

**CLEVELAND PUBLIC LIBRARY  
HUMAN RESOURCES DEPARTMENT  
LIBRARY BOARD OF TRUSTEES  
TERMINATION REPORT  
12/01/2009 TO 12/31/2009**

**EXHIBIT 7**

EMPLOYEE NAME	DEPARTMENT	JOB TITLE	TERMINATE DATE	REASON
<b>RESIGNATIONS</b>				
WATKINS, DALE L	HARVARD LEE	PAGE	12/12/2009	EMPLOYEE HAS QUIT
<b>RETIREMENTS</b>				
BOONKHANPHOL, VANIDA	BROOKLYN	BRANCH CLERK	12/31/2009	EMPLOYEE HAS RETIRED
CALLIER, HELAINE J	FACILITIES	ADMINISTRATIVE ASSISTANT	12/18/2009	EMPLOYEE HAS RETIRED
COBBINS, MARILYNNE D	PURCHASING	PURCHASING SPECIALIST	12/18/2009	EMPLOYEE HAS RETIRED
DOMINAK, MICHAEL L	PURCHASING	PURCHASING MANAGER	12/18/2009	EMPLOYEE HAS RETIRED
EARL, WILLIAM B	ADDISON	CUSTODIAN II (DAYS/BRANCHES)	12/31/2009	EMPLOYEE HAS RETIRED
FEDORCIO, CHERYL A	TECHNICAL SERVICES	COLLECTION MANAGEMENT ASSISTANT	12/18/2009	EMPLOYEE HAS RETIRED
FILE, ZELDA O	PAYROLL	PAYROLL SPECIALIST	12/19/2009	EMPLOYEE HAS RETIRED
GRAYS, CATHY	AQUISITIONS	TECHNICAL SERVICES ASSOCIATE	12/18/2009	EMPLOYEE HAS RETIRED
HARRIS, GLORIA J	COLLINWOOD	LIBRARY ASSISTANT-YOUTH	12/18/2009	EMPLOYEE HAS RETIRED
HOMZY, RICHARD A	LORAIN	BRANCH MANAGER (MEDIUM)	12/05/2009	EMPLOYEE HAS RETIRED
HUNTER, GLORIA C	HUMAN RESOURCES	ADMINISTRATIVE ASSISTANT	12/19/2009	EMPLOYEE HAS RETIRED
HUTCH, JANET R	BROADWAY	BRANCH MANAGER (MEDIUM)	12/18/2009	EMPLOYEE HAS RETIRED
KIM, KWANG J	CATALOG	CATALOG LIBRARIAN	12/31/2009	EMPLOYEE HAS RETIRED
LORBER-FIENGA, CYNTHIA C	DIRECTOR	ADMINISTRATIVE ASSISTANT	12/19/2009	EMPLOYEE HAS RETIRED
MARTINES, KAREN E	PUBLIC ADMINISTRATION	SUBJECT DEPARTMENT MGR (MED.)	12/18/2009	EMPLOYEE HAS RETIRED
MONGER, MARIANNE L	BOOK PREPARATION	MATERIALS PROCESSING SUPERVISO	12/18/2009	EMPLOYEE HAS RETIRED
PHELAN, ROSEANN	LS SHIPPING AND SHELF	RECEIVING & DISTRIBUTION SUPER	12/18/2009	EMPLOYEE HAS RETIRED
PRICE, CAROLYN E	SCIENCE AND TECHNOLOGY	SUBJECT DEPARTMENT CLERK	12/31/2009	EMPLOYEE HAS RETIRED
RILEY, PAMELA J	CATALOG	TECHNICAL SERVICES SENIOR CLER	12/18/2009	EMPLOYEE HAS RETIRED
SCOTT, ALICE J	HUMAN RESOURCES	HR INFORMATION CLERK	12/19/2009	EMPLOYEE HAS RETIRED
WEBER, MARY A	FINE ARTS SPECIAL COLLI	SUBJECT DEPARTMENT CLERK	12/18/2009	EMPLOYEE HAS RETIRED
WEEDEN, PATRICIA A	AQUISITIONS	ACQUISITIONS ASSISTANT	12/19/2009	EMPLOYEE HAS RETIRED

**EMPLOYEE NAME DEPARTMENT**

WILLIAMS, CAROLYN B. GLENNVILLE  
WRIGHT, JEFFREY S. OLBPD  
IVERSON, MARLENE OLBPD  
BAILIE, JOHN LITERATURE  
BOYD, VENECHOR HISTORY & GEOGRAPHY  
MATHEWS, DIANE J. SCIENCE & TECHNOLOGY

**JOB TITLE**

BRANCH MANAGER (MEDIUM)  
SHIPPING CLERK (OLBPD)  
OLBPD CLERK II  
L.A. (SUBJ. DEPT.)  
SUBJ. DPT. CLERK  
SUBJ. LIBN

**TERMINATE DATE**

12/18/2009  
12/18/2009  
12/18/2009  
12/19/2009  
12/31/2009  
12/31/2009

**REASON**

EMPLOYEE HAS RETIRED  
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EMPLOYEE HAS RETIRED

**CLEVELAND PUBLIC LIBRARY  
SALARY CHANGES REPORT  
FROM 12/01/2009 TO 12/31/2009**

**EMPLOYEE:** ALI, LLOYD A  
**JOB TITLE:** CUSTODIAN II (DAYS/BRANCHES)

**CURRENT GRADE:** B **EFFECTIVE DATE** 12/06/2009  
**CURRENT STEP:** 10 **FOR GRADE/STEP**

<u>TYPE OF CHANGE</u>	<u>PREVIOUS VALUE</u>	<u>CURRENT VALUE</u>	<u>REASON FOR CHANGE</u>
Annual Pay	39921.70	40719.38	STEP INCREASE
Hourly Rate	20.4727	20.8817	
Step/Level	9	10	

**EMPLOYEE:** BENTON, MARVIN  
**JOB TITLE:** LIBRARY ASSISTANT-YOUTH

**CURRENT GRADE:** F **EFFECTIVE DATE** 12/06/2009  
**CURRENT STEP:** 7 **FOR GRADE/STEP**

<u>TYPE OF CHANGE</u>	<u>PREVIOUS VALUE</u>	<u>CURRENT VALUE</u>	<u>REASON FOR CHANGE</u>
Annual Pay	51384.32	52411.58	STEP INCREASE
Hourly Rate	26.3509	26.8777	
Step/Level	6	7	

**EMPLOYEE:** BEST, ZITA M  
**JOB TITLE:** LENDING DEPARTMENT CLERK

**CURRENT GRADE:** A **EFFECTIVE DATE** 12/20/2009  
**CURRENT STEP:** 3 **FOR GRADE/STEP**

<u>TYPE OF CHANGE</u>	<u>PREVIOUS VALUE</u>	<u>CURRENT VALUE</u>	<u>REASON FOR CHANGE</u>
Annual Pay	30220.58	31429.06	STEP INCREASE
Hourly Rate	15.4977	16.1175	
Step/Level	2	3	

**EMPLOYEE:** BUENO, ANGELINA C  
**JOB TITLE:** TECHNICAL SERVICES SENIOR CLERK

**CURRENT GRADE:** C **EFFECTIVE DATE** 12/20/2009  
**CURRENT STEP:** 4 **FOR GRADE/STEP**

<u>TYPE OF CHANGE</u>	<u>PREVIOUS VALUE</u>	<u>CURRENT VALUE</u>	<u>REASON FOR CHANGE</u>
Annual Pay	35815.26	37247.86	STEP INCREASE
Hourly Rate	18.3668	19.1015	
Step/Level	3	4	

**CLEVELAND PUBLIC LIBRARY  
SALARY CHANGES REPORT  
FROM 12/01/2009 TO 12/31/2009**

**EMPLOYEE:** DEVORE, DIANA L  
**JOB TITLE:** CHILDRENS LIBRARIAN

**CURRENT GRADE:** H **EFFECTIVE DATE** 12/06/2009  
**CURRENT STEP:** 4 **FOR GRADE/STEP**

<u>TYPE OF CHANGE</u>	<u>PREVIOUS VALUE</u>	<u>CURRENT VALUE</u>	<u>REASON FOR CHANGE</u>
Annual Pay	55159.78	57365.88	STEP INCREASE
Hourly Rate	28.2871	29.4184	
Step/Level	3	4	

**EMPLOYEE:** DIAWARA, DEMBA  
**JOB TITLE:** CUSTODIAN III

**CURRENT GRADE:** C **EFFECTIVE DATE** 12/20/2009  
**CURRENT STEP:** 7 **FOR GRADE/STEP**

<u>TYPE OF CHANGE</u>	<u>PREVIOUS VALUE</u>	<u>CURRENT VALUE</u>	<u>REASON FOR CHANGE</u>
Annual Pay	40286.74	41093.00	STEP INCREASE
Hourly Rate	20.6599	21.0733	
Step/Level	6	7	

**EMPLOYEE:** ELWELL, PETER E  
**JOB TITLE:** LA-COMP EMPH/SUBJ DEPT

**CURRENT GRADE:** F **EFFECTIVE DATE** 12/06/2009  
**CURRENT STEP:** 7 **FOR GRADE/STEP**

<u>TYPE OF CHANGE</u>	<u>PREVIOUS VALUE</u>	<u>CURRENT VALUE</u>	<u>REASON FOR CHANGE</u>
Annual Pay	51384.32	52411.58	STEP INCREASE
Hourly Rate	26.3509	26.8777	
Step/Level	6	7	

**EMPLOYEE:** FLYNN, JOHN A  
**JOB TITLE:** CUSTODIAN II (DAYS/BRANCHES)

**CURRENT GRADE:** B **EFFECTIVE DATE** 12/06/2009  
**CURRENT STEP:** 9 **FOR GRADE/STEP**

<u>TYPE OF CHANGE</u>	<u>PREVIOUS VALUE</u>	<u>CURRENT VALUE</u>	<u>REASON FOR CHANGE</u>
Annual Pay	39138.32	39921.70	STEP INCREASE
Hourly Rate	20.0709	20.4727	
Step/Level	8	9	

**CLEVELAND PUBLIC LIBRARY  
SALARY CHANGES REPORT  
FROM 12/01/2009 TO 12/31/2009**

**EMPLOYEE:** FORD, ANNA K  
**JOB TITLE:** LIBRARY ASSISTANT-ADULT

**CURRENT GRADE:** F **EFFECTIVE DATE** 12/06/2009  
**CURRENT STEP:** 4 **FOR GRADE/STEP**

<u>TYPE OF CHANGE</u>	<u>PREVIOUS VALUE</u>	<u>CURRENT VALUE</u>	<u>REASON FOR CHANGE</u>
Annual Pay	21731.32	22600.76	STEP INCREASE
Hourly Rate	22.7435	23.6532	
Step/Level	3	4	

**EMPLOYEE:** GARRETT, FLOYD R  
**JOB TITLE:** SECURITY OPERATIONS SUPERVISOR

**CURRENT GRADE:** F **EFFECTIVE DATE** 12/20/2009  
**CURRENT STEP:** 6 **FOR GRADE/STEP**

<u>TYPE OF CHANGE</u>	<u>PREVIOUS VALUE</u>	<u>CURRENT VALUE</u>	<u>REASON FOR CHANGE</u>
Annual Pay	47968.70	49887.76	STEP INCREASE
Hourly Rate	24.5993	25.5835	
Step/Level	5	6	

**EMPLOYEE:** GIRMAN, PATRICIA L  
**JOB TITLE:** LIBRARY ASSISTANT-ADULT

**CURRENT GRADE:** F **EFFECTIVE DATE** 12/06/2009  
**CURRENT STEP:** 4 **FOR GRADE/STEP**

<u>TYPE OF CHANGE</u>	<u>PREVIOUS VALUE</u>	<u>CURRENT VALUE</u>	<u>REASON FOR CHANGE</u>
Annual Pay	21731.32	22600.76	STEP INCREASE
Hourly Rate	22.7435	23.6532	
Step/Level	3	4	

**EMPLOYEE:** HARRIS, GLENN  
**JOB TITLE:** CUSTODIAN I (NIGHTS)

**CURRENT GRADE:** A **EFFECTIVE DATE** 12/20/2009  
**CURRENT STEP:** 3 **FOR GRADE/STEP**

<u>TYPE OF CHANGE</u>	<u>PREVIOUS VALUE</u>	<u>CURRENT VALUE</u>	<u>REASON FOR CHANGE</u>
Annual Pay	30220.58	31429.06	STEP INCREASE
Hourly Rate	15.4977	16.1175	
Step/Level	2	3	

**CLEVELAND PUBLIC LIBRARY  
SALARY CHANGES REPORT  
FROM 12/01/2009 TO 12/31/2009**

**EMPLOYEE:** HERROON, ELAINE  
**JOB TITLE:** LIBRARIAN (SUBJECT DEPARTMENT)

**CURRENT GRADE:** H **EFFECTIVE DATE** 12/20/2009  
**CURRENT STEP:** 11 **FOR GRADE/STEP**

<u>TYPE OF CHANGE</u>	<u>PREVIOUS VALUE</u>	<u>CURRENT VALUE</u>	<u>REASON FOR CHANGE</u>
Annual Pay	67161.12	68505.32	STEP INCREASE
Hourly Rate	34.4416	35.1309	
Step/Level	10	11	

**EMPLOYEE:** JAENKE, RYAN C  
**JOB TITLE:** PRINT PRODUCTION SPECIALIST

**CURRENT GRADE:** D **EFFECTIVE DATE** 12/20/2009  
**CURRENT STEP:** 7 **FOR GRADE/STEP**

<u>TYPE OF CHANGE</u>	<u>PREVIOUS VALUE</u>	<u>CURRENT VALUE</u>	<u>REASON FOR CHANGE</u>
Annual Pay	43417.40	44286.06	STEP INCREASE
Hourly Rate	22.2653	22.7108	
Step/Level	6	7	

**EMPLOYEE:** JEFFERSON, SHARON  
**JOB TITLE:** CHILDRENS LIBRARIAN

**CURRENT GRADE:** H **EFFECTIVE DATE** 12/20/2009  
**CURRENT STEP:** 4 **FOR GRADE/STEP**

<u>TYPE OF CHANGE</u>	<u>PREVIOUS VALUE</u>	<u>CURRENT VALUE</u>	<u>REASON FOR CHANGE</u>
Annual Pay	55159.78	57365.88	STEP INCREASE
Hourly Rate	28.2871	29.4184	
Step/Level	3	4	

**EMPLOYEE:** JEFFRIES, MICHAEL L  
**JOB TITLE:** SHIPPING CLERK (LBPH)

**CURRENT GRADE:** B **EFFECTIVE DATE** 12/06/2009  
**CURRENT STEP:** 11 **FOR GRADE/STEP**

<u>TYPE OF CHANGE</u>	<u>PREVIOUS VALUE</u>	<u>CURRENT VALUE</u>	<u>REASON FOR CHANGE</u>
Annual Pay	40719.38	41534.48	STEP INCREASE
Hourly Rate	20.8817	21.2997	
Step/Level	10	11	

**CLEVELAND PUBLIC LIBRARY  
SALARY CHANGES REPORT  
FROM 12/01/2009 TO 12/31/2009**

**EMPLOYEE:** JONES, SHANELL V  
**JOB TITLE:** LIBRARY ASSISTANT-YOUTH

**CURRENT GRADE:** F **EFFECTIVE DATE** 12/20/2009  
**CURRENT STEP:** 5 **FOR GRADE/STEP**

<u>TYPE OF CHANGE</u>	<u>PREVIOUS VALUE</u>	<u>CURRENT VALUE</u>	<u>REASON FOR CHANGE</u>
Annual Pay	47507.46	49407.54	STEP INCREASE
Hourly Rate	24.3628	25.3372	
Step/Level	4	5	

**EMPLOYEE:** MARTINA, ANTOINETTE J  
**JOB TITLE:** LIBRARY ASST-COMP EMPH

**CURRENT GRADE:** F **EFFECTIVE DATE** 12/06/2009  
**CURRENT STEP:** 4 **FOR GRADE/STEP**

<u>TYPE OF CHANGE</u>	<u>PREVIOUS VALUE</u>	<u>CURRENT VALUE</u>	<u>REASON FOR CHANGE</u>
Annual Pay	24210.68	25178.92	STEP INCREASE
Hourly Rate	23.4259	24.3628	
Step/Level	3	4	

**EMPLOYEE:** PUJOLAS, ANTHONY R  
**JOB TITLE:** CUSTODIAN II (DAYS/BRANCHES)

**CURRENT GRADE:** B **EFFECTIVE DATE** 12/20/2009  
**CURRENT STEP:** 3 **FOR GRADE/STEP**

<u>TYPE OF CHANGE</u>	<u>PREVIOUS VALUE</u>	<u>CURRENT VALUE</u>	<u>REASON FOR CHANGE</u>
Annual Pay	32156.80	33443.02	STEP INCREASE
Hourly Rate	16.4907	17.1503	
Step/Level	2	3	

**EMPLOYEE:** SHELTON, KEREN  
**JOB TITLE:** BRANCH CLERK

**CURRENT GRADE:** B **EFFECTIVE DATE** 12/06/2009  
**CURRENT STEP:** 2 **FOR GRADE/STEP**

<u>TYPE OF CHANGE</u>	<u>PREVIOUS VALUE</u>	<u>CURRENT VALUE</u>	<u>REASON FOR CHANGE</u>
Annual Pay	14709.50	15297.88	STEP INCREASE
Hourly Rate	15.3945	16.0104	
Step/Level	1	2	

**CLEVELAND PUBLIC LIBRARY  
SALARY CHANGES REPORT  
FROM 12/01/2009 TO 12/31/2009**

**EMPLOYEE:** STOUT, PAULA  
**JOB TITLE:** TECHNICAL SERVICES SENIOR CLER

**CURRENT GRADE:** C **EFFECTIVE DATE** 12/06/2009  
**CURRENT STEP:** 8 **FOR GRADE/STEP**

<u>TYPE OF CHANGE</u>	<u>PREVIOUS VALUE</u>	<u>CURRENT VALUE</u>	<u>REASON FOR CHANGE</u>
Annual Pay	41093.00	41914.86	STEP INCREASE
Hourly Rate	21.0733	21.4948	
Step/Level	7	8	

**EMPLOYEE:** SWINERTON, DAVID D  
**JOB TITLE:** PURCHASING MANAGER

**CURRENT GRADE:** K **EFFECTIVE DATE** 12/06/2009  
**CURRENT STEP:** 4 **FOR GRADE/STEP**

<u>TYPE OF CHANGE</u>	<u>PREVIOUS VALUE</u>	<u>CURRENT VALUE</u>	<u>REASON FOR CHANGE</u>
Job Class	712	715	PROMOTION

**EMPLOYEE:** TAYLOR, ROBERT J  
**JOB TITLE:** CUSTODIAN II (DAYS/BRANCHES)

**CURRENT GRADE:** B **EFFECTIVE DATE** 12/20/2009  
**CURRENT STEP:** 3 **FOR GRADE/STEP**

<u>TYPE OF CHANGE</u>	<u>PREVIOUS VALUE</u>	<u>CURRENT VALUE</u>	<u>REASON FOR CHANGE</u>
Annual Pay	32156.80	33443.02	STEP INCREASE
Hourly Rate	16.4907	17.1503	
Step/Level	2	3	

**EMPLOYEE:** WAID, JUDY  
**JOB TITLE:** PAGE

**CURRENT GRADE:** Z **EFFECTIVE DATE** 12/06/2009  
**CURRENT STEP:** 2 **FOR GRADE/STEP**

<u>TYPE OF CHANGE</u>	<u>PREVIOUS VALUE</u>	<u>CURRENT VALUE</u>	<u>REASON FOR CHANGE</u>
Hourly Rate	9.1500	9.6000	STEP INCREASE
Step/Level	1	2	



**CLEVELAND PUBLIC LIBRARY  
SALARY CHANGES REPORT  
FROM 12/01/2009 TO 12/31/2009**

**EMPLOYEE:** WALKER, SHASHAWNA R  
**JOB TITLE:** LENDING DEPARTMENT CLERK

**CURRENT GRADE:** A **EFFECTIVE DATE** 12/20/2009  
**CURRENT STEP:** 3 **FOR GRADE/STEP**

<u>TYPE OF CHANGE</u>	<u>PREVIOUS VALUE</u>	<u>CURRENT VALUE</u>	<u>REASON FOR CHANGE</u>
Annual Pay	30220.58	31429.06	STEP INCREASE
Hourly Rate	15.4977	16.1175	
Step/Level	2	3	

**EMPLOYEE:** WARNER, MYA C  
**JOB TITLE:** TECHNICAL SERVICES SENIOR CLERK

**CURRENT GRADE:** C **EFFECTIVE DATE** 12/20/2009  
**CURRENT STEP:** 7 **FOR GRADE/STEP**

<u>TYPE OF CHANGE</u>	<u>PREVIOUS VALUE</u>	<u>CURRENT VALUE</u>	<u>REASON FOR CHANGE</u>
Annual Pay	40286.74	41093.00	STEP INCREASE
Hourly Rate	20.6599	21.0733	
Step/Level	6	7	

**EMPLOYEE:** WELCH, ROLLIE J  
**JOB TITLE:** COLLECTION MANAGER

**CURRENT GRADE:** L **EFFECTIVE DATE** 12/06/2009  
**CURRENT STEP:** 3 **FOR GRADE/STEP**

<u>TYPE OF CHANGE</u>	<u>PREVIOUS VALUE</u>	<u>CURRENT VALUE</u>	<u>REASON FOR CHANGE</u>
Annual Pay	77255.88	80346.24	STEP INCREASE
Hourly Rate	39.6184	41.2032	
Step/Level	2	3	

**EMPLOYEE:** WITMER, SANDRA C  
**JOB TITLE:** SENIOR SUBJECT DEPT. LIBRARIAN

**CURRENT GRADE:** I **EFFECTIVE DATE** 12/06/2009  
**CURRENT STEP:** 8 **FOR GRADE/STEP**

<u>TYPE OF CHANGE</u>	<u>PREVIOUS VALUE</u>	<u>CURRENT VALUE</u>	<u>REASON FOR CHANGE</u>
Annual Pay	70585.84	71997.64	STEP INCREASE
Hourly Rate	36.1979	36.9219	
Step/Level	7	8	

CLEVELAND PUBLIC LIBRARY  
SALARY CHANGES REPORT  
FROM 12/01/2009 TO 12/31/2009

EMPLOYEE: Daniels, Alfonzo      CURRENT GRADE      F      EFFECTIVE DATE  
JOB TITLE: Library Asst Comp Emp      CURRENT STEP      3      12/20/2009

<u>TYPE OF CHANGE</u>	<u>PREVIOUS VALUE</u>	<u>CURRENT VALUE</u>
ANNUAL PAY		
HOURLY RATE	\$22.5200	\$23.4300
STEP LEVEL	2	3

REASON FOR CHANGE STEP INCREASE

EMPLOYEE: Mills, Kiel A.      CURRENT GRADE      B      EFFECTIVE DATE  
JOB TITLE: Ship Clk OLBPD      CURRENT STEP      5      12/20/2009

<u>TYPE OF CHANGE</u>	<u>PREVIOUS VALUE</u>	<u>CURRENT VALUE</u>
ANNUAL PAY		
HOURLY RATE	\$17.8400	\$18.5500
STEP LEVEL	4	5

REASON FOR CHANGE STEP INCREASE

EMPLOYEE: Sims, Jabari A.      CURRENT GRADE      F      EFFECTIVE DATE  
JOB TITLE: Library Asst. Adult      CURRENT STEP      3      12/20/2009

<u>TYPE OF CHANGE</u>	<u>PREVIOUS VALUE</u>	<u>CURRENT VALUE</u>
ANNUAL PAY		
HOURLY RATE	\$21.8700	\$22.7400
STEP LEVEL	2	3

REASON FOR CHANGE STEP INCREASE

EMPLOYEE: Smith, Donald      CURRENT GRADE      F      EFFECTIVE DATE  
JOB TITLE: Library Asst Comp Emp      CURRENT STEP      2      12/20/2009

<u>TYPE OF CHANGE</u>	<u>PREVIOUS VALUE</u>	<u>CURRENT VALUE</u>
ANNUAL PAY		
HOURLY RATE	\$21.6600	\$22.5200
STEP LEVEL	1	2

REASON FOR CHANGE STEP INCREASE

**CLEVELAND PUBLIC LIBRARY  
SALARY CHANGES REPORT  
FROM 12/01/2009 TO 12/31/2009**

**EMPLOYEE:** Gunther, Daniel      **CURRENT GRADE**      **H**      **EFFECTIVE DATE**  
**JOB TITLE:** Research Analyst      **CURRENT STEP**      **6**      **12/20/2009**

<u>TYPE OF CHANGE</u>	<u>PREVIOUS VALUE</u>	<u>CURRENT VALUE</u>
ANNUAL PAY		
HOURLY RATE	\$29.7000	\$30.8900
STEP LEVEL	5	6

**REASON FOR CHANGE** STEP INCREASE

**EMPLOYEE:** Thomas, Kimberlee      **CURRENT GRADE**      **D**      **EFFECTIVE DATE**  
**JOB TITLE:** HR Info Clerk      **CURRENT STEP**      **1**      **12/20/2009**

<u>TYPE OF CHANGE</u>	<u>PREVIOUS VALUE</u>	<u>CURRENT VALUE</u>
ANNUAL PAY	\$33,767.39	\$34,646.87
HOURLY RATE	\$17.3200	\$17.7700
STEP LEVEL	B 4	D1

**REASON FOR CHANGE** PROMOTION-ACTING

**EMPLOYEE:** Turner, Juanita      **CURRENT GRADE**      **H**      **EFFECTIVE DATE**  
**JOB TITLE:** Recv & Dist. Supr      **CURRENT STEP**      **3**      **12/20/2009**

<u>TYPE OF CHANGE</u>	<u>PREVIOUS VALUE</u>	<u>CURRENT VALUE</u>
ANNUAL PAY	\$50,875.61	\$53,553.17
HOURLY RATE	\$26.0900	\$27.4600
STEP LEVEL	D12+	H3

**REASON FOR CHANGE** PROMOTION-ACTING

**EMPLOYEE:** Swinerton, David      **CURRENT GRADE**      **K**      **EFFECTIVE DATE**  
**JOB TITLE:** Purchasing Mgr      **CURRENT STEP**      **4**      **12/20/2009**

<u>TYPE OF CHANGE</u>	<u>PREVIOUS VALUE</u>	<u>CURRENT VALUE</u>
ANNUAL PAY	\$70,587.46	\$73,808.93
HOURLY RATE	\$36.2000	\$37.8500
STEP LEVEL	H12+	K4

**REASON FOR CHANGE** PROMOTION-ACTING