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PATRICK R. MALOY
AMY J. YOUNG

December 21, 1995

Ms. Blanca S. Bayo, Director
Division of Records and Reporting
Florida Public Service Commission
2540 Shumard Oak Boulevard
Betty Easley Conference Center
Room 110
Tallahassee, Florida 32399-0850

HAND DELIVERY

Re: Docket No. 950495-WS

Dear Ms. Bayo:

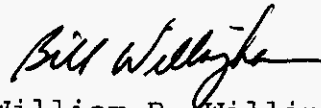
Enclosed herewith for filing in the above-referenced docket on behalf of Southern States Utilities, Inc. ("SSU") are the following documents:

1. Original and fifteen copies of SSU's Fourth Request for Confidential Classification; and
2. A disk in Word Perfect 6.0 containing a copy of the document entitled "Confidential."

Please acknowledge receipt of these documents by stamping the extra copy of this letter "filed" and returning the same to me.

Thank you for your assistance with this filing.

Sincerely,

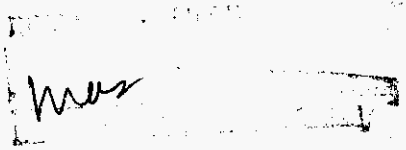


William B. Willingham

WBW/sp
cc: All Parties of Record

King DN 12026-95

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DOCUMENT NUMBER-DATE
12928 DEC 21 1995
FPCO-RECORDS/REPORTING

BEFORE THE FLORIDA PUBLIC SERVICE COMMISSION

In re: Application by Southern)
States Utilities, Inc. for rate)
increase and increase in service)
availability charges for Orange-)
Osceola Utilities, Inc. in)
Osceola County, and in Bradford,)
Brevard, Charlotte, Citrus, Clay,)
Collier, Duval, Hernando, High-)
lands, Hillsborough, Lake, Lee,)
Marion, Martin, Nassau, Orange,)
Osceola, Pasco, Polk, Putnam,)
Seminole, St. Johns, St. Lucie)
Volusia and Washington Counties.)
_____)
)

Docket No. 950495-WS

Filed: December 21, 1995

**SSU'S FOURTH REQUEST FOR
CONFIDENTIAL CLASSIFICATION**

Southern States Utilities, Inc. ("SSU"), by and through its undersigned counsel, and pursuant to Rule 25-22.006(4), Florida Administrative Code, hereby files its Fourth Request for Confidential Classification with respect to documents produced in response to the Commission Staff's ("Staff") Interrogatory No. 116 in the above-referenced docket. In support of its Fourth Request for Confidential Classification, SSU states as follows:

1. On December 1, 1995, SSU produced documents responsive to Staff's Interrogatory No. 116, which included Appendices 26-A and 26-B of SSU's response to the Office of Public Counsel's ("OPC") Interrogatory No. 26. Appendix 26-A contains a list of SSU's officers and managers along with the salary of each for years 1992

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through 1994, and the 1995 salary for each annualized as of August 1, 1995. Appendix 26-B contains a list of SSU's administrative and general personnel with the salary of each for years 1992 through 1994, and the 1995 salary for each annualized as of August 1, 1995. At the time these documents were produced, SSU filed its Third Notice of Intent to Request Confidential Classification, thereby notifying Staff and the parties of its intent to seek confidential classification of these documents.

2. SSU requests that the documents attached hereto and submitted only to the Division of Records and Reporting as Attachment "A" be classified as "proprietary confidential business information" within the meaning of Section 367.156, Florida Statutes (1993). Attachment "A" is an edited version of the documents on which the information asserted to be confidential has been blocked out by the use of an opaque marker. An unedited version of the document included in Attachment "A" has been submitted to the Division of Records and Reporting on this date under a separate cover and with the information asserted to be confidential highlighted in yellow.

3. Section 367.156(3), Florida Statutes, provides that "proprietary confidential business information" includes information

[W]hich is owned or controlled by the ... company, is intended to be and is treated by the ... company as private in that the disclosure of the information would cause harm to the ... company's business operations, and has not been disclosed unless disclosed pursuant to a statutory provision, an order of a court or administrative body, or a private agreement that provides that the information will not be released to the public.

Included within the Section 367.156(3) definition of "proprietary confidential business information" is the following:

(e) Information relating to competitive interests, the disclosure of which would impair the competitive businesses of the provider of the information.

4. The salary and wage expense information for SSU's employees is intended to be and is treated by SSU as proprietary and confidential. For the reasons stated below, the public disclosure of such information would impair the competitive business operations of SSU. This information has been disclosed only to the Commission Staff pursuant to SSU's notice of intent to request confidential classification and to OPC pursuant to SSU's First Motion for Temporary Protective Order granted by Order No. PSC-95-1207-PCO-WS.

5. In Docket No. 920199-WS, the Prehearing Officer denied a similar request for confidential classification filed by SSU; however, in doing so, the Prehearing Officer concluded:

The confidentiality provision of the statute is designed to protect against a competitor's obtaining, through the public disclosure of information, an unfair advantage in a competitive market for goods or services.¹

SSU maintains that the facts now clearly demonstrate that SSU and, as a result, its ratepayers stand to suffer a continued adverse impact in competing for and attempting to retain high quality, reasonably compensated employees if this Request for Confidential Classification is denied.

6. As indicated above, SSU does in fact compete with other utilities and businesses on a local, statewide and national level in attempting to attract and retain high quality, reasonably compensated employees in virtually every aspect of SSU's operations. As confirmed by the prefiled direct testimony of SSU witness Dale G. Lock in this proceeding, SSU's employee turnover ratios in 1992, 1993, 1994 (excluding Venice Gardens) and annualized 1995 were 13.2%, 13.5%, 11.54% and (projected) 11.0%, respectively. Approximately 65% of the turnovers in 1993 and 1994 were employees who had less than three years of service with SSU. These percentages are dismal when compared with other utilities such as the Orlando Utilities Commission (4.8% in 1993) and Florida

¹Order No. PSC-92-1073-CFO-WS, at 5, issued September 28, 1992 in Docket No. 920199-WS.

Cities (3.96% in 1993).²

7. Ms. Lock's testimony highlights the fact that SSU's wage and salary levels are not competitive in the water and wastewater industry and that SSU has experienced difficulties in recruiting and retaining employees as a result of its salary levels. The public availability of this information will impair SSU's efforts to contract for employee services on favorable terms to the detriment of SSU and its ratepayers. As stated by Ms. Lock, "[h]igh turnover contributes to higher recruitment costs as well as lowered employee productivity and added retraining costs."³

8. It is well recognized that the Commission is afforded ample discretion in the interpretation and application of its statutory authority. See, e.g., Florida Public Service Commission v. Bryson, 569 So.2d 1253, 1255 (Fla. 1990). In this case, the salary and wage expense information relates to and affects SSU's competitive interests, and public disclosure of the information will continue to impair SSU's ability to attract and retain quality employees at reasonable compensation levels while minimizing costs associated with recruitment and turnover. See §367.156(3)(e), Fla.

²See Prefiled direct testimony of Dale G. Lock, CCP, at 14-15.

³Id., at 15.


Stat. (1993). SSU is mindful, however, that Section 367.156(3)(f) implies that employee compensation information should not be treated as proprietary and confidential.⁴ Indeed, the information at issue is available to SSU's ratepayers on a confidential need to know basis through OPC. Requiring SSU to make the information publicly available to its competitors in the industry and other businesses will only serve to harm SSU and its ratepayers. Accordingly, the Commission should exercise its discretion to resolve the apparent conflict raised by the applicability of Section 367.156(3)(e) to the wage and salary expense information and the implied non-applicability of Section 367.156(3)(f) to such information by determining that the information constitutes "proprietary confidential business information." Such a determination will serve to protect the competitive interests of SSU, maximize the quality of service provided by SSU to its ratepayers, and minimize the costs ultimately borne by SSU's ratepayers associated with the potential loss of SSU's employees to

⁴This conclusion is implied but not expressly stated under Section 367.156(3)(f), Florida Statutes. The provision clearly states that employee personnel information unrelated to compensation constitutes proprietary confidential business information. The implication is that employee personnel information related to compensation may not constitute proprietary confidential business information although the statute does not expressly state as such.

competing interests and the associated employee recruitment, education and turnover costs.

WHEREFORE, for the foregoing reasons, SSU respectfully requests that its Fourth Request for Confidential Classification be granted.

Respectfully submitted,


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and

BRIAN P. ARMSTRONG, ESQ.
MATTHEW FEIL, ESQ.
Southern States Utilities, Inc.
1000 Color Place
Apopka, Florida 32703
(407) 880-0058

CERTIFICATE OF SERVICE

I HEREBY CERTIFY that a copy of the foregoing SSU's Fourth Request for Confidential Classification was furnished by hand delivery(*) and/or U. S. Mail to the following on this 21st day of December, 1995:

Lila Jaber, Esq. (*)
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Fernandina Beach, FL
32305-1110


WILLIAM B. WILLINGHAM, ESQ.

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1992 MGRS. & OFFICERS

Employee # Last Name First Name Job Title 1992 Gross Salary

Officers

10079	Bencini	Morris	Controller
8000	Kimball	Judith	Ass't Vice President, Finance
55	Ludsen	Forrest	Vice President, Rates & Customer Service
1000	Sweat	Charles	Vice President, Corporate Development
9985	Teasley	Karla	Vice President, Corporate Services
10030	Vierima	Scott	Vice President, Finance
9957	Wood	Charles	Vice President, Engineering

SUBTOTAL



Managers

297	Armstrong	Brian	Staff Attorney
9982	DeMarie	Gene	Manager, Administrative Services
23	Sparks	Samuel	Area Manager, Orange/Osceola
97	Lovell	Douglas	Area Manager, Deltona
9040	Vowell	Alfred	Area Manager, Venice
1030	Sweat	Judy	Manager, Customer Service
5421	Terrero	Ralph	Manager, Environmental Services
9990	Schweizer	Mike	Manager, Human Resources
248	Bush	Jack	Manager, Information Services
9949	Kaplan	Randi	Manager, Budgets
5230	Denny	Dave	South Region Manager
305	Roberts	Joseph	North Region Manager
5101	Williams	John	West Region Manager
5033	Ragsdale	James	Central Region Manager
9988	Hendricks	Woody	Manager, Project Construction
9966	Clark	Virginia	Treasurer
284	Loucks	Helena	Manager, Rates Administration



SUBTOTAL

TOTAL



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1993 MGRS. & OFFICERS

<u>Employee #</u>	<u>Last Name</u>	<u>First Name</u>	<u>Job Title</u>	<u>1993 Gross Salary</u>
<u>Officers</u>				
10079	Bancini	Morris	Controller	
8000	Kimball	Judith	Assistant Vice President, Finance	
55	Ludsen	Forrest	Vice President, Rates & Customer Service	
1000	Sweat	Charles	Vice President, Corporate Development	
9985	Teasley	Karla	Vice President, Corporate Services	
10030	Vierima	Scott	Vice President, Finance	
9957	Wood	Charles	Vice President, Engineering	
SUBTOTAL				
<u>Managers</u>				
297	Armstrong	Brian	Assoc. General Counsel & Director of Legal Svcs.	
9982	DeMarie	Gene	Manager, Administrative Services	
23	Sparks	Samuel	Area Manager, Orange/Osceola	
97	Loveil	Douglas	Area Manager, Deltona	
9040	Vowell	Alfred	Area Manager, Venice	
1030	Sweat	Judy	Manager, Customer Service	
5421	Terrero	Ralph	Manager, Environmental Services	
9990	Schweizer	Mike	Manager, Human Resources	
248	Bush	Jack	Manager, Information Services	
9949	Kaplan	Randi	Manager, Budgets	
5230	Denny	Dave	South Region Manager	
305	Roberts	Joseph	North Region Manager	
5101	Williams	John	West Region Manager	
5033	Ragsdale	James	Central Region Manager	
9988	Hendricks	Woody	Manager, Project Construction	
10085	Roberts	Ida	Manager, Communications & Government Relations	
9966	Clark	Virginia	Assistant Controller	
10084	Marchell	Carol	Manager, Property Accounting	
10093	Shofter	Karen	Director, Rates	
SUBTOTAL				
TOTAL				

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1994 MGRS & OFFICERS

<u>Employee #</u>	<u>Last Name</u>	<u>First Name</u>	<u>Job Title</u>	<u>1994 Gross Salary</u>
<u>Officers</u>				
10079	Bencini	Morris	Controller	
8000	Kimball	Judith	Assistant Vice President, Finance	
55	Ludsen	Forrest	Vice President, Rates & Customer Service	
1000	Sweat	Charles	Vice President, Corporate Development	
9985	Teasley	Karla	Vice President, Corporate Services	
10030	Vierima	Scott	Vice President, Finance	
9957	Wood	Charles	Vice President, Engineering	
SUBTOTAL				
<u>Managers</u>				
297	Armstrong	Brian	Assoc. General Counsel & Director of Legal Svcs.	
9982	DeMarie	Gene	Manager, Administrative Services	
10215	Gagnon	Raymond	Central Region Mgr/Operations Mgr	
71	Eck	Richard	Area Manager, Orange/Osceola	
97	Loveil	Douglas	Area Manager, Deltona	
263	Mack	Joseph	Area Manager, Spring Hill	
9040	Vowell	Alfred	Area Manager, Venice	
1030	Sweat	Judy	Manager, Customer Service	
5421	Terrero	Ralph	Manager, Environmental Services	
10095	Lock	Dale	Manager, Human Resources	
248	Bush	Jack	Manager, Information Services	
9949	Kaplan	Randi	Manager, Financial Planning	
5230	Denny	Dave	South Region Manager	
305	Roberts	Joseph	North Region Manager	
90	Sanderson	Frank	West Region Manager	
9988	Hendricks	Woody	Manager, Project Construction	
10246	Smith	Tracy	Manager, Communications & Government Relations	
10220	Anderson	Craig	Manager, Central Laboratory	
10162	Bliss	Chuck	Manager, Facilities Analysis	
9966	Clark	Virginia	Assistant Controller	
10084	Marchell	Carol	Manager, Property Accounting	
10093	Shofter	Karen	Director, Rates	
SUBTOTAL				
TOTAL				

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1995 MGRS & OFFICERS

<u>Employee #</u>	<u>Last Name</u>	<u>First Name</u>	<u>Job Title</u>	<u>Annual Salary *</u>
Officers				
10079	Bencini	Morris	Controller	[REDACTED]
8000	Kimball	Judith	Assistant Vice President, Finance	[REDACTED]
55	Ludsen	Forrest	Vice President, Finance & Administration	[REDACTED]
1000	Sweat	Charles	Vice President, Corporate Development	[REDACTED]
9985	Teasley	Karla	Vice President, Customer Service	[REDACTED]
10030	Vierima	Scott	Vice President, Finance	[REDACTED]
9957	Wood	Charles	Vice President, Engineering	[REDACTED]
10215	Gagnon	Raymond	Vice President, Operations	[REDACTED]
SUBTOTAL				[REDACTED]
Managers				
297	Armstrong	Brian	General Counsel & Director of Legal Svcs.	[REDACTED]
5230	Denny	Dave	Operations General Manager	[REDACTED]
97	Loveil	Douglas	Area Manager, Deltona	[REDACTED]
263	Mack	Joseph	Area Manager, Spring Hill	[REDACTED]
1030	Sweat	Judy	Manager, Customer Service	[REDACTED]
5421	Terrero	Ralph	Manager, Environmental Services	[REDACTED]
10095	Lock	Dale	Manager, Human Resources	[REDACTED]
248	Bush	Jack	Manager, Information Services	[REDACTED]
306	Fisher	Mel	South Region Manager	[REDACTED]
305	Roberts	Joseph	North Region Manager	[REDACTED]
90	Sanderson	Frank	West Region Manager	[REDACTED]
9988	Hendricks	Woody	Manager, Project Construction	[REDACTED]
10246	Smith	Tracy	Manager, Government Relations	[REDACTED]
10220	Anderson	Craig	Manager, Central Laboratory	[REDACTED]
10162	Bliss	Chuck	Manager, Facilities Analysis	[REDACTED]
9966	Clark	Virginia	Manager, General Accounting	[REDACTED]
10084	Marchell	Carol	Manager, Property Accounting	[REDACTED]
10093	Shofter	Karen	Director, Rates	[REDACTED]
SUBTOTAL				[REDACTED]
TOTAL				[REDACTED]

* Annualized Salary as of 8/1/95

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1992 A&G EMPLOYEE SALARIES

<u>EMPLOYEE #</u>	<u>EMPLOYEE NAME</u>	<u>*JOB TITLE</u>	<u>1992 GROSS SALARY</u>
9610	LEWIS,CHARLES K	DEVELOPMENT ADMINISTRATOR	
265	LOSCH,JOHN	SR PROJECT ENGINEER	
252	MORSE,GARY S	SR RATE ENGINEER	
74	BLONDIN,JAMES J	TRAINING & DEVELOPMENT ADMIN.	
9990	SCHWEIZER,MICHAEL A	HUMAN RESOURCES ADMINISTRATOR	
9953	KNOWLES,TERRY D	SR PROGRAMMER ANALYST	
35	MERCADO,ESPERANZA	SR PROGRAMMER ANALYST	
190	WAMPLER,PRISCILLA D	OPERATIONS ADMINISTRATOR	
40	ADAMS,JOHN R	SR SYSTEMS ENGINEER	
263	MACK,JOSEPH G	AREA MANAGER, SPRING HILL	
180	RUSS,TERRY	SR ACCOUNTANT-PROP ACCTNG	
36	HODGE,SUSAN K	SR PROGRAMMER ANALYST	
836	POUND,GROVER T	AREA SUPVR I - LEHIGH	
53	HARTER,KATHY I	ASST CONTROLLER,FINANCIAL ACCT	
51	GETTELMAN,ARLENE S	SR EXECUTIVE ASSISTANT	
324	STEPHAN,PAUL	CONSTRUCTION ADMINISTRATOR	
279	COLE,GARRY A	SR PROGRAMMER/ANALYST,INF SYS	
5033	RAGSDALE,JAMES W	DEVELOPMENT ASSISTANT	
5343	REGALADO,ROBERT	PROJECT ENGINEER II	
306	FISHER,MELVIN E	ENVIRONMENTAL COMPLIANCE ADMIN	
319	FOSTER,RICHARD G	ASSISTANT ENGINEER II	
200	LUI,EDMOND	SUPVR, REVENUE REQMTS	
5205	REGISTER,HAROLD	AREA SUPVR I - SUNNY	
39	HAGGERTY,ROXAN R	HUMAN RESOURCES ADMINISTRATOR	
57	MACLANE,JULIE A	SR ACCOUNTANT	
9965	STORY,PHILIP W	ASSISTANT ENGINEER II	
211	GEIGER,JOSEPH E	SR ACCOUNTANT	
52	KAMINSKY,ROBERT E	CHIEF DRAFTER	
3	TSOUKALAS,ZACHAROULA	SENIOR BUDGET ANALYST	
69	LIM,SOW-CHOO	SUPVR, RATE ADMIN	
5391	PEREIRA,LEONARD	RATE ANALYST I, RATES ADMIN	
10004	PAYNE,JACK A	PROGRAMMER ANALYST II	
201	SCHUTZ,LISA F	PART TIME LEGAL ADMINISTRATOR	
9948	CROOKS,KERRY A	COMMUNICATIONS ADMINISTRATION	
9880	GLENNON,MARY A	ENVIRON/SAFETY SPECIALIST	
290	GANNON,EDWARD V	BUDGET ANALYST II	
45	WONG,CHRISTOPHER N	ACCOUNTANT II	
70	VIERA,OMAR A	DRAFTER II	
41	FREDERICK,RONALD A	ACCOUNTANT II	
9941	LEVESQUE,JOHN P	AREA SUPVR I - SMILL WOODS	
286	WILSON,JEFFREY M	LEAD RATE ANALYST	
315	MURRAY,JAMES A	SENIOR PROJECT ENGINEER	
9971	ARCAND,CHRISTINE B	ENVIRON/PERMITTING SPECIALIST	
5168	YOCUM,WILLIAM L	AREA SUPVR I - MARION	
8750	WRIGHT,JERRY A	AREA SUPVR I - AMELIA	
304	RUSSELL,MARALIN	RATE ANALYST II	
9994	HILTON,JOHN P	PURCHASING ADMINISTRATOR	
9991	HOWE,JOHN T	SYSTEMS ENGINEER	
260	PARIS,SUSAN M	LEAD PROJECT ACCOUNTANT	
210	CARR,CHRISTOPHER A	BUDGET ANALYST II-ENG	
243	JUNG,KRISTI	RATE ANALYST II	
1050	CORDER,DONALD B	AREA SUPVR I - SEMINOLE	
5900	MANNING,ESTES E	AREA SUPVR I - JAX	
3600	LUKE,CINDY	PROGRAMMER ANALYST I	
209	KILLER,LISA A	FINANCIAL ANALYST	

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EMPLXLS

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1992 A&G EMPLOYEE SALARIES

<u>EMPLOYEE #</u>	<u>EMPLOYEE NAME</u>	<u>* JOB TITLE</u>	<u>1992 GROSS SALARY</u>
253	MOOTHART, MERVIN	RATE ANALYST II	
317	SALMON, MARILU	ASSISTANT ENGINEER II	
274	SPINAZZOLA IRVEN, LISA	COMMUNICATIONS ADMINISTRATOR	
311	PALADINO, CONSTANCE	ACCOUNTANT I	
295	NORRIS, NANCY E	ACCOUNTANT II	
349	GRIMSLEY, MICHAEL S	BUDGET ANALYST I	
80	HELCHER, JOYCE P	EXEC SECRETARY - CCRP DEV	
307	DOZIER, CLARA S	OPERATIONS ADMINISTRATOR	
8220	REEDER, BARBARA L	PURCHASING SUPERVISOR	
8170	CANLER, JANET M	SECRETARY II - OPS	
31	SPRY, JANICE B	CONST CONTRACT COORDINATOR	
87	STURDEVANT, GERALD B	CONSTRUCTION INSPECTOR	
216	TURNER, PAT S	CONSTRUCTION INSPECTOR	
73	SMALL, ROBIN E	SR ACCTNG CLERK - ACCTNG	
223	ZSIGMOND, SUSAN	RECORDS TECH	
277	LITSEY, DIANE L	DRAFTER II	
81	DORSEY, MARILYN R	EXEC SECRETARY - CORPORATE SVCS	
264	CAMPANALE, JEANINE E	SYS & PROC ANALYST	
54	GALLIS, STEVEN M	SUPVR, ADMIN SERVICES	
43	GONZALEZ, RAFAEL A	SENIOR COMPUTER OPERATOR	
9340	QUEEN, MELINDA L	REG COMP. ANALYST	
5153	WILLIAMS, ROBERT	AREA SUPVR I - CITRUS	
10010	SMITHERMAN, MONICA M	SENIOR RATE ANALYST	
9997	STEFFEY, VICKI R	DEVELOPMENT ASSISTANT	
339	MCCORKLE, BILLYE J	EXECUTIVE SECRETARY LEGAL DEPT	
301	HENRY, DONNA	PARALEGAL/LEGAL SECRETARY	
9890	TEXTOR, ALICE L	EXEC SECRETARY - FINANCE	
9914	RITTEN, KATHLEEN D	SR ACCTNG CLERK - ACCTNG	
302	PEREIRA, DEBORAH A	SECRETARY II	
224	BUCKEL, DEBRA E	SECRETARY II - CITRUS	
5093	MAGADDINO, MARIAN	SECRETARY II - SPRING HILL	
56	ELLISON, KAREN M	ASSISTANT BUYER	
58	MCQUINLEY, RETA T	ACCOUNTING CLERK II-PROP ACCTG	
275	DOWNHAM, DOTTIE B	SECRETARY II-COMMUNICATIONS	
10008	MACKENZIE, EDWARD J	DRAFTER I	
823	KENDALL, SANDRA J	SECRETARY II - LEHIGH	
259	VAN METER, DEBORAH A	ASSISTANT BUYER	
281	MOORE, MELONIE	COMPUTER OPERATOR II	
5063	JACKSON, KAREN S	SECRETARY II - DELTONA	
825	LONG, GARRISON L	DIVISION SUPERVISOR	
347	GAST, DRUPATIE P	SR ACCNTG. CLERK -PROP ACCTG	
5069	BECKHAM, PATRICIA L	SECRETARY II - CENTRAL REG	
5420	SMITH, RHONDA S	SECRETARY II - SOUTH	
278	COLBERT, DIANE M	PC SUPPORT SPECIALIST	
204	GREENE, ANITA B	SENIOR ACCOUNTING CLERK	
269	LONGENECKER, DIANNE	ACCOUNTING CLERK I	
5179	STRAWN, DIANE K	SECRETARY II - MARION	
287	SMITH, AMBER L	ACCOUNTING CLERK II-PAYROLL	
91	SASSANO, LISA M	SR.ACCOUNTING CLERK - PAYROLL	
282	CLAUSEN, DONNA	HUMAN RESOURCES ANALYST I	
48	DOUGLAS, BRENDA J	ACCOUNTING CLERK I-P/R	
10015	MASTERTSON, NELWYN D	DRAFTER II	
202	CALDWELL, TRACI L	COMPUTER OPERATOR I	
44	WISHART, GLORIA J	OFFICE SERVICES CLERK	
5435	STOLFI, DIANE M	SECRETARY II, NORTH REGION	

CONFIDENTIAL

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1992 A&G EMPLOYEE SALARIES

<u>EMPLOYEE #</u>	<u>EMPLOYEE NAME</u>	<u>*JOB TITLE</u>	<u>1992 GROSS SALARY</u>
222	WILKINS,SHIRLEY	ACCTING CLERK I,ACCTS PAYABLE	
231	LOWERY,DONNA C	ACCOUNTANT I,PROJECT ACCOUNTING	
300	JAVOROWSKY,JODY D	SENIOR ACCOUNTING CLERK - A/P	
296	KAHANEK,KRISTY A	ACCOUNTING CLERK II - A/P	
309	ROUNTREE,KEENYA V	ACCOUNTING CLERK I	
303	JARVIS,KEN	ACCOUNTANT I	
5229	QUIGLEY,MICHAEL J	AREA SUPVR I - MARCO	
10067	PASTER,BRUCE	SENIOR ENGINEER-CENTRAL & WEST	
46	VIENS,ANNA C	ACCOUNTING CLERK II-PROP ACCTG	
5094	TESTA,LORRAINE	OFFICE CLERK - SPRING HILL	
10049	SANCHEZ,LISEHT C	ASSISTANT ENGINEER II	
5409	FULLER,DENNIS M	AREA SUPVR I - SEABOARD	
9330	EVANS,KATHERINE S	ACCTING CLERK II, CASH MANAGEM	
10013	ROGERS,DEBORAH E	ACCOUNTING CLERK I - BUDGET	
8680	WELSH SR.,JOHN A	AREA SUPERVISOR I	
10031	DRYGALSKI,DIANE D	EXEC SECRETARY - ENGINEERING	
10014	HAMILTON,BILLIE J	ACCOUNTING CLERK I-A/P	
10047	CAMACHO,CARLOS A	RATE ENGINEER II	
10034	STARZYK,VICTORIA A	EXEC SECRETARY - ENGINEERING	
10019	JOHNSON,ANLOIS M	ACCOUNTING CLERK II	
10005	THORNTON,ANDREA L	ACCOUNTING CLERK I	
10069	SAWYER,EMMA J	SR PROGRAMMER ANALYST	
5700	MANGOLD, EDWARD J	DEVELOPMENT ADMINISTRATOR	
231	RASMUSSEN, DONNA	ACCOUNTANT I	
831	NEVAREZ,NELDA L	SECRETARY I	
10040	ANTLEY,SHEILA J	ACCOUNTING CLERK I	
10041	SMITH,RONALD M	ACCOUNTING CLERK I	
5149	ROBISON, SHERRI L	SECRETARY - MARION OAKS	
10083	WALKER,CATHERINE A	SR PERMITTING ENGINEER	
46	HART, CHARLOTTE A	ACCOUNTING CLERK II - FINANCE	
232	ROETHLE,COLLEEN B	OFFICE CLERK,PROJECT/CONSTRUCT	
321	COOPER, SEAN P	DESIGN DRAFTER II	
63	BARON,ROBERTA R	SECRETARY	
10026	QUARLES,PAMALA D	OFFICE CLERK (PART-TIME)	
10028	MEADOR,CARYE L	COMMUNICATIONS INTERN	
TOTAL			



* Only current job titles are available


1993 A&G EMPLOYEE SALARIES

<u>EMPLOYEE #</u>	<u>EMPLOYEE NAME</u>	<u>JOB TITLE</u>	<u>1993 GROSS SALARY</u>
9610	LEWIS, CHARLES K	DEVELOPMENT ADMINISTRATOR	
252	MORSE, GARY S	SR RATE ENGINEER	
265	LOSCH, JOHN	SR PROJECT ENGINEER	
10067	PASTER, BRUCE	SENIOR ENGINEER-CENTRAL & WEST	
9990	SCHWEIZER, MICHAEL A	HUMAN RESOURCES ADMINISTRATOR	
74	BLONDIN, JAMES J	TRAINING & DEVELOPMENT ADMIN.	
5153	WILLIAMS, ROBERT	AREA SUPVR I - CITRUS	
40	ADAMS, JOHN R	SR SYSTEMS ENGINEER	
9953	KNOWLES, TERRY D	SR PROGRAMMER ANALYST	
35	MERCADO, ESPERANZA	SR PROGRAMMER ANALYST	
263	MACK, JOSEPH G	AREA MANAGER, SPRING HILL	
324	STEPHAN, PAUL	CONSTRUCTION ADMINISTRATOR	
190	WAMPLER, PRISCILLA D	OPERATIONS ADMINISTRATOR	
36	HODGE, SUSAN K	SR PROGRAMMER ANALYST	
180	RUSS, TERRY	SR ACCOUNTANT-PROP ACCTNG	
836	POUND, GROVER T	AREA SUPVR I - LEHIGH	
10004	PAYNE, JACK A	PROGRAMMER ANALYST II	
10111	KOWALSKY, CARLYN H	STAFF ATTORNEY	
10083	WALKER, CATHERINE A	SR PERMITTING ENGINEER	
51	GETTELMAN, ARLENE S	SR EXECUTIVE ASSISTANT	
5033	RAGSDALE, JAMES W	DEVELOPMENT ASSISTANT	
319	FOSTER, RICHARD G	ASSISTANT ENGINEER II	
5343	REGALADO, ROBERT	PROJECT ENGINEER II	
10069	SAWYER, EMMA J	SR PROGRAMMER ANALYST	
69	LIM, SOW-CHOO	SUPVR, RATE ADMIN	
5229	QUIGLEY, MICHAEL J	AREA SUPVR I - MARCO	
5205	REGISTER, HAROLD	AREA SUPVR I - SUNNY	
306	FISHER, MELVIN E	ENVIRONMENTAL COMPLIANCE ADMIN.	
200	LUI, EDMOND	SUPVR, REVENUE REQMTS	
71	ECK JR., DONALD R	AREA MANAGER, ORANGE/OSCEOLA	
57	MACLANE, JULIE A	SR ACCOUNTANT	
211	GEIGER, JOSEPH E	SR ACCOUNTANT	
52	KAMINSKY, ROBERT E	CHIEF DRAFTER	
5409	FULLER, DENNIS M	AREA SUPVR I - SEABOARD	
41	FREDERICK, RONALD A	ACCOUNTANT II	
10049	SANCHEZ, LISEHT C	ASSISTANT ENGINEER II	
3	TSOUKALAS, ZACHAROULA	SENIOR BUDGET ANALYST	
307	DOZIER, CLARA S	OPERATIONS ADMINISTRATOR	
9994	HILTON, JOHN P	PURCHASING ADMINISTRATOR	
70	VIERA, OMAR A	DRAFTER II	
201	SCHUTZ, LISA F	PART TIME LEGAL ADMINISTRATOR	
45	WONG, CHRISTOPHER N	ACCOUNTANT II	
290	GANNON, EDWARD V	BUDGET ANALYST II	
8750	WRIGHT, JERRY A	AREA SUPVR I - AMELIA	
5168	YOCUM, WILLIAM L	AREA SUPVR I - MARION	
286	WILSON, JEFFREY M	LEAD RATE ANALYST	
243	JUNG, KRISTI	RATE ANALYST II	
9971	ARCAND, CHRISTINE B	ENVIRON/PERMITTING SPECIALIST	
253	MOOTHART, MERVIN	RATE ANALYST II	
274	SPINAZZOLA IRVEN, LISA	COMMUNICATIONS ADMINISTRATOR	
209	KILLER, LISA A	FINANCIAL ANALYST	
10117	WESTRICK, J. DENNIS	SENIOR ENGINEER-NORTH & SOUTH	
317	SALMON, MARILU	ASSISTANT ENGINEER II	
9941	LEVESQUE, JOHN P	AREA SUPVR I - SMILL WOODS	
5900	MANNING, ESTES E	AREA SUPVR I - JAX	

1993 A&G EMPLOYEE SALARIES

<u>EMPLOYEE #</u>	<u>EMPLOYEE NAME</u>	<u>JOB TITLE</u>	<u>1993 GROSS SALARY</u>
1050	CORDER,DONALD B	AREA SUPVR I - SEMINOLE	
3600	LUKE,CINDY	PROGRAMMER ANALYST I	
301	HENRY,DONNA	PARALEGAL/LEGAL SECRETARY	
9880	GLENNON,MARY A	ENVIRON/SAFETY SPECIALIST	
311	PALADINO,CONSTANCE	ACCOUNTANT I	
10047	CAMACHO,CARLOS A	RATE ENGINEER II	
295	NORRIS,NANCY E	ACCOUNTANT II	
277	LITSEY,DIANE L	DRAFTER II	
349	GRIMSLEY,MICHAEL S	BUDGET ANALYST I	
8220	REEDER,BARBARA L	PURCHASING SUPERVISOR	
87	STURDEVANT,GERALD B	CONSTRUCTION INSPECTOR	
10010	SMITHERMAN,MONICA M	SENIOR RATE ANALYST	
216	TURNER,PAT S	CONSTRUCTION INSPECTOR	
80	HELCHER,JOYCE P	EXEC SECRETARY - CORP DEV	
304	RUSSELL,MARALIN	RATE ANALYST II	
73	SMALL,ROBIN E	SR ACCTNG CLERK - ACCTNG	
9340	QUEEN,MELINDA L	REG COMP. ANALYST	
10015	MASTERSON,NELWYN D	DRAFTER II	
81	DORSEY,MARILYN R	EXEC SECRETARY -CORPORATE SVCS	
31	SPRY,JANICE B	CONST CONTRACT COORDINATOR	
10126	FEIL,MATTHEW J	STAFF ATTORNEY	
10031	DRYGALSKI,DIANE D	EXEC SECRETARY - ENGINEERING	
278	COLBERT,DIANE M	PC SUPPORT SPECIALIST	
54	GALLIS,STEVEN M	SUPVR, ADMIN SERVICES	
43	GONZALEZ,RAFAEL A	SENIOR COMPUTER OPERATOR	
10034	STARZYK,VICTORIA A	EXEC SECRETARY - ENGINEERING	
9997	STEFFEY,VICKI R	DEVELOPMENT ASSISTANT	
9914	RITTEN,KATHLEEN D	SR ACCTNG CLERK - ACCTNG	
264	CAMPANALE,JEANINE E	SYS & PROC ANALYST	
9890	TEXTOR,ALICE L	EXEC SECRETARY - FINANCE	
8170	CANLER,JANET M	SECRETARY II - OPS	
10115	FIGUEROA,FRANK S	PROGRAMMER ANALYST I	
204	GREENE,ANITA B	SENIOR ACCOUNTING CLERK	
281	MOORE,MELONIE	COMPUTER OPERATOR II	
10094	HELMS,KATHLEEN A	ACCOUNTANT II	
224	BUCKEL,DEBRA E	SECRETARY II - CITRUS	
259	VAN METER,DEBORAH A	ASSISTANT BUYER	
302	PEREIRA,DEBORAH A	SECRETARY II	
5093	MAGADDINO,MARIAN	SECRETARY II - SPRING HILL	
347	GAST,DRUPATIE P	SR ACCNTG.CLERK -PROP ACCTG	
282	CLAUSEN,DONNA	HUMAN RESOURCES ANALYST I	
823	KENDALL,SANDRA J	SECRETARY II - LEHIGH	
5063	JACKSON,KAREN S	SECRETARY II - DELTONA	
56	ELLISON,KAREN M	ASSISTANT BUYER	
58	MCQUINLEY,RETA T	ACCOUNTING CLERK II-PROP ACCTG	
5420	SMITH,RHONDA S	SECRETARY II - SOUTH	
5069	BECKHAM,PATRICIA L	SECRETARY II - CENTRAL REG	
5179	STRAWN,DIANE K	SECRETARY II - MARION	
46	VIENS,ANNA C	ACCOUNTING CLERK II-PROP ACCTG	
287	SMITH,AMBER L	ACCOUNTING CLERK II-PAYROLL	
91	SASSANO,LISA M	SR.ACCOUNTING CLERK - PAYROLL	
5435	STOLFI,DIANE M	SECRETARY II, NORTH REGION	
303	JARVIS,KEN	ACCOUNTANT I	
296	KAHANEK,KRISTY A	ACCOUNTING CLERK II - A/P	
202	CALDWELL,TRACI L	COMPUTER OPERATOR I	

1993 A&G EMPLOYEE SALARIES

<u>EMPLOYEE #</u>	<u>EMPLOYEE NAME</u>	<u>*JOB TITLE</u>	<u>1993 GROSS SALARY</u>
300	JAVOROWSKY, JODY D	SENIOR ACCOUNTING CLERK - A/P	
10088	ROHRER, GINA M	SECRETARY II- ENG	
44	WISHART, GLORIA J	OFFICE SERVICES CLERK	
309	ROUNTREE, KEENYA V	ACCOUNTING CLERK I	
10019	JOHNSON, ANLOIS M	ACCOUNTING CLERK II	
10013	ROGERS, DEBORAH E	ACCOUNTING CLERK I - BUDGET	
10014	HAMILTON, BILLIE J	ACCOUNTING CLERK I-A/P	
10092	HAFFER, THOMAS D	ACCOUNTING CLERK II-PAYROLL	
10116	MOORE, GAIL C	DRAFTER I	
10041	SMITH, RONALD M	ACCOUNTING CLERK I	
10100	VALDEZ, BARBARA	CORPORATE RECEPTIONIST	
223	ZSIGMOND, SUSAN	RECORDS TECH	
5094	TESTA, LORRAINE	OFFICE CLERK - SPRING HILL	
10005	THORNTON, ANDREA L	ACCOUNTING CLERK I	
10040	ANTLEY, SHEILA J	ACCOUNTING CLERK I	
10127	PLATIN, FERNANDO	PROJECT ENGINEER I	
339	MCCORKLE, BILLYE J	EXECUTIVE SECRETARY LEGAL DEPT	
48	DOUGLAS, BRENDA J	ACCOUNTING CLERK I-P/R	
210	CARR, CHRISTOPHER A	BUDGET ANALYST II-ENG	
9965	STORY, PHILIP W	ASSISTANT ENGINEER II	
10060	BAUMANN, CYNTHIA	ASSISTANT RATE ANALYST	
10097	BALLARD, EILEEN L	SECRETARY I - LEGAL	
10145	JOINER, SANDRA J	SR PERMITTING ENGINEER	
10144	LOEWEN, TERRY L	RATE ANALYST II	
269	LONGENECKER, DIANNE	ACCOUNTING CLERK I	
10129	CHESKO, CINDY A	HUMAN RESOURCES ANALYST II	
10138	FEARN, ANITA M	PARALEGAL	
10026	QUARLES, PAMALA D	OFFICE CLERK (PART-TIME)	
10008	MACKENZIE, EDWARD J	DRAFTER I	
10146	BARKER, JOHN S	SCHEDULER/ESTIMATOR	
10139	RHOADS, DEIDRA R	ACCOUNTING CLERK I - BUDGET	
10134	HILL, CHERYL L	ACCOUNTING CLERK I	
39	HAGGERTY, ROXAN R	HUMAN RESOURCES ADMINISTRATOR	
10149	HARDING, CAROL C	RECORDS TECH	
10153	HEATH, KATHLEEN	SECRETARY II - ENV SVCS	
10150	HARKER, MONIQUE M	ACCOUNTING CLERK I	
10157	HEIBLER, LINDA M	ACCOUNTING CLERK I - FAC ANAL	
10170	ISAACS, TONY W	RATE DESIGN SUPERVISOR	
10168	DELPINO, BARBARA J	RATE ANALYST II	
275	DOWNHAM, DOTTIE B	SECRETARY II-COMMUNICATIONS	
10169	MURPHY, CHERYL A	OFFICE SERVICES CLERK	
TOTAL			

* Only current job titles are available

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1994 A&G EMPLOYEE SALARIES

<u>EMPLOYEE #</u>	<u>EMPLOYEE NAME</u>	<u>JOB TITLE</u>	<u>1994 GROSS SALARY</u>
10111	KOWALSKY,CARLYN H	STAFF ATTORNEY	
265	LOSCH,JOHN	SR PROJECT ENGINEER	
10117	WESTRICK,J. DENNIS	SENIOR ENGINEER-NORTH & SOUTH	
252	MORSE,GARY S	SR RATE ENGINEER	
10067	PASTER,BRUCE	SENIOR ENGINEER-CENTRAL & WEST	
74	BLONDIN,JAMES J	TRAINING & DEVELOPMENT ADMIN.	
9990	SCHWEIZER,MICHAEL A	HUMAN RESOURCES ADMINISTRATOR	
10126	FEIL,MATTHEW J	STAFF ATTORNEY	
9953	KNOWLES,TERRY D	SR PROGRAMMER ANALYST	
40	ADAMS,JOHN R	SR SYSTEMS ENGINEER	
10083	WALKER,CATHERINE A	SR PERMITTING ENGINEER	
35	MERCADO,ESPERANZA	SR PROGRAMMER ANALYST	
10145	JOINER,SANDRA J	SR PERMITTING ENGINEER	
180	RUSS,TERRY	SR ACCOUNTANT-PROP ACCTNG	
36	HODGE,SUSAN K	SR PROGRAMMER ANALYST	
5343	REGALADO,ROBERT	PROJECT ENGINEER II	
836	POUND,GROVER T	AREA SUPVR I - LEHIGH	
51	GETTELMAN,ARLENE S	SR EXECUTIVE ASSISTANT	
324	STEPHAN,PAUL	CONSTRUCTION ADMINISTRATOR	
190	WAMPLER,PRISCILLA D	OPERATIONS ADMINISTRATOR	
10170	ISAACS,TONY W	RATE DESIGN SUPERVISOR	
9610	LEWIS,CHARLES K	DEVELOPMENT ADMINISTRATOR	
9040	VOWELL,ALFRED W	AREA SUPERVISOR, BURNT STORE	
5229	QUIGLEY,MICHAEL J	AREA SUPVR I - MARCO	
5205	REGISTER,HAROLD	AREA SUPVR I - SUNNY	
57	MACLANE,JULIE A	SR ACCOUNTANT	
306	FISHER,MELVIN E	ENVIRONMENTAL ADMINISTRATOR	
5033	RAGSDALE,JAMES W	DEVELOPMENT ASSISTANT	
211	GEIGER,JOSEPH E	SR ACCOUNTANT	
10188	STROUP,STEPHEN B	SCHEDULER/ESTIMATOR	
10004	PAYNE,JACK A	PROGRAMMER ANALYST II	
286	WILSON,JEFFREY M	LEAD RATE ANALYST	
10180	STRAWSER,CHRISTOPHER	SYSTEMS ENGINEER	
10144	LOEWEN,TERRY L	RATE ANALYST II	
319	FOSTER,RICHARD G	ASSISTANT ENGINEER II	
52	KAMINSKY,ROBERT E	CHIEF DRAFTER	
5409	FULLER,DENNIS M	AREA SUPVR I - SEABOARD	
301	HENRY,DONNA	PARALEGAL/LEGAL SECRETARY	
10115	FIGUEROA,FRANK S	PROGRAMMER ANALYST I	
9994	HILTON,JOHN P	PURCHASING ADMINISTRATOR	
3	TSOUKALAS,ZACHAROULA	SENIOR BUDGET ANALYST	
41	FREDERICK,RONALD A	ACCOUNTANT II	
10049	SANCHEZ,LISEHT C	ASSISTANT ENGINEER II	
243	JUNG,KRISTI	RATE ANALYST II	
45	WONG,CHRISTOPHER N	ACCOUNTANT II	
10127	PLATIN,FERNANDO	PROJECT ENGINEER I	
8750	WRIGHT,JERRY A	AREA SUPVR I - AMELIA	
10189	LISCIO,EDWARD G	SUPVR, PROPERTY ACCOUNTING	
5168	YOCUM,WILLIAM L	AREA SUPVR I - MARION	
10204	ROMEO,CHRISTINE M	SR PROJECT ENGINEER	
253	MOOTHART,MERVIN	RATE ANALYST II	
5153	WILLIAMS,ROBERT	AREA SUPVR I - CITRUS	
307	DOZIER,CLARA S	OPERATIONS ADMINISTRATOR	
10010	SMITHERMAN,MONICA M	SENIOR RATE ANALYST	
9941	LEVESQUE,JOHN P	AREA SUPVR I - SMILL WOODS	

1994 A&G EMPLOYEE SALARIES

<u>EMPLOYEE #</u>	<u>EMPLOYEE NAME</u>	<u>JOB TITLE</u>	<u>1994 GROSS SALARY</u>
1050	CORDER,DONALD B	AREA SUPVR I - SEMINOLE	
5900	MANNING,ESTES E	AREA SUPVR I - JAX	
3600	LUKE,CINDY	PROGRAMMER ANALYST I	
10168	DELPINO,BARBARA J	RATE ANALYST II	
70	VIERA,OMAR A	DRAFTER II	
209	KILLER,LISA A	FINANCIAL ANALYST	
9880	GLENNON,MARY A	ENVIRON/SAFETY SPECIALIST	
9971	ARCAND,CHRISTINE B	ENVIRON/PERMITTING SPECIALIST	
10047	CAMACHO,CARLOS A	RATE ENGINEER II	
8220	REEDER,BARBARA L	PURCHASING SUPERVISOR	
201	SCHUTZ,LISA F	PART TIME LEGAL ADMINISTRATOR	
80	HELCHER,JOYCE P	EXEC SECRETARY - CORP DEV	
317	SALMON,MARILU	ASSISTANT ENGINEER II	
311	PALADINO,CONSTANCE	ACCOUNTANT I	
295	NORRIS,NANCY E	ACCOUNTANT II	
216	TURNER,PAT S	CONSTRUCTION INSPECTOR	
87	STURDEVANT,GERALD B	CONSTRUCTION INSPECTOR	
10129	CHESKO,CINDY A	HUMAN RESOURCES ANALYST II	
277	LITSEY,DIANE L	DRAFTER II	
81	DORSEY,MARILYN R	EXEC SECRETARY -CORPORATE SVCS	
31	SPRY,JANICE B	CONST CONTRACT COORDINATOR	
278	COLBERT,DIANE M	PC SUPPORT SPECIALIST	
274	SPINAZZOLA IRVEN,LISA	COMMUNICATIONS ADMINISTRATOR	
282	CLAUSEN,DONNA	HUMAN RESOURCES ANALYST I	
10015	MASTERSON,NELWYN D	DRAFTER II	
303	JARVIS,KEN	ACCOUNTANT I	
54	GALLIS,STEVEN M	SUPVR, ADMIN SERVICES	
73	SMALL,ROBIN E	SR ACCTNG CLERK - ACCTNG	
10138	FEARN,ANITA M	PARALEGAL	
10034	STARZYK,VICTORIA A	EXEC SECRETARY - ENGINEERING	
10200	BARRATT,JAMES T	SAFETY ADMINISTRATOR	
23	SPARKS,SAMUEL C	AREA MANAGER, ORANGE/OSCEOLA	
10116	MOORE,GAIL C	DRAFTER I	
43	GONZALEZ,RAFAEL A	SENIOR COMPUTER OPERATOR	
9914	RITTEN,KATHLEEN D	SR ACCTNG CLERK - ACCTNG	
9340	QUEEN,MELINDA L	REG COMP. ANALYST	
8170	CANLER,JANET M	SECRETARY II - OPS	
9890	TEXTOR,ALICE L	EXEC SECRETARY - FINANCE	
281	MOORE,MELONIE	COMPUTER OPERATOR II	
10198	HENDERSON,RODNEY T	BUDGET ANALYST II - PROP ACTG	
224	BUCKEL,DEBRA E	SECRETARY II - CITRUS	
200	LUI,EDMOND	SUPVR, REVENUE REQMTS	
10153	HEATH,KATHLEEN	SECRETARY II - ENV SVCS	
5093	MAGADDINO,MARIAN	SECRETARY II - SPRING HILL	
823	KENDALL,SANDRA J	SECRETARY II - LEHIGH	
5063	JACKSON,KAREN S	SECRETARY II - DELTONA	
304	RUSSELL,MARALIN	RATE ANALYST II	
10092	HAFER,THOMAS D	ACCOUNTING CLERK II-PAYROLL	
5069	BECKHAM,PATRICIA L	SECRETARY II - CENTRAL REG	
5179	STRAWN,DIANE K	SECRETARY II - MARION	
204	GREENE,ANITA B	SENIOR ACCOUNTING CLERK	
347	GAST,DRUPATIE P	SR ACCNTG.CLERK -PROP ACCTG	
259	VAN METER,DEBORAH A	ASSISTANT BUYER	
10100	VALDEZ,BARBARA	CORPORATE RECEPTIONIST	
202	CALDWELL,TRACI L	COMPUTER OPERATOR I	

1994 A&G EMPLOYEE SALARIES

<u>EMPLOYEE #</u>	<u>EMPLOYEE NAME</u>	<u>*JOB TITLE</u>	<u>1994 GROSS SALARY</u>
91	SASSANO,LISA M	SR.ACCOUNTING CLERK - PAYROLL	
10097	BALLARD,EILEEN L	SECRETARY I - LEGAL	
56	ELLISON,KAREN M	ASSISTANT BUYER	
10088	ROHRER,GINA M	SECRETARY II- ENG	
5435	STOLFI,DIANE M	SECRETARY II, NORTH REGION	
300	JAVOROWSKY,JODY D	SENIOR ACCOUNTING CLERK - A/P	
58	MCOUINLEY,RETA T	ACCOUNTING CLERK II-PROP ACCTG	
46	VIENS,ANNA C	ACCOUNTING CLERK II-PROP ACCTG	
296	KAHANEK,KRISTY A	ACCOUNTING CLERK II - A/P	
10149	HARDING,CAROL C	RECORDS TECH	
10157	HEIBLER,LINDA M	ACCOUNTING CLERK I - FAC ANAL	
309	ROUNTREE,KEENYA V	ACCOUNTING CLERK I	
10019	JOHNSON,ANLOIS M	ACCOUNTING CLERK II	
5420	SMITH,RHONDA S	SECRETARY II - SOUTH	
44	WISHART,GLORIA J	OFFICE SERVICES CLERK	
10031	DRYGALSKI,DIANE D	EXEC SECRETARY - ENGINEERING	
10014	HAMILTON,BILLIE J	ACCOUNTING CLERK I-A/P	
10139	RHOADS,DEIDRA R	ACCOUNTING CLERK I - BUDGET	
10005	THORNTON,ANDREA L	ACCOUNTING CLERK I	
10041	SMITH,RONALD M	ACCOUNTING CLERK I	
10184	SIMS,PHYLLIS S	SECRETARY II - RATES	
10134	HILL,CHERYL L	ACCOUNTING CLERK I	
10224	GOUCHER,WILLIAM C	SENIOR PROJECT ENGINEER	
10152	PERIASAMY,SUGUMAR	TEMPORARY ASST RATE ANALYST	
10150	HARKER,MONIQUE M	ACCOUNTING CLERK I	
10192	LISBINSKI,JANET A	PART-TIME SECRETARY II-JAX	
5094	TESTA,LORRAINE	OFFICE CLERK - SPRING HILL	
10223	SOLIS,ADELE	SENIOR RATE ANALYST	
10231	SWANSON,SCOTT R	SUPVR, RATE DESIGN	
10013	ROGERS,DEBORAH E	ACCOUNTING CLERK I - BUDGET	
10175	HERRERA,DELMA A	ACCOUNTING CLERK I	
10040	ANTLEY,SHEILA J	ACCOUNTING CLERK I	
10182	CHARRY,JOSE M	OFFICE SERVICES CLERK	
10191	TREMAIN,ANGELA M	ACCOUNTING CLERK II	
10179	KENTROS,CYNTHIA D	PART TIME SECRETARY I - VENICE	
9997	STEFFEY,VICKI R	DEVELOPMENT ASSISTANT	
10159	KENDRICK,JACK E	TEMPORARY DRAFTER I	
302	PEREIRA,DEBORAH A	SECRETARY II	
10235	GRAHAM,CYNTHIA A	HUMAN RESOURCES ANALYST II	
290	GANNON,EDWARD V	BUDGET ANALYST II	
10240	HAYDEN,DONNA J	PROGRAMMER ANALYST I	
287	SMITH,AMBER L	ACCOUNTING CLERK II-PAYROLL	
79	BLINCO,SANDRA V	SECRETARY II - ENG	
10244	CRABTREE,SHERI A	PROPERTY ACCOUNTANT II	
275	DOWNHAM,DOTTIE B	SECRETARY II-COMMUNICATIONS	
10164	OLIVEROS,JOHN F	DRAFTER I	
10247	MCGINN,K'LYNN	RATE ANALYST I	
10169	MURPHY,CHERYL A	OFFICE SERVICES CLERK	
10026	QUARLES,PAMALA D	OFFICE CLERK (PART-TIME)	
48	DOUGLAS,BRENDA J	ACCOUNTING CLERK I-P/R	

TOTAL

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1995 A&G EMPLOYEE SALARIES

<u>EMPLOYEE #</u>	<u>EMPLOYEE NAME</u>	<u>JOB TITLE</u>	<u>1995 ANNUALIZED SALARY</u>
10111	KOWALSKY,CARLYN H	STAFF ATTORNEY	
10117	WESTRICK,J. DENNIS	SENIOR ENGINEER-NORTH & SOUTH	
10067	PASTER,BRUCE	SENIOR ENGINEER-CENTRAL & WEST	
265	LOSCH,JOHN	SR PROJECT ENGINEER	
9610	LEWIS,CHARLES K	DEVELOPMENT ADMINISTRATOR	
252	MORSE,GARY S	SR RATE ENGINEER	
10204	ROMEO,CHRISTINE M	SR PROJECT ENGINEER	
10231	SWANSON,SCOTT R	SUPVR, RATE DESIGN	
10083	WALKER,CATHERINE A	SR PERMITTING ENGINEER	
10126	FEIL,MATTHEW J	STAFF ATTORNEY	
10145	JOINER,SANDRA J	SR PERMITTING ENGINEER	
9953	KNOWLES,TERRY D	SR PROGRAMMER ANALYST	
40	ADAMS,JOHN R	SR SYSTEMS ENGINEER	
10272	BAILEY,STEPHEN E	SENIOR PROJECT ENGINEER	
35	MERCADO,ESPERANZA	SR PROGRAMMER ANALYST	
10188	STROUP,STEPHEN B	SCHEDULER/ESTIMATOR	
10224	GOUCHER,WILLIAM C	SENIOR PROJECT ENGINEER	
180	RUSS,TERRY	SR ACCOUNTANT-PROP ACCTNG	
36	HODGE,SUSAN K	SR PROGRAMMER ANALYST	
10170	ISAACS,TONY W	RATE DESIGN SUPERVISOR	
286	WILSON,JEFFREY M	LEAD RATE ANALYST	
836	POUND,GROVER T	AREA SUPVR I - LEHIGH	
51	GETTELMAN,ARLENE S	SR EXECUTIVE ASSISTANT	
10189	LISCIO,EDWARD G	SUPVR, PROPERTY ACCOUNTING	
10270	HILL,STEVEN R	LEAD DESIGN DRAFTER	
10180	STRAWSER,CHRISTOPHER	SYSTEMS ENGINEER	
9040	VOWELL,ALFRED W	AREA SUPERVISOR, BURNT STORE	
10279	DEVORE,JOHN R	SR FINANCIAL ANALYST-CORP DEV	
10265	RUNDLE,WILLIAM H	SENIOR ASSET ACCOUNTANT	
5229	QUIGLEY,MICHAEL J	AREA SUPVR I - MARCO	
57	MACLANE,JULIE A	SR ACCOUNTANT	
324	STEPHAN,PAUL	CONSTRUCTION ADMINISTRATOR	
10010	SMITHERMAN,MONICA M	SENIOR RATE ANALYST	
211	GEIGER,JOSEPH E	SR ACCOUNTANT	
10004	PAYNE,JACK A	PROGRAMMER ANALYST II	
5205	REGISTER,HAROLD	AREA SUPVR I - SUNNY	
3	TSOUKALAS,ZACHAROULA	SENIOR BUDGET ANALYST	
10200	BARRATT,JAMES T	SAFETY ADMINISTRATOR	
243	JUNG,KRISTI	RATE ANALYST II	
52	KAMINSKY,ROBERT E	CHIEF DRAFTER	
9994	HILTON,JOHN P	PURCHASING ADMINISTRATOR	
10198	HENDERSON,RODNEY T	BUDGET ANALYST II - PROP ACTG	
41	FREDERICK,RONALD A	ACCOUNTANT II	
10127	PLATIN,FERNANDO	PROJECT ENGINEER I	
45	WONG,CHRISTOPHER N	ACCOUNTANT II	
10144	LOEWEN,TERRY L	RATE ANALYST II	
5409	FULLER,DENNIS M	AREA SUPVR I - SEABOARD	
10129	CHESKO,CINDY A	HUMAN RESOURCES ANALYST II	
10235	GRAHAM,CYNTHIA A	HUMAN RESOURCES ANALYST II	
8750	WRIGHT,JERRY A	AREA SUPVR I - AMELIA	
5168	YOCUM,WILLIAM L	AREA SUPVR I - MARION	
10047	CAMACHO,CARLOS A	RATE ENGINEER II	
253	MOOTHART,MERVIN	RATE ANALYST II	
209	KILLER,LISA A	FINANCIAL ANALYST	

1995 A&G EMPLOYEE SALARIES

<u>EMPLOYEE #</u>	<u>EMPLOYEE NAME</u>	<u>JOB TITLE</u>	<u>1995 ANNUALIZED SALARY</u>
5900	MANNING,ESTES E	AREA SUPVR I - JAX	
10281	HARRIS,JOANNE L	COMMUNICATIONS ADMINISTRATOR	
10263	LEVI,DARIN J	DEVELOPER RELATIONS SPECIALIST	
295	NORRIS,NANCY E	ACCOUNTANT II	
3600	LUKE,CINDY	PROGRAMMER ANALYST I	
9941	LEVESQUE,JOHN P	AREA SUPVR I - SMILL WOODS	
1050	CORDER,DONALD B	AREA SUPVR I - SEMINOLE	
10168	DELPINO,BARBARA J	RATE ANALYST II	
9880	GLENNON,MARY A	ENVIRON/SAFETY SPECIALIST	
10228	INGRAM,TERESA K	TEMPORARY COMMUNICATIONS ADMIN	
10208	RAMAN,JAYATHYSAN K	TEMPORARY PC SUPPORT ASST	
9971	ARCAND,CHRISTINE B	ENVIRON/PERMITTING SPECIALIST	
8220	REEDER,BARBARA L	PURCHASING SUPERVISOR	
10244	CRABTREE,SHERI A	PROPERTY ACCOUNTANT II	
319	FOSTER,RICHARD G	ASSISTANT ENGINEER II	
307	DOZIER,CLARA S	OPERATIONS ADMINISTRATOR	
10271	FIELD,JUDITH A	RATE ANALYST I	
282	CLAUSEN,DONNA	HUMAN RESOURCES ANALYST I	
10049	SANCHEZ,LISEHT C	ASSISTANT ENGINEER II	
311	PALADINO,CONSTANCE	ACCOUNTANT I	
10240	HAYDEN,DONNA J	PROGRAMMER ANALYST I	
317	SALMON,MARILU	ASSISTANT ENGINEER II	
87	STURDEVANT,GERALD B	CONSTRUCTION INSPECTOR	
9340	QUEEN,MELINDA L	REG COMP. ANALYST	
278	COLBERT,DIANE M	PC SUPPORT SPECIALIST	
10278	HARRIS,JAY G	CONSTRUCTION INSPECTOR	
303	JARVIS,KEN	ACCOUNTANT I	
73	SMALL,ROBIN E	SR ACCTNG CLERK - ACCTNG	
54	GALLIS,STEVEN M	SUPVR, ADMIN SERVICES	
277	LITSEY,DIANE L	DRAFTER II	
31	SPRY,JANICE B	CONST CONTRACT COORDINATOR	
9914	RITTEN,KATHLEEN D	SR ACCTNG CLERK - ACCTNG	
80	HELCHER,JOYCE P	EXEC SECRETARY - CORP DEV	
10015	MASTERTON,NELWYN D	DRAFTER II	
43	GONZALEZ,RAFAEL A	SENIOR COMPUTER OPERATOR	
281	MOORE,MELONIE	COMPUTER OPERATOR II	
9890	TEXTOR,ALICE L	EXEC SECRETARY - FINANCE	
301	HENRY,DONNA	PARALEGAL/LEGAL SECRETARY	
81	DORSEY,MARILYN R	EXEC SECRETARY -CORPORATE SVCS	
10034	STARZYK,VICTORIA A	EXEC SECRETARY - ENGINEERING	
224	BUCKEL,DEBRA E	SECRETARY II - CITRUS	
823	KENDALL,SANDRA J	SECRETARY II - LEHIGH	
10116	MOORE,GAIL C	DRAFTER I	
8170	CANLER,JANET M	SECRETARY II - OPS	
5420	SMITH,RHONDA S	SECRETARY II - SOUTH	
5179	STRAWN,DIANE K	SECRETARY II - MARION	
5063	JACKSON,KAREN S	SECRETARY II - DELTONA	
201	SCHUTZ,LISA F	PART TIME LEGAL ADMINISTRATOR	
5069	BECKHAM,PATRICIA L	SECRETARY II - CENTRAL REG	
300	JAVOROWSKY,JODY D	SENIOR ACCOUNTING CLERK - A/P	
204	GREENE,ANITA B	SENIOR ACCOUNTING CLERK	
10153	HEATH,KATHLEEN	SECRETARY II - ENV SVCS	
347	GAST,DRUPATIE P	SR ACCNTG.CLERK -PROP ACCTG	
10100	VALDEZ,BARBARA	CORPORATE RECEPTIONIST	

1995 A&G EMPLOYEE SALARIES

<u>EMPLOYEE #</u>	<u>EMPLOYEE NAME</u>	<u>JOB TITLE</u>	<u>1995 ANNUALIZED SALARY</u>
5435	STOLFI,DIANE M	SECRETARY II, NORTH REGION	
91	SASSANO,LISA M	SR.ACCOUNTING CLERK - PAYROLL	
202	CALDWELL,TRACI L	COMPUTER OPERATOR I	
259	VAN METER,DEBORAH A	ASSISTANT BUYER	
10192	LISBINSKI,JANET A	PART-TIME SECRETARY II-JAX	
10184	SIMS,PHYLLIS S	SECRETARY II - RATES	
56	ELLISON,KAREN M	ASSISTANT BUYER	
58	MCQUINLEY,RETA T	ACCOUNTING CLERK II-PROP ACCTG	
46	VIENS,ANNA C	ACCOUNTING CLERK II-PROP ACCTG	
296	KAHANEK,KRISTY A	ACCOUNTING CLERK II - A/P	
10088	ROHRER,GINA M	SECRETARY II- ENG	
79	BLINCO,SANDRA V	SECRETARY II - ENG	
10139	RHOADS,DEIDRA R	ACCOUNTING CLERK I - BUDGET	
10092	HAFER,THOMAS D	ACCOUNTING CLERK II-PAYROLL	
10019	JOHNSON,ANLOIS M	ACCOUNTING CLERK II	
10097	BALLARD,EILEEN L	SECRETARY I - LEGAL	
309	ROUNTREE,KEENYA V	ACCOUNTING CLERK I	
10005	THORNTON,ANDREA L	ACCOUNTING CLERK I	
10134	HILL,CHERYL L	ACCOUNTING CLERK I	
10191	TREMAIN,ANGELA M	ACCOUNTING CLERK II	
10041	SMITH,RONALD M	ACCOUNTING CLERK I	
44	WISHART,GLORIA J	OFFICE SERVICES CLERK	
10205	RUESCHENBERG,BARBARA G	TEMPORARY SECRETARY II - HR	
10152	PERIASAMY,SUGUMAR	TEMPORARY ASST RATE ANALYST	
10150	HARKER,MONIQUE M	ACCOUNTING CLERK I	
10157	HEIBLER,LINDA M	ACCOUNTING CLERK I - FAC ANAL	
10266	GILLIARD,CONSTANCE S	RECORDS TECH	
10159	KENDRICK,JACK E	TEMPORARY DRAFTER I	
10199	LETBETTER,DAVID S	TEMP ENG COOP STUDENT	
10040	ANTLEY,SHEILA J	ACCOUNTING CLERK I	
10182	CHARRY,JOSE M	OFFICE SERVICES CLERK	
5094	TESTA,LORRAINE	OFFICE CLERK - SPRING HILL	
TOTAL			

*Annualized salary as of 8/1/95

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