

**EXHIBIT A**

Department of Executive Services  
Records & Licensing Division

Animal Control Officers Guild  
Compensation Settlement

Earning Code Eligibility for Retro Settlement  
Codes Used: 02/01/2014 through PPE 11/07/2014

**Eligible****Ineligible**

Elig Retro	Y
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Elig Retro	N
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Earn Code	Earn Code Descr
ADL	Administrative Leave w/Acc
CTT	Comp Time Taken
HOL	Holiday Pay
HPN	Holiday Pay - No Accruals
JDP	Jury Duty Pay
PL1	Longevity - ACOG
PLR	Long Py Retro (cnt payrl only)
REG	Regular Earnings
RTM	Regular Earns Short Term Temp
SDT	Sick Leave Taken - Donated
SFP	Sick Leave - FMLA
SLP	Sick Leave Pay
SLV	Sick Leave VEBA Payoff
VFP	Vacation - FMLA
VLP	Vacation
VPS	Vacation Pay Termination
W1C	WOC - Straight Time

Earn Code	Earn Code Descr
CBD	Call Back Pay@2.0
CBP	Call Back Pay - Overtime
CHC	Comp Time Earned @ 1.5
CTE	Comp Time Earned
HW2	Holiday Worked 2.0 w/accruals
HWS	Holiday Worked @ 2.0
LWO	Leave without Pay
OTP	Overtime Earnings @ 1.5
OTS	Overtime Straight
OTX	Overtime Code for RG2 & RG3
SH5	Shift Premium \$10.00
STD	Sick Time Donated
VLA	Vacation Leave Hours Adj.
VPR	Vacation Leave Reimbursement
VTD	Vacation Time Donated
WDO	Work Out of Class Overtime
WPR	Worker's Comp Reimbursement

# EXHIBIT A

## Department of Executive Services Records & Licensing Division

### Animal Control Officers Guild

#### Pro Forma Compensation Settlement<sup>1</sup>

**Retro Eligible Earnings: 02/01/2014 through PPE 11/07/2014**

ID	Name	Eligible Earnings Excluding OT	Retro at 2014 Rates on Eligible Earnings - Subject to Mandatory Withholdings
64028	Westberg, Jenee A	43,579.19	2,096.86
64145	Nickelson, Steve K	41,911.94	2,016.64
64225	Harris, Thomas D	43,866.38	2,110.68
65189	Russell, Shelby Lynn	46,487.39	2,236.79
66116	Yoshizumi, David R	44,025.66	2,118.34
68271	Cronin, Michael J	43,985.55	2,116.41
69072	Parrish, Danielle N	33,454.45	1,609.70
69855	Mason, Lori J	47,097.12	2,266.13
70682	Winter, Glenna Rae	44,244.15	2,128.85
71714	Mclaren, Pamela J	34,653.91	1,667.41
72491	Kranig, Gary Edward	43,984.64	2,116.37
72569	Sheehan, Kerri Michele	43,698.66	2,102.61
75430	Cleveland, Rebecca	8,255.81	397.24
76276	Dyrdahl, Brenda J	45,878.84	2,207.51
79694	Wilcox, Allison K	42,657.20	2,052.50
81735	Wayne, Colleen J	2,519.92	121.25
81870	Eykel, Chelsea Jo	45,306.37	2,179.96
81985	Wheatley, Aaron A	43,213.48	2,079.26
83318	Norberg, Marc A	39,858.11	1,917.81
83321	Cherone, Brandy L	41,410.51	1,992.51
84101	Sulham, Rebecca R	18,648.22	897.28
85975	Forte, Victoria L	32,529.63	1,565.20
90022	Anderson, Timothy L	50,273.80	2,418.98
93354	Gutierrez, Juan Carlos	25,510.97	1,227.49
94451	Ford, Nicole D	13,809.69	664.47
94647	Hughs, Diana M	11,173.79	537.64
<b>Grand Total</b>		<b>932,035.38</b>	<b>44,845.84</b>

<sup>1</sup>Final settlement will add additional retro eligible earnings from 11/08/2014 through date of contract implementation, and adjust for employee terminations prior to date of contract ratification.