

**TOTAL COMPENSATION PACKAGES
FULL-TIME EMPLOYEES
FY2012-2013**

Name	Department	TOTAL	Salary ¹	Employer Paid Health Ins. ²	Housing Allowance	Vehicle Allowance	Clothing Allowance	Bonuses	Loans	Annual Vacation Days Granted ³	Annual Sick Days Granted ³
Abernathy, David	Police	64,970	59,261	5,709						20	15
Acopiado, Matthew	Sewer Lines	43,774	38,065	5,709						10	15
Agne, Richard	Fire	77,623	71,465	6,158						10	5
Amann, Donald	Sewer Plant	58,566	52,417	5,709			440			25	15
Amann, John	Maintenance	57,864	47,983	9,581			300			25	15
Amann, Richard	Sewer Plant	62,175	52,154	9,581			440			25	15
Amezola, Elvira	Police Dispatch	55,696	46,302	9,394						15	15
Angevine, Richard	Public Works-Streets	61,974	52,393	9,581						25	15
Araiza, Jordan	Fire	74,025	64,631	9,394						5	5
Arnold, Kevin	Public Works-Sanitation	54,421	48,263	6,158						25	15
Bacon-Hunter, Margaret	Library	34,947	29,238	5,709						10	16
Barfield, Roger	Health & Housing	69,848	60,267	9,581						20	15
Bassler, Gregory	Library	38,821	33,112	5,709						15	16
Bassler, Mark	Fire	62,426	56,717	5,709						3	5
Bassler, Terri	Library	44,414	38,256	6,158						25	16
Bauer, James	Fire	76,239	66,845	9,394						8	5
Bauman, Paul	Health & Housing	57,676	49,495	8,181						20	15
Becker, Alan	Public Works-Streets	61,781	48,233	13,548						25	15
Becker, Bruce	Fire	85,440	73,165	12,275						10	5
Becker, Gary	Police	76,832	70,171	6,661						25	15
Belleville, Debbie	Parks & Recreation	66,425	60,267	6,158						25	15
Bevirt, Lois	Police Clerical	46,015	40,306	5,709						20	15
Biermann, Kyle	Fire	58,317	52,608	5,709						3	5
Blanchard, Freda	Library	30,069	24,360	5,709						10	16
Bode, Michelle	Fire	61,909	56,200	5,709						3	5
Boide, Elaine	Police Clerical	44,871	39,752	5,119						25	15
Bortko, Steven	Sewer Plant	55,840	49,691	5,709			440			15	15
Brabenec, Sue	Police Clerical	35,124	29,197	5,927						20	15
Bradley, Michael	Fire	81,298	69,023	12,275						8	5
Branchini, Anthony	Police	63,846	54,034	9,812						10	15
Brand, Karen	Police Clerical	41,057	40,574	483						25	15
Brandenburger, Ivan	Public Works-Sanitation	58,446	46,171	12,275						20	15
Brannaman, Gary	Maintenance	53,435	43,741	9,394			300			15	15
Brock, Joseph	Fire	70,868	58,593	12,275						5	5
Brown, Shane	Police	61,497	55,788	5,709						15	15

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Bruss, Michele	Library	43,719	38,010	5,709						20	16
Buckley, Colleen	Treasurer's Office	33,449	28,330	5,119						10	15
Buechler, James	Fire	80,951	71,139	9,812						10	5
Bumann, Shawndell	Sewer Lines	41,573	35,641	5,932						20	15
Bussen, Stanley	Public Works-Sanitation	56,480	46,899	9,581						20	15
Bussen, Theodore	Sewer Lines	51,880	46,171	5,709						20	15
Byas, Sidney	Fire	82,106	69,831	12,275						8	5
Carlisle, E. Royce	Sewer Plant	91,740	85,813	5,927						25	15
Clark, Caryn	Police Dispatch	55,259	45,865	9,394						9.25	15
Clay, William	Police	100,797	95,088	5,709						25	15
Clements, Libbie	Maintenance	53,222	43,528	9,394			300			10	15
Clifford, Erin	Mayor's Office	44,811	32,536	12,275						10	15
Cline, Rebecca	Library	30,069	24,360	5,709						10	16
Coffey, Robert	Engineering	55,855	55,855	-						0	15
Collins Jr., Harry	Sewer Plant	57,167	50,066	6,661			440			25	15
Collins, Daniel	Police	68,063	55,788	12,275						15	15
Conklin, Jennifer	Clerk's Office	50,940	44,782	6,158						20	15
Cook, Michael	Public Works-Streets	57,627	48,233	9,394						25	15
Cook, Niccy	Treasurer's Office	49,227	43,518	5,709						25	15
Cook, William	Police	72,805	60,530	12,275						20	15
Coulter, Christopher	Police	56,871	56,871	-						15	15
Crimm, Timothy	Police	68,073	55,798	12,275						15	15
Crowell, Elena	Library	47,519	37,938	9,581						20	16
Dahm, James	Police	83,983	71,708	12,275						25	15
Dauphin, Karen	Fire	34,039	28,330	5,709						10	15
Davis, Jason	Police	61,619	52,225	9,394						5.88	15
Davis, Jeff	Public Works-Streets	57,844	48,263	9,581						25	15
DeJournett, Jeremy	Fire	70,030	60,636	9,394						8	5
Denton, Terry	Health & Housing	58,278	46,003	12,275						15	15
Donat, Brenda	Police	65,604	56,210	9,394						15	15
Douglas, Michael	Fire	84,621	72,346	12,275						10	5
Dowdy, Brian	Police	65,634	59,925	5,709						20	15
Dunnebacke, Nicholas	Fire	64,871	57,206	7,665						3	5
Earnhart, Steven	Fire	69,481	57,206	12,275						3	5
Eckert, Mark W.	Mayor's Office	95,427	83,152	12,275						20	15
Eddy, Nickolas	Police	66,309	54,034	12,275						10	15

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Edson, Angel	Parks & Recreation	41,956	35,798	6,158						20	15
Eiskant, Matthew	Police	70,247	64,538	5,709						15	15
Ellison, Joseph	Fire	72,928	66,996	5,932						5	5
England Jr., Robert	Sewer Plant	56,778	50,629	5,709			440			25	15
Eschman, Mark	Police	76,676	64,401	12,275						25	15
Evansco, Helen	Police Dispatch	58,744	52,083	6,661						25	15
Fabrizio, Jeffrey	Fire	73,884	61,609	12,275						5	5
Feldt, Patricia	Library	47,704	38,123	9,581						25	16
Ferry, Beth	Police	65,060	59,351	5,709						20	15
Fields, Linda	Clerk's Office	77,993	72,066	5,927						25	15
Flynn, Patrick	Legal	116,554	106,973	9,581						0	0
Foppe, Christopher	Police	64,783	59,074	5,709						20	15
Frame, Dave	Police	95,473	83,198	12,275						25	15
Frawley, Curtis	Public Works-Cemetery	60,589	51,008	9,581						20	15
Friedman, Drew	Engineering	42,955	37,246	5,709						10	15
Frost, Gary	Fire	66,345	60,636	5,709						5	5
Fulkerson, Jesse	Police	57,934	52,225	5,709						10	15
Fulkerson, Kim	Police	76,428	67,034	9,394						20	15
Fultz, Emily	Planning & Economic Dev.	72,740	67,031	5,709						15	15
Funk, Ronald	Police	68,707	56,432	12,275						15	15
Gain Jr., Donald	Public Works-Sanitation	56,480	46,899	9,581						20	15
Gain, Mandy	Health & Housing	31,959	26,250	5,709						10	15
Garland, Joseph	Fire	77,039	64,764	12,275						5	5
Garnica, Jesse	Fire	76,349	64,074	12,275						8	5
Garrett, Lindsey	Police	62,212	56,503	5,709						15	15
Geissler, Richard	Parks & Recreation	59,174	46,899	12,275						20	15
Gibbons, Thomas	Maintenance	55,741	45,821	9,620			300			20	15
Giedeman, Gregory	Police	71,694	59,419	12,275						20	15
Glover, Rohmell	Police Dispatch	52,453	46,744	5,709						15	15
Graham, John	Sewer Plant	77,098	64,823	12,275						25	15
Gregowicz, Timothy	Engineering	91,971	85,813	6,158						20	15
Grider III, Charles	Fire	87,208	75,580	11,628						10	5
Hackleman, Aaron	Police	62,408	56,699	5,709						15	15
Hagemann, Nathan	Police	63,615	54,034	9,581						10	15
Harris III, Denis	Police	52,754	47,045	5,709						3.38	15
Harris, Armand	Police	73,440	67,731	5,709						25	15

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Harris, David	Public Works-Streets	53,244	47,535	5,709						25	15
Harris, Sean	Police	63,615	54,034	9,581						15	15
Hartmann, John	Public Works-Streets	52,098	46,171	5,927						15	15
Hartmann, Peggy	Human Resources	48,684	42,975	5,709						15	15
Hayden, Janet	Health & Housing	41,539	32,145	9,394						10	15
Heffernan, Lauren	Police Dispatch	51,574	45,865	5,709						7.5	15
Heffernan, Mark	Police	66,677	57,096	9,581						15	15
Heisler, Timothy	Public Works-Streets	54,670	48,961	5,709						25	15
Henderson, Marvin	Police	66,883	57,302	9,581						15	15
Hendricks, Rebecca	Police Dispatch	55,259	45,865	9,394						2.5	15
Henke, Michelle	Parks & Recreation	53,620	47,911	5,709						25	15
Henry, Travis	Fire	63,907	51,632	12,275						3	5
Herling, William	Police	67,494	67,494	-						20	15
Hickey, Stephen	Health & Housing	52,161	46,003	6,158						20	15
Higgins, Theodore	Fire	76,838	64,563	12,275						5	5
Hoepfinger, Kristen	Police	63,431	57,722	5,709						15	15
Hoepker, Charles	Maintenance	53,992	47,983	5,709			300			20	15
Holley, Carol	Sewer Plant	55,963	50,254	5,709						25	15
Horcher, Kevin	Health & Housing	51,712	46,003	5,709						20	15
Horne, Larry	Fire	68,653	62,944	5,709						8	5
Houghtlin, Matthew	Fire	66,602	60,893	5,709						8	5
Hunter, John	Police	68,790	59,396	9,394						20	15
Jacobs Jr., Arthur	Fire	76,060	70,351	5,709						8	5
Jenkins, Lee	Sewer Plant	50,006	49,566	-			440			10	15
Jenson, Jeffrey	Police	67,285	55,010	12,275						10	15
Jones, Douglas	Police	88,907	83,198	5,709						25	15
Jones, Timothy	Police	76,202	70,493	5,709						25	15
Jordan, David	Police	70,399	58,124	12,275						25	15
Kallal, Dusty	Police	62,204	56,495	5,709						15	15
Kates, Joshua	Fire	65,228	59,519	5,709						5	5
Keck, Emily	Treasurer's Office	27,549	21,840	5,709						10	15
Keilbach, Todd	Police	71,453	59,178	12,275						15	15
Kessler, Heather	Police Clerical	35,381	29,672	5,709						10	15
Keys, Wayne	Police	62,965	57,256	5,709						15	15
Kimball, Daniel	Fire	70,949	58,674	12,275						5	5
Kirby, Carol	Library	34,032	33,112	920						20	16

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Klingler, Steven	Fire	92,040	82,459	9,581						30	15
Klucker, Randy	Sewer Lines	52,557	46,848	5,709						20	15
Koch, Phillip	Police	65,750	56,356	9,394						15	15
Koebbe, Patrick	Police	59,743	54,034	5,709						10	15
Kraemer, Douglas	Fire	58,317	52,608	5,709						3	5
Kraft, Karl	Police	63,029	56,871	6,158						15	15
Kriegel, Thomas	Fire	73,258	60,983	12,275						5	5
Kroenig, Mark	Police	64,878	59,166	5,712						15	15
Kroenig, Matthew	Police	72,624	60,349	12,275						20	15
Laing, Gary	Public Works-Streets	60,538	48,263	12,275						25	15
Laird, Joseph	Fire	63,068	57,359	5,709						3	5
Laminack, Jacquelyn	Police	61,077	55,368	5,709						15	15
Lanxon, Michael	Fire	84,792	79,083	5,709						10	5
Lanxon, Scott	Fire	94,040	87,882	6,158						30	15
Lautz, William	Police	71,437	65,728	5,709						25	15
Lay, Timothy	Police	64,781	59,072	5,709						15	15
Ledlow, Joseph	Sewer Plant	69,158	61,267	7,891						10	15
Leech, Cinda	Library	42,693	33,112	9,581						15	16
Leech, Shane	Fire	68,475	56,200	12,275						3	5
Leveling, George	Sewer Plant	61,703	51,643	9,620			440			15	15
Lofton, Rodney	Fire	76,277	64,002	12,275						5	5
Louden, Benjamin	Police	66,161	56,767	9,394						15	15
Lougeay, Curt	Fire	65,948	60,239	5,709						3	5
Lunk, Larry	Police	95,335	85,941	9,394						25	15
Lynch, Thomas	Sewer Lines	59,123	46,848	12,275						25	15
Maine, Brant	Fire	85,356	73,081	12,275						10	5
Maine, Brittany	Library	32,908	27,199	5,709						15	16
Maitret, Jamie	Finance	76,425	67,031	9,394						15	15
Marshall, Parrish	Police	73,345	67,413	5,932						20	15
Massa, John	Sewer Plant	58,178	52,029	5,709			440			20	15
Massey, Jerry	Police Auto Maint.	58,139	48,558	9,581						10	15
Mattingly, Christopher	Police	61,077	55,368	5,709						15	15
Maue, Craig	Parks & Recreation	52,608	46,899	5,709						20	15
Maule, Lauren	Health & Housing	28,589	22,880	5,709						10	15
Mayer, Ernest	Police	65,962	53,687	12,275						10	15
Mayville, John	Police	82,974	70,699	12,275						25	15

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McCrane, Teresa	Police Clerical	35,381	29,672	5,709						15	15
McKerracher, Alvin Jon	Public Works-Streets	60,683	48,408	12,275						20	15
Middendorf, Jennifer	Sewer Collections	27,549	21,840	5,709						10	15
Miller, Kent	Public Works-Sanitation	58,446	46,171	12,275						20	15
Miller, Stephen	Public Works-Streets	54,196	47,535	6,661						25	15
Mills, Stephanie	Fire	70,596	64,887	5,709						5	5
Milosevich, Paul	Sewer Plant	58,178	52,029	5,709			440			20	15
Minor, Michael	Fire	68,475	56,200	12,275						3	5
Moody, John	Police	91,650	85,941	5,709						25	15
Mueller, Norma Jo	Finance	52,304	46,595	5,709						25	15
Mullett, Scott	Public Works-Sanitation	50,774	44,847	5,927						10	15
Nadler, John	Public Works-Cemetery	59,245	49,664	9,581						15	15
Noble, Chester	Public Works-Sanitation	53,942	48,233	5,709						25	15
Normansell, Norbert	Police	77,824	65,549	12,275						25	15
Nowak, Jamie	Police	71,407	64,746	6,661						25	15
O'Dell, Shawn	Police	61,056	55,347	5,709						10	15
Open Position - Lieutenant	Police	83,198	83,198	unknown at this time						unknown at this time	15
Open Position - Teamster	Public Works-Sanitation	38,065	38,065	unknown at this time						10	15
Orchard, Richard	Fire	68,475	56,200	12,275						3	5
Osborn, Michael	Sewer Plant	55,053	42,338	12,275			440			15	15
Osborn, William	Sewer Plant	51,937	45,788	5,709			440			10	15
Owens, Cynthia	Clerk's Office	44,266	34,685	9,581						15	15
Parks Jr., Michael	Public Works-Sanitation	51,213	45,504	5,709						10	15
Parks Sr., Michael	Public Works	65,976	60,267	5,709						25	15
Parks, Robert	Fire	74,963	69,254	5,709						8	5
Parsons, Samuel	Police	64,500	52,225	12,275						10	15
Pearce, Michael	Police	68,244	55,969	12,275						15	15
Penet, Jean-Paul	Fire	92,017	79,742	12,275						8	5
Peppers, Richard	Administration	63,849	51,574	12,275						10	15
Petchulat, Debra	Sewer Collections	52,085	46,158	5,927						25	15
Phelps, Lance	Fire	77,984	72,275	5,709						10	5
Poole, Jason	Parks & Recreation	58,700	52,991	5,709						15	15
Pour, Thomas	Fire	88,365	78,784	9,581						8	5
Proksha, Raymond	Police	77,949	65,674	12,275						25	15
Prusacki, Dana	Library	43,702	37,993	5,709						15	16
Rakers, Roger	Public Works-Streets	54,774	49,065	5,709						25	15

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Range, Allan	Public Works-Streets	53,244	47,535	5,709						25	15
Range, Kathy	Finance	43,409	37,700	5,709						25	15
Reaka, Brian	Fire	61,907	56,198	5,709						3	5
Rhodes, Ken	Police Dispatch	45,865	45,865	unknown at this time						0	15
Rippelmeyer, Gloria	Sewer Collections	35,296	29,587	5,709						10	15
Rokita, James	Administration	45,585	36,004	9,581						25	15
Rompel, Patricia	Administration / Sewer Coll.	52,412	46,703	5,709						15	15
Rowe, Andrea	Library	38,858	37,938	920						20	16
Roy, April	Police Dispatch	55,259	45,865	9,394						4.13	15
Rumpf, Jason	Fire	72,146	66,437	5,709						8	5
Ruser Jr., Larry	Fire	91,813	79,538	12,275						10	5
Rust, Robert	Police	67,958	58,564	9,394						20	15
Sabo, Robert	Health & Housing	76,612	67,031	9,581						25	15
Sax, Donald	Police	98,216	85,941	12,275						25	15
Schaeffer, Charles	Public Works	82,760	76,833	5,927						20	15
Schaeffer, Stephen	Sewer Plant	59,958	53,809	5,709			440			25	15
Scharf, Lisa	Public Works-Sanitation	47,300	37,719	9,581						20	15
Schauster, Eric	Planning & Economic Dev.	62,849	53,455	9,394						20	15
Schild, Randy	Fire	73,002	73,002	-						10	5
Schmittling, Steven	Public Works-Sanitation	51,213	45,504	5,709						15	15
Schneider, James	Parks & Recreation / HR	91,522	85,813	5,709						20	15
Schneider, Kip	Public Works-Sanitation	57,779	45,504	12,275						15	15
Schobert, Michael	Public Works-Sanitation	64,698	52,423	12,275						25	15
Schoon, John	Public Works-Streets	59,123	46,848	12,275						20	15
Schulte, Nancy	Clerk's Office	44,891	35,310	9,581						20	15
Schwab, Steven	Maintenance	53,298	47,289	5,709			300			20	15
Schwaegel, Daniel	Parks & Recreation	63,334	51,059	12,275						20	15
Seibel, Michael	Police	70,341	64,632	5,709						25	15
Shea, Dennis	Police	73,704	61,429	12,275						25	15
Sheary, Jeffrey	Police	73,822	61,547	12,275						20	15
Shipton, Linda	Health & Housing	35,712	30,003	5,709						15	15
Simonin, Rita	Police Clerical	45,277	39,568	5,709						25	15
Smith Sr., Randy	Sewer Plant	84,732	75,151	9,581						15	15
Smith, Stephen	Sewer Plant	58,396	52,029	5,927			440			20	15
Snyder, Stephen	Police	61,917	56,208	5,709						15	15
Spargur, James	Police	102,463	90,188	12,275						25	15

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Spearman, Leander	Library	68,639	62,930	5,709						10	16
Spivey, Patrick	Police Dispatch	52,963	46,302	6,661						15	15
Sprinz, Ronald	Police	92,779	83,198	9,581						25	15
Stafford, Craig	Police	83,482	71,207	12,275						25	15
Starek, Joseph	Public Works-Sanitation	38,065	38,065	-						0	0
Starnes, Jennifer	Engineering	34,039	28,330	5,709						10	15
Sternau, Michael	Parks & Recreation	53,057	46,899	6,158						15	15
Steuer, Charles	Police	73,011	60,736	12,275						20	15
Stiegerwald, Paul	Fire	66,787	57,206	9,581						3	5
Stiff, Johnnie	Public Works-Sanitation	53,169	45,504	7,665						15	15
Strahan, Larry	Fire	69,334	63,407	5,927						8	5
Strausbaugh, Sharon	Mayor's Office	56,852	50,694	6,158						15	15
Strieker, Martin	Parks & Recreation	45,335	39,626	5,709						10	15
Strubberg, Robert	Public Works-Sanitation	52,512	44,847	7,665						10	15
Strubhart, Todd	Parks & Recreation	50,792	44,634	6,158						20	15
Stuhlsatz, Mark	Police	73,889	64,495	9,394						20	15
Swierczek Jr., Joseph	Fire	80,909	71,328	9,581						10	5
Teague, Mary	Clerk's Office	53,929	47,050	6,879						25	15
Thomas, Jademonik	Police Dispatch	51,574	45,865	5,709						15	15
Thomason, Robert	Police	65,517	59,808	5,709						20	15
Trodglen, John	Public Works-Sanitation	58,446	46,171	12,275						20	15
Trujillo, Ronald	Maintenance	56,956	44,381	12,275			300			20	15
Turner, Gerald	Treasurer's Office	72,956	72,066	890						25	15
Tutza, Kari	Planning & Economic Dev.	37,950	28,330	9,620						10	15
Tyler, Scott	Fire	69,405	63,247	6,158						8	5
Untch, James	Fire	78,043	72,111	5,932						10	5
Unverzagt, Jason	Fire	72,968	67,259	5,709						8	5
VanConia, Dianne	Police Dispatch	52,453	46,744	5,709						20	15
Vandersand, Kelly	Library	33,117	27,408	5,709						15	16
Vandiver, Kevin	Sewer Plant	61,675	51,654	9,581			440			10	15
Vaughn, Kenneth	Maintenance	89,108	76,833	12,275						20	15
Vermeieren, Jon	Fire	76,142	70,433	5,709						10	5
Vollmer, Glenn	Sewer Plant	68,447	58,866	9,581						25	15
Vrieswyk, Fred	Fire	59,262	46,987	12,275						3	5
Walker, Eric	Sewer Lines	51,880	46,171	5,709						20	15
Wallace, Robert	Police	66,309	54,034	12,275						10	15

**TOTAL COMPENSATION PACKAGES
FULL-TIME EMPLOYEES
FY2012-2013**

Name	Department	TOTAL	Salary ¹	Employer Paid Health Ins. ²	Housing Allowance	Vehicle Allowance	Clothing Allowance	Bonuses	Loans	Annual Vacation Days Granted ³	Annual Sick Days Granted ³
Wallen, Kathleen	Police	71,852	62,458	9,394						20	15
Walls, Ronald	Public Works-Cemetery	52,098	46,171	5,927						15	15
Wangelin, Richard	Fire	80,083	69,608	10,475						8	5
Wells, Geoffrey	Police	66,309	54,034	12,275						15	15
Werner, August	Fire	91,025	81,444	9,581						30	15
Whittaker, Eric	Sewer Lines	58,446	46,171	12,275						20	15
Wilbanks, E. Kent	Library	44,026	38,317	5,709						15	16
Williams, Aaron	Public Works-Streets	53,285	47,576	5,709						20	15
Wilson, Marshall	Sewer Plant	53,250	47,541	5,709						25	15
Winchester, Raymond	Fire	70,559	58,734	11,825						5	5
Winter, Carol	Public Works-Streets	47,178	41,469	5,709						25	15
Wolfe, Lara	Fire	70,764	65,055	5,709						8	5
Wolfemeier, Eric	Fire	66,787	57,206	9,581						3	5
Wright, Alan	Health & Housing	51,930	46,003	5,927						20	15
Wright, Sherry	Sewer Collections	49,968	40,348	9,620						10	15
Wylie, Edward	Public Works-Streets	60,538	48,263	12,275						25	15
Yoakum, Dana	Police	64,323	58,614	5,709						20	15
Yocks, Allen	Sewer Plant	60,338	50,504	9,394			440			25	15
Zahn, David	Fire	81,907	72,513	9,394						10	5
Zimmerman, Jill	Police	65,484	59,775	5,709						20	15
Zurliene, Alan	Administration	43,280	43,280	-						10	15

1 - The majority of the employees of the City of Belleville are covered under union labor contracts. None of the nine union contracts were settled in regards to wages for the 2012-2013 fiscal year at the time this form was prepared (4/17/12). The salary listed for each union employee is their current wages as of the date this form was prepared. These figures could change as the union contracts are negotiated.

2 - Each year April is "Open Enrollment Month" for each employee to have a chance to make any necessary changes to his/her choice of insurance plans. Due to the timing of this form having to be completed before the end of April, we are posting the FY2012-2013 cost of insurance for each employee, based on the type of plan that employee had as of the date this form was prepared (4/17/12). Each employee is able to change the choice of plan before the end of April 2012, and as such, these amounts could change.

3 - One shift, or "day", for a union firefighter consists of 24 hours.