sonia Almaguer	9.66	4.62		0.00	14.28	2,080
Alvarado	Felipe Alvarado	569.28	6.92		0.00	576.20	2,912
Anthony	Morkita Anthony	1,157.95	4.62		0.00	1,162.57	2,080
Anthony	Gary Anthony	1,061.02	6.92		0.00	1,067.95	2,912
Arrington	Johnny Arrington	788.52	6.92		0.00	795.45	2,912
Ayerdis	Ariel Ayerdis	0.00	4.62		0.00	6.92	2,912
Azamar	Peter Azamar	1,800.00	6.92		0.00	1,806.92	2,912
Ballenger	Lonnie Ballenger	1,688.82	6.92		0.00	1,695.75	2,912
Banz	Christopher Banz	886.52	6.92	24.00	0.00	869.45	2,912
Barber	Bryan Barber	1,772.77	6.92		0.00	1,779.70	2,912
Barnard	Joshua Barnard	434.48	6.92		0.00	441.40	2,912
Bauman	Clint Bauman	1,488.60	6.92		0.00	1,495.52	2,912
Benitez-Mondragon	Javier Benitez-Mondragon	469.48	6.92		0.00	476.40	2,912
Berber	Frank Berber	429.30	6.92		0.00	436.22	2,912
Berkley	Joshua Berkley	231.23	6.92	17.00	41.15	180.00	2,912
Berumen	Felipe Berumen	131.56	6.92		0.00	138.48	2,912
Blair	Patrick Blair	1,800.00	6.92		0.00	1,806.92	2,912
Boyce	William Boyce	637.94	6.92		0.00	644.87	2,912
Boyle	Craig Boyle	55.39	6.92		0.00	62.32	2,912
Brandes	Shelby Brandes	526.48	6.92	24.00	0.00	509.40	2,912
Briones	Samuel Briones	989.39	6.92		0.00	996.31	2,912
Brown	Dylan Brown	497.55	6.92		230.50	273.98	2,912
Buchanan	Stephen Buchanan	318.78	6.92	7.00	0.00	318.70	2,912
Burgdorf	Luke Burgdorf	55.39	6.92		0.00	62.32	2,912
Burns	Kyle Burns	461.67	6.92		288.50	180.09	2,912
Burton	Kevin Burton	1,102.65	6.92		0.00	1,109.57	2,912
Caballero	Caleb Caballero	1,319.29	6.92		0.00	1,326.22	2,912
Cantu	Samuel Cantu	442.61	6.92		0.00	449.53	2,912
Carey	Mitchell Carey	142.50	6.92	48.00	0.00	101.42	2,912
Carpenter	Robert Carpenter	1,053.10	6.92		0.00	1,060.02	2,912
Carr	Ryan Carr	535.94	6.92		0.00	542.87	2,912
Carrillo	Manuel Carrillo	454.94	4.62		0.00	459.56	2,080
Casburn	Tyler Casburn	515.98	6.92		0.00	522.90	2,912
Castle	Shawn Castle	32.60	6.92		0.00	39.52	2,912
Cepeda	Sergio Cepeda	163.42	6.92		0.00	170.34	2,912
Chinchilla	Eric Chinchilla	1,503.93	6.92		667.75	843.10	2,912
Christie	David Christie	828.25	6.92	24.00	0.00	811.17	2,912
Collett	Zachary Collett	1,688.15	6.92		113.00	1,582.08	2,912
cooper	William Cooper	868.73	6.92		434.00	441.66	2,912
Corder	Shawn Corder	1,098.88	6.92		0.00	1,105.80	2,912
Coulston	Shane Coulston	137.50	6.92		0.00	144.42	2,912
Cramer	Alex Cramer	625.50	6.92		0.00	632.42	2,912
Cretsinger	Blake Cretsinger	541.48	6.92	24.00	0.00	524.40	2,912
Curtis	Jason Curtis	1,276.06	6.92		0.00	1,282.98	2,912
Daniel	Reece Daniel	529.94	6.92		0.00	536.87	2,912
Darby	Bob Darby	507.06	6.92		0.00	513.98	2,912
Dellasega	Austin Dellasega	382.48	6.92		0.00	389.40	2,912

**C - Management spreadsheet of Estimated Value of Frozen Sick**

Dereta	Michelle Dereta	1,080.89	6.92	24.00	420.25	643.56	2,912
Dickey	Colton Dickey	55.39	6.92		0.00	62.32	2,912
Draganic	Brian Draganic	608.50	6.92		276.00	339.43	2,912
Druzanovic	Haris Druzanovic	0.00	6.92		0.00	6.92	2,912
Duke	Justin Duke	225.62	6.92		0.00	232.55	2,912
Easter	Brad Easter	690.85	6.92		0.00	697.77	2,912
Eaves	Robert Eaves	1,103.34	6.92		475.75	634.51	2,912
Eck	Stephen Eck	1,681.72	6.92		0.00	1,688.65	2,912
Eisenhaur	Jason Eisenhaur	735.02	6.92		0.00	741.95	2,912
Eller	Robert Eller	337.06	6.92		0.00	343.98	2,912
English	Alexander English	905.77	6.92		0.00	912.70	2,912
Evans	James Evans	1,411.75	6.92		358.50	1,060.17	2,912
farrar	John Farrar	570.06	6.92		0.00	576.98	2,912
Fegan	Richard Fegan	243.77	6.92	24.00	0.00	226.70	2,912
Fincher	Eli Fincher	131.56	6.92		0.00	138.48	2,912
Flaherty	Michael Flaherty	529.52	6.92		0.00	357.63	2,080
Flores	Xavier Flores	925.02	6.92	24.00	0.00	907.95	2,912
Fortner	Timothy Fortner	1,159.31	6.92		0.00	1,166.24	2,912
Frank	Robert Frank	354.06	6.92		0.00	360.98	2,912
Freeman	Edgar Freeman	1,336.80	6.92		0.00	1,343.72	2,912
Friend	Bryan Friend	1,024.19	6.92		0.00	1,031.12	2,912
Fuller	Michael Fuller	246.85	6.92		73.75	180.02	2,912
Fussner	James Fussner	95.56	6.92		0.00	102.48	2,912
Ganschow	Chase Ganschow	168.12	6.92		0.00	175.05	2,912
Garza	Rudy Garza	48.64	6.92		0.00	55.57	2,912
Gaver	Adam Gaver	615.77	6.92	55.00	0.00	567.70	2,912
Gay	Barton Gay	304.65	4.62	40.00	0.00	403.90	2,912
Glaeser	Jerry Glaeser	997.60	6.92		723.75	280.77	2,912
Golden	Justin Golden	769.60	6.92		0.00	517.68	2,080
Gomez	Robert Gomez	180.02	6.92		0.00	186.95	2,912
Gonzales	John Gonzales	661.48	6.92		0.00	668.40	2,912
Gonzalez	Fernando Gonzalez	55.39	6.92		0.00	62.32	2,912
Gosselin	Kevin Gosselin	655.98	6.92		0.00	662.90	2,912
Graham	Shawn Graham	1,583.56	6.92		200.25	926.82	2,080
Gray	Eric Gray	469.15	6.92		0.00	476.07	2,912
Greene	Robert Greene	1,084.40	6.92		0.00	1,091.33	2,912
griffin	Mark Griffin	446.02	6.92		0.00	452.94	2,912
Gromacki	Christopher Gromacki	17.77	6.92	17.00	0.00	7.70	2,912
Grossman	Joseph Grossman	84.50	6.92		0.00	91.42	2,912
Guia	Luis Guia	55.39	6.92		0.00	62.32	2,912
Hadley	Brady Hadley	55.39	6.92		0.00	62.32	2,912
Hall	William Hall	720.02	6.92		0.00	726.95	2,912
Hartz	Mikle Hartz	209.12	6.92		0.00	216.04	2,912
Henken	Darren Henken	1,800.00	6.92		0.00	1,806.92	2,912
Herrera	Juan Herrera	1,512.03	6.92		0.00	1,518.95	2,912
Herrera	Augustine Herrera	1,628.68	6.92	24.00	0.00	1,611.60	2,912
Hickey	Laura Hickey	88.43	4.62	40.00	0.00	79.58	2,912
Hill	Johnny Hill	7.29	6.92		0.00	14.22	2,912
Hill	Cody Hill	534.50	6.92		0.00	541.42	2,912
Hodges	Caleb Hodges	1,132.40	6.92		0.00	1,139.33	2,912
Hogan	Jonathan Hogan	508.52	4.62	10.00	0.00	503.13	2,080
Hogg	Dylan Hogg	55.39	6.92		0.00	62.32	2,912
Holbrook	Heath Holbrook	1,596.03	6.92		0.00	1,602.95	2,912
Holland	Christopher Holland	936.06	6.92		517.00	425.98	2,912

Honea	Chad Honea	964.40	6.92		0.00	971.33	2,912
Hood	Wade Hood	655.00	6.92		434.25	227.67	2,912
Horne	Jason Horne	362.40	6.92	24.00	0.00	345.32	2,912
Huang	Sonny Huang	517.50	6.92		0.00	524.42	2,912
Humphreys	David Humphreys	885.56	6.92		0.00	594.99	2,080
Huynh	Steven Huynh	697.50	6.92		0.00	704.42	2,912
Ivie	Christopher Ivie	1,332.67	6.92		0.00	1,339.59	2,912
Jackson	Paul Jackson	534.02	6.92		0.00	540.95	2,912
Jenkins	Victor Jenkins	632.50	6.92		321.00	318.42	2,912
Johnson	Kristina Johnson	112.99	4.62	3.00	0.00	114.60	2,080
Joiner	Michael Joiner	1,800.00	6.92		0.00	1,806.92	2,912
Jones	Joshua Jones	751.00	6.92		0.00	757.92	2,912
joseph	Bradley Joseph	1,090.31	6.92		0.00	1,097.23	2,912
Kazen	Samuel Kazen	1,531.22	6.92		0.00	1,538.14	2,912
Keeler	Jody Keeler	107.56	6.92		0.00	114.48	2,912
Kendel	Erik Kendel	501.35	6.92		0.00	508.27	2,912
Kennedy	Bruce Kennedy	211.42	6.92		0.00	218.34	2,912
Kilkenny	Chris Kilkenny	23.03	6.92		0.00	29.95	2,912
King	Ryan King	300.25	6.92	1.50	0.00	305.67	2,912
Kirkpatrick	Patrick Kirkpatrick	217.50	6.92	55.00	0.00	169.42	2,912
Kleam	Rob Kleam	1,800.00	6.92		0.00	1,806.92	2,912
Kornegay	Robert Kornegay	41.95	6.92	24.00	0.00	24.87	2,912
Kramer	Kendall Kramer	1,178.46	4.62		0.00	1,183.08	2,080
Lance	Collin Lance	167.61	4.62		0.00	172.22	2,080
Landers	Davon Landers	702.02	6.92		0.00	708.95	2,912
Larison	Casey Larison	55.39	6.92		0.00	62.32	2,912
Lavender	Landon Lavender	758.72	6.92	53.00	0.00	712.64	2,912
Letson	Jeremy Letson	26.81	6.92		0.00	33.73	2,912
Leverette	Kevin Leverette	1,732.63	6.92		0.00	1,739.56	2,912
Lockwood	Brandon Lockwood	231.34	6.92		0.00	238.26	2,912
Lujan	Jonathan Lujan	18.48	4.62	10.00	0.00	19.66	2,912
Macias	Christopher Macias	157.65	6.92		0.00	164.58	2,912
Markham	Joseph Markham	556.56	6.92		0.00	563.48	2,912
Martin	Daniel Martin	1,249.56	6.92		0.00	1,256.48	2,912
Martinez	Lee Martinez	160.92	6.92		0.00	167.84	2,912
Martinez	Pedro Martinez	138.78	6.92		0.00	145.70	2,912
Martinez	Edwin Martinez	856.80	6.92		0.00	863.72	2,912
Martinez	Eric Martinez	866.60	6.92		0.00	873.52	2,912
Mask	Eric Mask	637.94	6.92		0.00	644.87	2,912
Mason	Erik Mason	637.48	6.92		0.00	644.40	2,912
Mata	Juan Mata	493.52	6.92		0.00	500.45	2,912
McClure	Riley McClure	512.30	4.62		0.00	516.92	2,080
McDonald	Scott McDonald	1,731.70	6.92		0.00	1,738.62	2,912
McGill	Jason McGill	670.65	6.92		0.00	677.57	2,912
McNair	William McNair	1,296.19	6.92		930.50	372.62	2,912
Meiners	Travis Meiners	493.48	6.92		0.00	500.40	2,912
Miller	Tyrel Miller	0.00	4.62		0.00	6.92	2,912
Miller	Bradley Miller	235.42	6.92		26.00	216.34	2,912
Miller	Jonathan Miller	1,024.60	6.92		466.50	565.02	2,912
Minder	Michael Minder	1,106.06	6.92		0.00	1,112.98	2,912
Minyard	Alan Minyard	828.55	6.92		78.00	757.47	2,912
Montague	Edward Montague	1,007.80	6.92		0.00	1,014.72	2,912
Montgomery	Wesley Montgomery	1,681.40	6.92		387.00	1,301.33	2,912
Moore	Victor Moore	55.39	6.92		0.00	62.32	2,912

Moreno	Jose Moreno	707.02	6.92		0.00	713.95	2,912
Morris	Chance Morris	55.39	6.92		0.00	62.32	2,912
Mosqueda	Salvador Mosqueda	765.02	6.92		0.00	771.95	2,912
Mullins	James Mullins	1,767.70	6.92		0.00	1,774.62	2,912
Mundell	Nickolas Mundell	996.65	6.92		0.00	669.05	2,080
Neylon	George Neylon	603.86	6.92		430.75	180.03	2,912
Nguyen	Minh Nguyen	1,498.42	6.92		0.00	1,505.34	2,912
Nichols	Michael Nichols	1,004.30	6.92		423.00	588.22	2,912
Nicolas	Christian Nicolas	193.94	6.92		20.75	180.12	2,912
Oliver	David Oliver	378.06	6.92		118.00	266.98	2,912
Osicka	Adam Osicka	544.60	6.92		0.00	551.52	2,912
Oviedo	Carlos Oviedo	426.06	6.92		0.00	432.98	2,912
Owens	Brock Owens	313.77	6.92		0.00	320.70	2,912
Padron	Ricardo Padron	1,126.31	6.92		0.00	1,133.23	2,912
Paine	Adam Paine	1,236.06	6.92		0.00	1,242.98	2,912
Parnell	Jacob Parnell	840.27	6.92		0.00	847.20	2,912
Patten	Jonathan Patten	1,442.34	6.92		852.00	597.26	2,912
Pavnica	Jonathan Pavnica	1,156.80	6.92		0.00	1,163.72	2,912
Perez	Emmanuel Perez	1,371.30	6.92		0.00	1,378.22	2,912
Perkins	William Perkins	339.19	6.92		0.00	346.12	2,912
Pham	My Pham	1,393.60	6.92		0.00	1,400.52	2,912
Philson	Matthew Philson	98.75	6.92		0.00	105.67	2,912
Pittmon	Kevin Pittmon	805.52	6.92		5.25	807.20	2,912
Platt	Jason Platt	447.02	6.92		0.00	453.95	2,912
Powell	Brad Powell	697.28	6.92		0.00	704.20	2,912
Prendergast	Christopher Prendergast	138.06	6.92		0.00	144.98	2,912
Pugh	Ryan Pugh	733.52	6.92	55.00	0.00	685.45	2,912
Ramirez	Romeo Ramirez	676.52	6.92		120.00	563.45	2,912
Reynolds	Michael Reynolds	114.56	6.92		0.00	121.48	2,912
Reynolds	Brandon Reynolds	157.52	6.92		0.00	164.45	2,912
Rivas	Sergio Rivas	0.00	4.62		0.00	6.92	2,912
Robinson	Justin Robinson	1,040.76	6.92		396.50	651.18	2,912
Rochin	Samuel Rochin	385.48	6.92		0.00	392.40	2,912
Rojas	Adrian Rojas	822.78	6.92	24.00	0.00	805.70	2,912
Ross	James Ross	1,384.80	6.92		0.00	1,391.72	2,912
Royce-Bemis	Ryan Royce-Bemis	0.00	4.62		0.00	6.92	2,912
Russ	Brandon Russ	450.06	6.92		0.00	456.98	2,912
Russell	Kevin Russell	430.90	4.62		0.00	435.52	2,080
Sahagun	Jorge Sahagun	131.56	6.92		0.00	138.48	2,912
Salas	Bonny Salas	48.42	6.92		0.00	55.34	2,912
Salcido	Gus Salcido	107.56	6.92		0.00	114.48	2,912
Saldivar	Eduardo Saldivar	1,099.38	6.92		0.00	1,106.30	2,912
Sasser	Tyler Sasser	0.00	4.62		0.00	6.92	2,912
Scheuermann	Benjamin Scheuermann	1,604.10	6.92		0.00	1,611.02	2,912
Schwanbeck	Brent Schwanbeck	550.40	6.92		0.00	557.33	2,912
Scott	Ryan Scott	403.00	6.92		0.00	409.92	2,912
Sells	Travis Sells	1,684.70	6.92		0.00	1,691.62	2,912
Shanklin	Brent Shanklin	1,126.65	6.92		0.00	1,133.58	2,912
Shepard	Ryan Shepard	1,411.88	6.92		0.00	1,418.80	2,912
Sherrill	James Sherrill	722.52	6.92		0.00	729.45	2,912
Sieve	Kevin Sieve	1,443.64	6.92		0.00	1,450.56	2,912
Sipriano	Lorenzo Sipriano	0.00	4.62		0.00	6.92	2,912
Smith	Tyler Smith	152.42	6.92		0.00	159.34	2,912
Smith	Robert Smith	578.77	6.92		0.00	585.70	2,912

Smith	Samuel Smith	644.03	6.92		0.00	650.95	2,912
Smith	Darren Smith	1,300.10	6.92		800.50	506.53	2,912
Snow	Jeremy Snow	67.31	6.92		0.00	74.23	2,912
Stayner	Monty Stayner	505.50	6.92		151.50	360.92	2,912
Stephens	Chad Stephens	276.98	6.92		0.00	283.90	2,912
sternberg	Jeremy Sternberg	362.92	6.92		0.00	369.84	2,912
Studer	James Studer	1,294.75	6.92		0.00	1,301.67	2,912
Surratt	Deryl Surratt	473.23	6.92		0.00	480.15	2,912
Tai	Walker Tai	764.52	6.92		204.00	567.45	2,912
Taylor	Brandon Taylor	214.25	6.92	24.00	0.00	197.17	2,912
Taylor	Phillip Taylor	326.25	6.92		0.00	333.17	2,912
Thompson	James Thompson	486.50	6.92		0.00	493.42	2,912
Throne	Matthew Throne	1,800.00	6.92	24.00	0.00	1,782.92	2,912
Ton	Daniel Ton	842.52	6.92		520.00	329.45	2,912
Tovar	Jesse Tovar	1,158.29	4.62		0.00	1,744.36	2,912
Trammell	Jace Trammell	547.00	6.92		0.00	553.92	2,912
Trujillo	Anthony Trujillo	319.50	6.92		0.00	326.42	2,912
Tucker	Philip Tucker	1,127.06	6.92		0.00	1,133.98	2,912
Tuohy	Malcolm Tuohy	776.80	6.92		0.00	783.72	2,912
Tupper	Aaron Tupper	692.73	4.62		0.00	1,046.02	2,912
Turner	Keith Turner	750.10	6.92		0.00	757.02	2,912
Tyler	David Tyler	897.06	4.62		0.00	901.68	2,080
Underhill	Joshua Underhill	421.48	6.92		0.00	428.40	2,912
Vaquera	Rowdy Vaquera	364.77	6.92		0.00	371.70	2,912
Velasquez	Adrian Velasquez	770.78	6.92		0.00	777.70	2,912
Villasana	Josue Villasana	55.39	6.92		0.00	62.32	2,912
Wade	Kelly Wade	406.80	6.92		0.00	413.72	2,912
Walker	Henry Walker	614.25	6.92		0.00	621.18	2,912
Warden	Kyle Warden	131.56	6.92		0.00	138.48	2,912
Warren	Sonny Warren	294.00	6.92		0.00	300.92	2,912
Waters	Zachary Waters	469.75	6.92	55.00	0.00	421.67	2,912
Wazac	Matthew Wazac	305.28	6.92		0.00	312.20	2,912
Wesloh	Timothy Wesloh	1,800.00	6.92		0.00	1,806.92	2,912
Winkler	James Winkler	7.35	6.92		0.00	14.27	2,912
Wittmayer	Jayson Wittmayer	738.90	6.92	55.00	0.00	690.83	2,912
Wright	Ronald Wright	846.20	6.92		0.00	853.12	2,912
Yeager	Jace Yeager	607.19	6.92		0.00	614.12	2,912
Young	Rontre Young	638.25	6.92		0.00	645.17	2,912
Zapata	Jasiel Zapata	841.50	6.92		0.00	565.62	2,080
Zaragoza	Raul Zaragoza	55.39	6.92		0.00	62.32	2,912
Zelinski	Nicholas Zelinski	132.00	6.92		0.00	138.92	2,912



last name	Full Name	Hrly Rate	Vacation Balance as of 10/23/17	Holiday balance as of 10/23/17	Holiday used PPE 11/05/17	Vac used PPE 11/05/17	Final VA/HO Pre CS	Estimated Value as of 3/29/2022
Adams	Jason Adams	\$ 49.44	236.76	0.00	0.00	0.00	157.84	\$ 7,803.48
Addante	Eric Addante	\$ 35.31	337.87	48.00	0.00	0.00	385.87	\$ 13,626.43
Alcantar	Roman Alcantar	\$ 49.44	37.52	0.00	0.00	18.00	19.52	\$ 964.86
Alexander	Dale Alexander	\$ 30.22	132.42	0.00	0.00	0.00	132.42	\$ 4,001.70
Alexander	Korrey Alexander	\$ 30.34	51.61	0.00	0.00	24.00	27.61	\$ 837.77
Allison	Cody Allison	\$ 35.31	349.85	0.00	0.00	0.00	349.85	\$ 12,354.43
Almaguer	Sonia Almaguer	\$ 40.27	30.66	0.00	0.00	0.00	30.66	\$ 1,234.83
Alvarado	Felipe Alvarado	\$ 31.86	114.34	0.00	0.00	0.00	114.34	\$ 3,643.02
Anthony	Morkita Anthony	\$ 55.06	285.35	32.00	0.00	4.00	313.35	\$ 17,253.24
Anthony	Gary Anthony	\$ 28.77	267.86	0.00	0.00	0.00	267.86	\$ 7,705.35
Arrington	Johnny Arrington	\$ 30.34	293.09	0.00	0.00	0.00	293.09	\$ 8,893.32
Ayerdis	Ariel Ayerdis	\$ 26.08	0.00	0.00	0.00	0.00	0.00	\$ -
Azamar	Peter Azamar	\$ 35.31	245.80	12.00	12.00	12.00	233.80	\$ 8,256.38
Ballenger	Lonnie Ballenger	\$ 30.22	124.26	0.00	0.00	24.00	100.26	\$ 3,029.86
Banz	Christopher Banz	\$ 35.31	135.61	0.00	0.00	0.00	135.61	\$ 4,789.03
Barber	Bryan Barber	\$ 35.31	245.99	0.00	0.00	24.00	221.99	\$ 7,839.36
Barnard	Joshua Barnard	\$ 30.34	144.65	0.00	0.00	0.00	144.65	\$ 4,389.19
Bauman	Clint Bauman	\$ 31.86	174.36	0.00	0.00	0.00	174.36	\$ 5,555.14
Benitez-Mondragon	Javier Benitez-Mondragon	\$ 30.34	127.65	0.00	0.00	0.00	127.65	\$ 3,873.36
Berber	Frank Berber	\$ 35.31	187.55	0.00	0.00	25.00	162.55	\$ 5,740.35
Berkley	Joshua Berkley	\$ 28.77	70.65	36.00	24.00	0.00	82.65	\$ 2,377.56
Berumen	Felipe Berumen	\$ 27.39	120.04	24.00	0.00	0.00	144.04	\$ 3,944.97
Blair	Patrick Blair	\$ 35.31	234.38	0.00	0.00	0.00	234.38	\$ 8,276.90
Boyce	William Boyce	\$ 31.86	202.62	0.00	0.00	0.00	202.62	\$ 6,455.51
Boyle	Craig Boyle	\$ 27.39	0.00	12.00	0.00	0.00	12.00	\$ 328.67
Brandes	Shelby Brandes	\$ 33.63	275.65	0.00	0.00	24.00	251.65	\$ 8,463.56
Briones	Samuel Briones	\$ 30.22	302.03	0.00	0.00	17.00	285.03	\$ 8,613.49
Brown	Dylan Brown	\$ 28.77	136.73	0.00	0.00	25.00	111.73	\$ 3,213.96
Buchanan	Stephen Buchanan	\$ 31.86	149.34	0.00	0.00	0.00	149.34	\$ 4,758.13
Burgdorf	Luke Burgdorf	\$ 27.39	0.00	12.00	0.00	0.00	12.00	\$ 328.67
Burns	Kyle Burns	\$ 35.31	61.01	0.00	0.00	24.00	37.01	\$ 1,306.96
Burton	Kevin Burton	\$ 39.33	261.96	12.00	12.00	12.00	249.96	\$ 9,830.68
Caballero	Caleb Caballero	\$ 31.86	363.27	67.00	7.00	0.00	423.27	\$ 13,485.59
Cantu	Samuel Cantu	\$ 29.48	11.30	0.00	0.00	0.00	11.30	\$ 333.16
Carey	Mitchell Carey	\$ 28.77	32.68	0.00	0.00	24.00	8.68	\$ 249.57
Carpenter	Robert Carpenter	\$ 31.86	99.78	0.00	0.00	0.00	99.78	\$ 3,178.88
Carr	Ryan Carr	\$ 30.34	173.82	48.00	24.00	0.00	197.82	\$ 6,002.35
Carrillo	Manuel Carrillo	\$ 44.60	52.94	0.00	0.00	0.00	52.94	\$ 2,361.53
Casburn	Tyler Casburn	\$ 30.34	307.65	0.00	0.00	49.00	258.65	\$ 7,848.30
Castle	Shawn Castle	\$ 31.86	36.11	0.00	0.00	0.00	36.11	\$ 1,150.47
Cepeda	Sergio Cepeda	\$ 28.77	235.42	12.00	0.00	0.00	247.42	\$ 7,117.14
Chinchilla	Eric Chinchilla	\$ 30.34	206.51	0.00	0.00	0.00	206.51	\$ 6,266.15
Christie	David Christie	\$ 33.63	290.18	0.00	0.00	0.00	290.18	\$ 9,759.20
Collett	Zachary Collett	\$ 35.31	144.82	0.00	0.00	24.00	120.82	\$ 4,266.42
cooper	William Cooper	\$ 35.31	160.35	0.00	0.00	0.00	160.35	\$ 5,662.41
Corder	Shawn Corder	\$ 35.31	124.09	0.00	0.00	0.00	124.09	\$ 4,382.15
Coulston	Shane Coulston	\$ 28.77	14.62	0.00	0.00	0.00	14.62	\$ 420.50
Cramer	Alex Cramer	\$ 35.31	256.16	0.00	0.00	25.00	231.16	\$ 8,163.26
Cretsinger	Blake Cretsinger	\$ 28.77	152.15	0.00	0.00	0.00	152.15	\$ 4,376.79
Curtis	Jason Curtis	\$ 31.86	303.67	0.00	0.00	25.00	278.67	\$ 8,878.55
Daniel	Reece Daniel	\$ 30.34	297.82	0.00	0.00	0.00	297.82	\$ 9,036.66
Darby	Bob Darby	\$ 31.86	75.81	0.00	0.00	0.00	75.81	\$ 2,415.26
Dellasega	Austin Dellasega	\$ 33.63	354.65	0.00	0.00	0.00	354.65	\$ 11,927.66
Dereta	Michelle Dereta	\$ 35.31	89.14	0.00	0.00	0.00	89.14	\$ 3,147.86
Dickey	Colton Dickey	\$ 31.86	0.00	12.00	0.00	0.00	12.00	\$ 382.32
Draganic	Brian Draganic	\$ 28.77	313.43	0.00	0.00	0.00	313.43	\$ 9,015.98
Druzanovic	Haris Druzanovic	\$ 26.08	0.00	0.00	0.00	0.00	0.00	\$ -
Duke	Justin Duke	\$ 28.77	136.60	0.00	0.00	24.00	112.60	\$ 3,239.16
Easter	Brad Easter	\$ 39.33	331.39	0.00	0.00	0.00	331.39	\$ 13,033.32
Eaves	Robert Eaves	\$ 29.48	110.58	0.00	0.00	0.00	110.58	\$ 3,260.29

Hours Frozen at 2912. Adjustement to 2080 made to match current 2080 pay rate.

**D - Management spreadsheet of Estimated Value of Frozen Vacation Hours**

Eck	Stephen Eck	\$ 39.33	408.43	0.00	0.00	17.00	391.43	\$ 15,394.47	
Eisenhaur	Jason Eisenhaur	\$ 31.86	7.36	0.00	0.00	0.00	7.36	\$ 234.62	
Eller	Robert Eller	\$ 35.31	106.31	0.00	0.00	0.00	106.31	\$ 3,754.13	
English	Alexander English	\$ 31.86	304.09	0.00	0.00	0.00	304.09	\$ 9,688.43	
Evans	James Evans	\$ 35.31	175.25	0.00	0.00	0.00	175.25	\$ 6,188.69	
farrar	John Farrar	\$ 31.86	66.45	0.00	0.00	0.00	66.45	\$ 2,117.21	
Fegan	Richard Fegan	\$ 35.31	33.59	0.00	0.00	0.00	33.59	\$ 1,186.26	
Fincher	Eli Fincher	\$ 31.86	120.04	0.00	0.00	0.00	120.04	\$ 3,824.37	
Flaherty	Michael Flaherty	\$ 55.06	162.90	0.00	0.00	0.00	108.60	\$ 5,979.43	Hours Frozen at 2912. Adjustment to 2080 made to match current 2080 pay rate.
Flores	Xavier Flores	\$ 28.77	128.09	0.00	0.00	0.00	128.09	\$ 3,684.68	
Fortner	Timothy Fortner	\$ 31.86	251.62	19.00	7.00	24.00	239.62	\$ 7,634.21	
Frank	Robert Frank	\$ 28.77	37.93	24.00	0.00	0.00	61.93	\$ 1,781.53	
Freeman	Edgar Freeman	\$ 31.86	102.12	0.00	0.00	25.00	77.12	\$ 2,456.99	
Friend	Bryan Friend	\$ 30.22	105.98	0.00	0.00	0.00	105.98	\$ 3,202.72	
Fuller	Michael Fuller	\$ 28.77	104.72	12.00	0.00	0.00	116.72	\$ 3,357.56	
Fussner	James Fussner	\$ 27.39	90.08	48.00	0.00	0.00	138.08	\$ 3,781.96	
Ganschow	Chase Ganschow	\$ 28.77	249.10	0.00	0.00	0.00	249.10	\$ 7,165.70	
Garza	Rudy Garza	\$ 27.39	0.00	12.00	0.00	0.00	12.00	\$ 328.67	
Gaver	Adam Gaver	\$ 31.86	165.61	0.00	0.00	0.00	165.61	\$ 5,276.50	
Gay	Barton Gay	\$ 29.48	166.02	32.00	0.00	0.00	297.04	\$ 8,757.51	Hours Frozen at 2080. Adjustment to 2912 made to match current 2912 pay rate.
Glaeser	Jerry Glaeser	\$ 31.86	17.71	0.00	0.00	0.00	17.71	\$ 564.18	
Golden	Justin Golden	\$ 55.06	125.86	0.00	0.00	24.00	67.91	\$ 3,738.98	Hours Frozen at 2912. Adjustment to 2080 made to match current 2080 pay rate.
Gomez	Robert Gomez	\$ 28.77	180.02	12.00	0.00	0.00	192.02	\$ 5,523.74	
Gonzales	John Gonzales	\$ 28.77	188.40	0.00	0.00	0.00	188.40	\$ 5,419.55	
Gonzalez	Fernando Gonzalez	\$ 27.39	0.00	12.00	0.00	0.00	12.00	\$ 328.67	
Gosselin	Kevin Gosselin	\$ 31.86	112.12	0.00	0.00	0.00	112.12	\$ 3,572.13	
Graham	Shawn Graham	\$ 49.44	406.34	0.00	0.00	24.00	254.89	\$ 12,601.79	Hours Frozen at 2912. Adjustment to 2080 made to match current 2080 pay rate.
Gray	Eric Gray	\$ 31.86	378.02	0.00	0.00	0.00	378.02	\$ 12,043.92	
Greene	Robert Greene	\$ 31.86	274.39	0.00	0.00	0.00	274.39	\$ 8,741.99	
griffin	Mark Griffin	\$ 35.31	207.37	36.00	17.00	0.00	226.37	\$ 7,993.96	
Gromacki	Christopher Gromacki	\$ 28.77	85.12	0.00	0.00	0.00	85.12	\$ 2,448.41	
Grossman	Joseph Grossman	\$ 31.86	89.68	0.00	0.00	0.00	89.68	\$ 2,857.10	
Guia	Luis Guia	\$ 26.08	0.00	12.00	0.00	0.00	12.00	\$ 312.99	
Hadley	Brady Hadley	\$ 27.39	0.00	12.00	0.00	0.00	12.00	\$ 328.67	
Hall	William Hall	\$ 28.77	102.34	0.00	0.00	0.00	102.34	\$ 2,943.96	
Hartz	Mikle Hartz	\$ 28.77	249.10	12.00	0.00	0.00	261.10	\$ 7,510.89	
Henken	Darren Henken	\$ 35.31	210.62	24.00	19.50	0.00	215.12	\$ 7,596.61	
Herrera	Augustine Herrera	\$ 35.31	78.53	24.00	24.00	0.00	78.53	\$ 2,773.33	
Herrera	Juan Herrera	\$ 31.86	159.60	24.00	0.00	24.00	159.60	\$ 5,084.95	
Hickey	Laura Hickey	\$ 29.48	103.50	0.00	0.00	40.00	95.24	\$ 2,808.03	Hours Frozen at 2080. Adjustment to 2912 made to match current 2912 pay rate.
Hill	Cody Hill	\$ 31.86	88.43	0.00	0.00	0.00	88.43	\$ 2,817.27	
Hill	Johnny Hill	\$ 30.34	169.42	12.00	0.00	0.00	181.42	\$ 5,504.72	
Hodges	Caleb Hodges	\$ 31.86	221.84	0.00	0.00	49.00	172.84	\$ 5,506.84	
Hogan	Jonathan Hogan	\$ 44.60	43.08	0.00	0.00	1.50	41.58	\$ 1,854.47	
Hogg	Dylan Hogg	\$ 27.39	0.00	12.00	0.00	0.00	12.00	\$ 328.67	
Holbrook	Heath Holbrook	\$ 35.31	87.01	0.00	0.00	0.00	87.01	\$ 3,072.50	
Holland	Christopher Holland	\$ 31.86	337.85	0.00	0.00	0.00	337.85	\$ 10,763.90	
Honea	Chad Honea	\$ 31.86	63.84	0.00	0.00	24.00	39.84	\$ 1,269.44	
Hood	Wade Hood	\$ 28.77	55.68	0.00	0.00	24.00	31.68	\$ 911.19	
Horne	Jason Horne	\$ 35.31	133.90	0.00	0.00	24.00	109.90	\$ 3,881.12	
Huang	Sonny Huang	\$ 37.46	314.32	0.00	0.00	17.00	297.32	\$ 11,136.30	
Humphreys	David Humphreys	\$ 44.60	228.37	0.00	0.00	0.00	152.25	\$ 6,790.92	Hours Frozen at 2912. Adjustment to 2080 made to match current 2080 pay rate.
Huynh	Steven Huynh	\$ 28.77	220.43	36.00	24.00	0.00	232.43	\$ 6,685.94	
Ivie	Christopher Ivie	\$ 35.31	39.51	0.00	0.00	0.00	39.51	\$ 1,395.24	
Jackson	Paul Jackson	\$ 28.77	207.34	0.00	0.00	0.00	207.34	\$ 5,964.38	
Jenkins	Victor Jenkins	\$ 35.31	346.50	0.00	0.00	0.00	346.50	\$ 12,236.34	
Johnson	Kristina Johnson	\$ 40.27	10.99	0.00	0.00	9.00	1.99	\$ 80.06	
Joiner	Michael Joiner	\$ 35.31	359.20	0.00	0.00	24.00	335.20	\$ 11,837.01	
Jones	Joshua Jones	\$ 35.31	227.02	0.00	0.00	48.00	179.02	\$ 6,321.72	
joseph	Bradley Joseph	\$ 31.86	32.08	36.00	24.00	0.00	44.08	\$ 1,404.40	
Kazen	Samuel Kazen	\$ 35.31	354.27	0.00	0.00	0.00	354.27	\$ 12,510.51	

Keeler	Jody Keeler	\$ 30.34	120.04	0.00	0.00	0.00	120.04	\$ 3,642.26
Kendel	Erik Kendel	\$ 35.31	144.06	0.00	0.00	0.00	144.06	\$ 5,087.15
Kennedy	Bruce Kennedy	\$ 30.34	235.42	36.00	0.00	0.00	271.42	\$ 8,235.60
Kilkenny	Chris Kilkenny	\$ 31.86	15.84	0.00	0.00	0.00	15.84	\$ 504.79
Kirkpatrick	Patrick Kirkpatrick	\$ 31.86	155.68	0.00	0.00	0.00	155.68	\$ 4,959.87
Kleam	Rob Kleam	\$ 31.86	291.77	0.00	0.00	24.00	267.77	\$ 8,531.33
Kornegay	Robert Kornegay	\$ 31.86	91.44	0.00	0.00	24.00	67.44	\$ 2,148.65
Kramer	Kendall Kramer	\$ 44.60	320.00	0.00	0.00	0.00	320.00	\$ 14,273.38
Lance	Collin Lance	\$ 55.06	114.39	0.00	0.00	0.00	114.39	\$ 6,298.16
Landers	Davon Landers	\$ 31.86	121.84	0.00	0.00	0.00	121.84	\$ 3,881.91
Larison	Casey Larison	\$ 27.39	0.00	12.00	0.00	0.00	12.00	\$ 328.67
Lavender	Landon Lavender	\$ 28.77	148.23	0.00	0.00	0.00	148.23	\$ 4,263.85
Letson	Jeremy Letson	\$ 30.34	25.06	0.00	0.00	0.00	25.06	\$ 760.34
Leverette	Kevin Leverette	\$ 35.31	167.29	0.00	0.00	41.00	126.29	\$ 4,459.63
Lockwood	Brandon Lockwood	\$ 29.48	22.56	0.00	0.00	24.00	0.00	\$ -
Lujan	Jonathan Lujan	\$ 30.34	18.27	0.00	0.00	18.00	0.00	\$ -
Macias	Christopher Macias	\$ 31.86	161.68	0.00	0.00	0.00	161.68	\$ 5,151.03
Markham	Joseph Markham	\$ 31.86	115.81	0.00	0.00	0.00	115.81	\$ 3,689.67
Martin	Daniel Martin	\$ 31.86	270.48	0.00	0.00	24.00	246.48	\$ 7,852.90
Martinez	Pedro Martinez	\$ 35.31	125.62	0.00	0.00	24.00	101.62	\$ 3,588.61
Martinez	Eric Martinez	\$ 35.31	234.36	24.00	20.00	0.00	238.36	\$ 8,417.37
Martinez	Edwin Martinez	\$ 31.86	88.87	0.00	0.00	0.00	88.87	\$ 2,831.35
Martinez	Lee Martinez	\$ 28.77	186.42	108.00	24.00	0.00	270.42	\$ 7,778.76
Mask	Eric Mask	\$ 31.86	282.48	0.00	0.00	0.00	282.48	\$ 8,999.87
Mason	Erik Mason	\$ 30.34	200.40	0.00	0.00	25.00	175.40	\$ 5,322.24
Mata	Juan Mata	\$ 33.63	196.59	24.00	24.00	24.00	172.59	\$ 5,804.61
McClure	Riley McClure	\$ 42.48	51.30	0.00	0.00	0.00	51.30	\$ 2,179.41
McDonald	Scott McDonald	\$ 35.31	141.84	0.00	0.00	31.00	110.84	\$ 3,914.10
McGill	Jason McGill	\$ 29.48	32.21	0.00	0.00	0.00	32.21	\$ 949.65
McNair	William McNair	\$ 31.86	228.31	72.00	0.00	0.00	300.31	\$ 9,567.81
Meiners	Travis Meiners	\$ 28.77	222.48	0.00	0.00	0.00	222.48	\$ 6,399.84
Miller	Jonathan Miller	\$ 35.31	268.43	0.00	0.00	24.00	244.43	\$ 8,631.66
Miller	Bradley Miller	\$ 28.77	187.42	84.00	24.00	0.00	247.42	\$ 7,117.14
Miller	Tyrel Miller	\$ 30.34	0.00	0.00	0.00	0.00	0.00	\$ -
Minder	Michael Minder	\$ 55.06	164.81	0.00	0.00	0.00	164.81	\$ 9,074.43
Minyard	Alan Minyard	\$ 37.46	84.87	0.00	0.00	0.00	84.87	\$ 3,178.82
Montague	Edward Montague	\$ 35.31	124.37	0.00	0.00	0.00	124.37	\$ 4,391.89
Montgomery	Wesley Montgomery	\$ 45.01	20.98	0.00	0.00	0.00	20.98	\$ 944.30
Moore	Victor Moore	\$ 27.39	0.00	12.00	0.00	0.00	12.00	\$ 328.67
Moreno	Jose Moreno	\$ 31.86	25.09	0.00	0.00	24.00	1.09	\$ 34.79
Morris	Chance Morris	\$ 27.39	0.00	12.00	0.00	0.00	12.00	\$ 328.67
Mosqueda	Salvador Mosqueda	\$ 35.31	60.59	24.00	24.00	0.00	60.59	\$ 2,139.73
Mullins	James Mullins	\$ 35.31	327.53	0.00	0.00	0.00	327.53	\$ 11,566.23
Mundell	Nickolas Mundell	\$ 49.44	98.82	0.00	0.00	24.00	49.88	\$ 2,466.03
Neylon	George Neylon	\$ 35.31	145.59	0.00	0.00	24.00	121.59	\$ 4,293.65
Nguyen	Minh Nguyen	\$ 35.31	41.36	0.00	0.00	0.00	41.36	\$ 1,460.72
Nichols	Michael Nichols	\$ 31.86	104.37	0.00	0.00	0.00	104.37	\$ 3,325.19
Nicolas	Christian Nicolas	\$ 28.77	118.32	0.00	0.00	24.00	94.32	\$ 2,713.08
Oliver	David Oliver	\$ 28.77	325.93	0.00	0.00	24.00	301.93	\$ 8,685.35
Osicka	Adam Osicka	\$ 28.77	17.11	0.00	0.00	0.00	17.11	\$ 492.18
Oviedo	Carlos Oviedo	\$ 28.77	317.54	0.00	0.00	0.00	317.54	\$ 9,134.44
Owens	Brock Owens	\$ 39.33	190.50	0.00	0.00	0.00	190.50	\$ 7,492.25
Padron	Ricardo Padron	\$ 35.31	171.31	0.00	0.00	0.00	171.31	\$ 6,049.52
Paine	Adam Paine	\$ 31.86	346.12	0.00	0.00	0.00	346.12	\$ 11,027.45
Parnell	Jacob Parnell	\$ 28.77	279.09	0.00	0.00	24.00	255.09	\$ 7,337.95
Patten	Jonathan Patten	\$ 39.33	281.72	0.00	0.00	0.00	281.72	\$ 11,079.84
Pavnica	Jonathan Pavnica	\$ 31.86	61.62	0.00	0.00	0.00	61.62	\$ 1,963.16
Perez	Emmanuel Perez	\$ 31.86	228.57	0.00	0.00	0.00	228.57	\$ 7,282.22
Perkins	William Perkins	\$ 28.77	273.82	12.00	0.00	0.00	285.82	\$ 8,221.75
Pham	My Pham	\$ 31.86	314.58	36.00	0.00	0.00	350.58	\$ 11,169.55
Philson	Matthew Philson	\$ 30.34	86.18	0.00	0.00	0.00	86.18	\$ 2,614.85

Hours Frozen at 2912. Adjustment to 2080 made to match current 2080 pay rate.

Pittmon	Kevin Pittmon	\$ 30.34	30.09	0.00	0.00	0.00	30.09	\$ 913.08
Platt	Jason Platt	\$ 28.77	151.61	0.00	0.00	0.00	151.61	\$ 4,361.31
Powell	Brad Powell	\$ 31.86	21.34	0.00	0.00	24.00	0.00	\$ -
Prendergast	Christopher Prendergast	\$ 28.77	215.93	0.00	0.00	0.00	215.93	\$ 6,211.48
Pugh	Ryan Pugh	\$ 33.63	80.59	0.00	0.00	0.00	80.59	\$ 2,710.47
Ramirez	Romeo Ramirez	\$ 49.44	58.11	0.00	0.00	0.00	58.11	\$ 2,873.11
Reynolds	Brandon Reynolds	\$ 31.86	51.09	0.00	0.00	0.00	51.09	\$ 1,627.80
Reynolds	Michael Reynolds	\$ 27.39	120.04	0.00	0.00	0.00	120.04	\$ 3,287.64
Rivas	Sergio Rivas	\$ 26.08	0.00	0.00	0.00	0.00	0.00	\$ -
Robinson	Justin Robinson	\$ 35.31	186.72	0.00	0.00	0.00	186.72	\$ 6,593.92
Rochin	Samuel Rochin	\$ 31.86	143.40	0.00	0.00	0.00	143.40	\$ 4,568.82
Rojas	Adrian Rojas	\$ 31.86	60.34	0.00	0.00	0.00	60.34	\$ 1,922.57
Ross	James Ross	\$ 39.33	221.87	0.00	0.00	0.00	221.87	\$ 8,725.85
Royce-Bemis	Ryan Royce-Bemis	\$ 26.08	0.00	0.00	0.00	0.00	0.00	\$ -
Russ	Brandon Russ	\$ 44.60	133.93	0.00	0.00	0.00	133.93	\$ 5,973.94
Russell	Kevin Russell	\$ 44.60	22.65	0.00	0.00	0.00	22.65	\$ 1,010.38
Sahagun	Jorge Sahagun	\$ 31.86	120.04	0.00	0.00	0.00	120.04	\$ 3,824.37
Salas	Bonny Salas	\$ 28.77	138.42	36.00	0.00	0.00	174.42	\$ 5,017.23
Salcido	Gus Salcido	\$ 27.39	120.04	0.00	0.00	0.00	120.04	\$ 3,287.64
Saldivar	Eduardo Saldivar	\$ 39.33	24.39	0.00	0.00	0.00	24.39	\$ 959.08
Sasser	Tyler Sasser	\$ 26.08	0.00	0.00	0.00	0.00	0.00	\$ -
Scheuermann	Benjamin Scheuermann	\$ 35.31	207.10	0.00	0.00	0.00	207.10	\$ 7,313.33
Schwanbeck	Brent Schwanbeck	\$ 28.77	101.84	0.00	0.00	0.00	101.84	\$ 2,929.63
Scott	Ryan Scott	\$ 30.34	314.87	24.00	19.25	0.00	319.62	\$ 9,698.20
Sells	Travis Sells	\$ 29.48	81.83	0.00	0.00	7.00	74.83	\$ 2,206.15
Shanklin	Brent Shanklin	\$ 45.01	190.58	0.00	0.00	49.00	141.58	\$ 6,372.77
Shepard	Ryan Shepard	\$ 39.33	78.93	0.00	0.00	0.00	78.93	\$ 3,104.32
Sherrill	James Sherrill	\$ 31.86	185.34	0.00	0.00	0.00	185.34	\$ 5,905.03
Sieve	Kevin Sieve	\$ 31.86	416.48	0.00	0.00	7.00	409.48	\$ 13,046.05
Sipriano	Lorenzo Sipriano	\$ 26.08	0.00	0.00	0.00	0.00	0.00	\$ -
Smith	Robert Smith	\$ 37.46	84.36	0.00	0.00	0.00	84.36	\$ 3,159.95
Smith	Samuel Smith	\$ 30.34	77.84	0.00	0.00	0.00	77.84	\$ 2,362.03
Smith	Tyler Smith	\$ 30.34	234.42	12.00	0.00	0.00	246.42	\$ 7,477.03
Snow	Jeremy Snow	\$ 28.77	46.81	0.00	0.00	0.00	46.81	\$ 1,346.47
Stayner	Monty Stayner	\$ 31.86	190.18	0.00	0.00	0.00	190.18	\$ 6,059.05
Stephens	Chad Stephens	\$ 28.77	91.54	0.00	0.00	49.00	42.54	\$ 1,223.82
sternberg	Jeremy Sternberg	\$ 31.86	59.51	0.00	0.00	24.00	35.51	\$ 1,131.36
Studer	James Studer	\$ 30.34	91.35	0.00	0.00	0.00	91.35	\$ 2,771.78
Surratt	Deryl Surratt	\$ 31.86	321.18	96.00	24.00	0.00	393.18	\$ 12,526.67
Tai	Walker Tai	\$ 31.86	267.66	0.00	0.00	0.00	267.66	\$ 8,527.57
Taylor	Phillip Taylor	\$ 28.77	149.43	0.00	0.00	24.00	125.43	\$ 3,607.99
Taylor	Brandon Taylor	\$ 31.86	332.12	0.00	0.00	0.00	332.12	\$ 10,581.35
Thompson	James Thompson	\$ 40.27	143.37	0.00	0.00	0.00	143.37	\$ 5,773.76
Throne	Matthew Throne	\$ 39.33	432.00	0.00	0.00	0.00	432.00	\$ 16,990.13
Ton	Daniel Ton	\$ 30.34	206.09	12.00	0.00	0.00	218.09	\$ 6,617.59
Tovar	Jesse Tovar	\$ 39.33	102.89	0.00	0.00	8.00	142.34	\$ 5,598.13
Trammell	Jace Trammell	\$ 28.77	194.87	0.00	0.00	25.00	169.87	\$ 4,886.41
Trujillo	Anthony Trujillo	\$ 28.77	155.93	0.00	0.00	0.00	155.93	\$ 4,485.35
Tucker	Philip Tucker	\$ 35.31	140.53	0.00	0.00	0.00	140.53	\$ 4,962.56
Tuohy	Malcolm Tuohy	\$ 33.63	46.12	0.00	0.00	0.00	46.12	\$ 1,551.04
Tupper	Aaron Tupper	\$ 28.77	62.31	0.00	0.00	0.00	93.46	\$ 2,688.48
Turner	Keith Turner	\$ 35.31	40.67	0.00	0.00	0.00	40.67	\$ 1,436.35
Tyler	David Tyler	\$ 55.06	132.01	0.00	0.00	0.00	132.01	\$ 7,268.44
Underhill	Joshua Underhill	\$ 31.86	175.65	0.00	0.00	0.00	175.65	\$ 5,596.31
Vaquera	Rowdy Vaquera	\$ 31.86	223.39	0.00	0.00	17.00	206.39	\$ 6,575.69
Velasquez	Adrian Velasquez	\$ 28.77	112.34	0.00	0.00	24.00	88.34	\$ 2,541.29
Villasana	Josue Villasana	\$ 27.39	0.00	12.00	0.00	0.00	12.00	\$ 328.67
Wade	Kelly Wade	\$ 31.86	93.37	0.00	0.00	24.00	69.37	\$ 2,210.08
Walker	Henry Walker	\$ 31.86	26.42	0.00	0.00	17.00	9.42	\$ 300.03
Warden	Kyle Warden	\$ 27.39	120.04	0.00	0.00	0.00	120.04	\$ 3,287.64
Warren	Sonny Warren	\$ 31.86	237.68	0.00	0.00	73.00	164.68	\$ 5,246.61

Hours Frozen at 2080. Adjustment to 2912 made to match current 2912 pay rate.

Hours Frozen at 2080. Adjustment to 2912 made to match current 2912 pay rate.

Waters	Zachary Waters	\$ 31.86	360.00	0.00	0.00	0.00	360.00	\$ 11,469.67
Wazac	Matthew Wazac	\$ 39.33	231.09	0.00	0.00	24.00	207.09	\$ 8,144.80
Wesloh	Timothy Wesloh	\$ 35.31	41.23	0.00	0.00	0.00	41.23	\$ 1,455.91
Winkler	James Winkler	\$ 29.48	64.34	0.00	0.00	0.00	64.34	\$ 1,896.88
Wittmayer	Jayson Wittmayer	\$ 35.31	277.10	0.00	0.00	0.00	277.10	\$ 9,785.50
Wright	Ronald Wright	\$ 37.46	46.42	0.00	0.00	7.00	39.42	\$ 1,476.59
Yeager	Jace Yeager	\$ 28.77	244.82	12.00	0.00	0.00	256.82	\$ 7,387.54
Young	Rontre Young	\$ 28.77	271.68	0.00	0.00	0.00	271.68	\$ 7,815.00
Zapata	Jasiel Zapata	\$ 49.44	336.59	0.00	0.00	0.00	224.39	\$ 11,093.89
Zaragoza	Raul Zaragoza	\$ 27.39	0.00	12.00	0.00	0.00	12.00	\$ 328.67
Zelinski	Nicholas Zelinski	\$ 28.77	107.18	0.00	0.00	0.00	107.18	\$ 3,083.01

Hours Frozen at 2912. Adjustment to 2080 made to match current 2080 pay rate.

## **E – Management response to APFFA request on restoring**

**APFF Request:** *“Please restore the sick time and vacation time that was frozen by the City.”*

**COA Management response to APFF request:**

**1. Restore sick leave time/hours**

City proposes to restore up to 180 hours of the “142” sick leave time removed from individual Fire Department member balances that was used to establish the initial Civil Service “143” sick leave banks in October 2017.

The restored sick time will be assigned to the “142” sick leave bank and will remain accessible for legitimate FMLA qualifying events.

**2. Restore vacation time/hours**

City proposes to restore up to 240 hours of the “142” vacation time removed from individual Fire Department member balances that was used to establish the initial Civil Service “143” vacation time banks in October 2017.

COA is offering to immediately pay out all “142” vacation time hours in 2022 dollars instead of 2017 dollars.

## **F - Association Hiring Process proposal**

### **HIRING PROCESS**

#### **Section 1. Intent**

In adopting this article, the Parties agreed to implement a hiring system for beginning positions in the Department that provided for selection based upon the determination by an Oral Interview Board and the Chief's Interview. The parties believe a determination by the Oral Interview Board and Chief's Interview for beginning positions improved the selection process and provided applicants a fair opportunity to demonstrate skills and abilities that serve as additional good indicators that they would perform well in the Department.

#### **Section 2. Adoption and Publication of Rules**

Any Local Rules that may be adopted by the commission shall be in conformity with the provisions of this article.

#### **Section 3. Written Examination and Commission List**

##### **(a) Written Examination and Military Points**

The written examination under Chapter 143 of the Texas Local Government Code shall be administered and the minimum passing grade on the written examination is 70 percent. An additional five (5) points shall be added to the examination grade of an applicant who served a minimum of 180 active days in the United States armed forces, received an honorable discharge, or who has a letter from their Battalion Commander or equivalent or higher, stating that the individual will ETS (Expiration Term of Service) within 90 days of employment and has the expectation of receiving an honorable discharge, and made a passing grade on the examination. In the event a tie should occur, the process to break a tie will follow the Department Hiring Guideline. A passing grade on the written examination may permit the applicant to proceed to the next step(s) in the hiring process. The grade on the written examination will not serve as the grade for ranking on the eligibility list; however, the written examination grade, plus any applicable military points, will determine the ranking for a Commission List from which applicants proceed through the remainder of the hiring process.

##### **(b) Commission List**

In this article "Commission List" shall mean the list of applicants who made a passing grade on the written examination ranked from highest to lowest including any applicable military and residence points and shall not mean the eligibility list from which an applicant may be appointed.

When a vacancy occurs in a beginning position in the Fire Department, the Department head shall request in writing from the director the names of suitable persons from the Commission List outlined in subsection (a) above. The director shall certify and provide to the Department head all of the names of such applicants on the Commission List. From the Commission List of names, the Department head shall identify a number of applicants, based on the determination of the

Department head related to the number of vacancies, with the highest ranking to proceed through the process.

#### **Section 4. Background Check and Physical Ability Test**

##### **(a) Background Check**

After the Department head determines an applicant to be eligible to proceed through the process by the Department head, the applicant will proceed through the Background Check in accordance with the Department's Hiring Guidelines. If an applicant passes the Background Check, then the applicant shall proceed to the Physical Ability Test. If an applicant does not pass the Background Check, the applicant will be disqualified from any further consideration in the hiring process.

##### **(b) Physical Ability Test**

From the list of names of applicants who passed the background check, the Department head shall identify the fifty (50) applicants with the highest ranking on the Commission List to proceed to the Physical Ability Test in accordance with the Department's Hiring Guidelines. If an applicant passes the Physical Ability Test, then the applicant will be considered to proceed to the Oral Interview Board. If an applicant does not pass the Physical Ability Test, the applicant will be disqualified from any further consideration in the hiring process. All applicants who have passed the Background Check and Physical Ability Test shall proceed to the next step in the process. If less than fifteen (15) applicants pass the Background Check and Physical Ability Test, the Department head shall identify the next fifty (50) applicants with the highest ranking on the Commission List (or those remaining on the Commission List if less than fifty (50) to proceed to the Physical Ability Test in accordance with the Department's Hiring Guidelines).

##### **(c) Selection of Candidates To Proceed to Oral Interview Board**

From the list of names of applicants who passed the Physical Ability Test, those applicants shall proceed to the next step in the process. In the event those applicant names are exhausted after the completion of the Oral Interview Board and Chief's Interview, then the Department head shall proceed under section 4(b) of this article to identify the next fifty (50) applicants with the highest ranking on the Commission List to proceed to the Physical Ability Test in accordance with the Department's Hiring Guidelines.

#### **Section 5. Oral Interview Board**

##### **(a) Oral Interview Board**

The Oral Interview Board made up of four (4) members with four (4) alternate members. Three (3) of those members and three (3) of the alternate members shall come from the Department. One (1) of those members and one (1) of the alternate members shall be an Executive Board member from APFF Local 1329. It is understood that all members and alternate members of the Oral Interview Board will receive appropriate training to conduct interviews.



**(b) Interview**

The Oral Interview Board will interview eligible applicants determined by the preceding steps in this article. Each member of the Oral Interview Board will assign an applicant a score from zero (0) to one hundred (100) points. The average of those four (4) scores will be calculated and will be the final Oral Interview Board score for each eligible applicant. If an applicant obtains a final Oral Interview Board score of seventy (70) points or more, an applicant will proceed to the Chief's Interview. If an applicant does not pass with a score of seventy (70) points or more, the applicant will be disqualified from any further consideration in the hiring process.

**Section 6. Chief's Interview**

The Fire Chief will interview eligible applicants determined by the preceding steps in this article. The Fire Chief shall invite the Assistant Fire Chief and/or one or more of the Deputy Chiefs to attend the Fire Chief's Interview for all eligible applicants. The Chief will assign an applicant a score from zero (0) to one hundred (100) points. Any input from the Assistant Fire Chief or Deputy Chief will be included in the Chief's score. This score will be the final Chief's Interview score for each eligible applicant. If an applicant does not pass with a score of seventy (70) points or more, the applicant will be disqualified from any further consideration in this hiring process.

**Section 7. Eligibility List**

The overall score to be placed on the eligibility list for each eligible applicant shall be computed by taking the applicant's final Oral Interview Board score and multiply the score by .70 to the account for seventy percent (70%) of the applicant's final overall score; and adding the applicant's final Chief's Interview score and multiply that score by

.30 to account for thirty percent (30%) of the applicant's final overall score (see below).

$$\begin{aligned} & (4 \text{ Oral Interview Board Scores divided by } 4 = \text{final Oral Interview Board Score}) \times 70\% \\ & \quad + \\ & \quad (\text{final Chief's Interview score}) \times 30\% \\ & \quad = \\ & \text{applicant's final overall score} \end{aligned}$$

When a vacancy occurs, the Department head shall appoint the eligible suitable applicant having the highest final overall score on the eligibility list unless the Department head has a valid reason for not appointing the person. Each hiring eligibility list remains in existence for one (1) year after the written examination unless exhausted.

### **Section 8. Effect of an Eligibility List Currently In Existence and Eligibility List Created Under this Agreement**

A hiring eligibility list in existence at the time of the adoption of this Agreement shall continue in effect until ( Date TBD) exhausted. Any hiring eligibility list created under this article will take effect upon the expiration of any applicable pre-existing list.

### **Section 9. Probationary period**

Unless already certified as both a firefighter by the Texas Commission on Fire Protection and at minimum an Advanced EMT by the Texas Department of State Health Services, a person appointed to a beginning position in the Department must serve a probationary period of up to eighteen (18) months beginning on that person's date of employment as a Fire Fighter, or trainee. A person appointed to a beginning position in the Department who is certified as both a fire fighter and at minimum an Advanced EMT shall serve a probationary period of twelve (12) months.

### **Section 10. Disqualification**

In the event an applicant is disqualified at any point in the hiring process, the Department head shall clearly set forth in writing the good and sufficient reason why a person was disqualified.

### **Section 11. Statutory Override**

This article supercedes the following sections of the Texas Local Government Code to the extent the article may be in conflict with any of these sections: section 143.025(a) to account for an Oral Interview Board and Chief's Interview only to be administered to certain applicants that meet the hiring process criteria under the rules implemented in accordance with this article and to establish the eligibility list based on the Oral Interview Board and Chief's Interview as outlined in this article; section 143.025(b) to base the eligibility list on the Oral Interview Board and Chief's Interview final overall score as outlined in this article; sections 143.025(c), 143.025(d) and 143.025(e) to provide for the Oral Interview Board and Chief's Interview to interview applicants outside the presence of other applicants and at different times; section 143.025(h) to extend the effective date of the eligibility list from examination date to examination date; section 143.025(i)

to provide for an Oral Interview Board and Chief's Interview in the grading process and for establishment of an eligibility list as outlined in this article; sections 143.026(a), 143.026(b), 143.026(c) and 143.026(d) to allow the creation of various lists in the hiring process as outlined in this article, to allow for appointment and disqualification by the Department head, to account for the Oral Interview Board and Chief's Interview final overall score as a basis for the applicant's selection, and to eliminate the requirement of filing reasons of a pass over with the commission; and section 143.027 regarding probationary period.

This article further preempts, to the extent of any conflict, all contrary state statutes, local ordinances, executive orders, civil service provisions, or rules adopted by the Department head or head of the City or by a division or agent of City, such as the commission.