Government-Wide Expenses by Function (amounts expressed in thousands)

Fiscal Year Ended June 30	Public Safety	Public Works		ealth and Social Services	_	Culture and Recreation	Е	munity and conomic /elopment	(General vernment
2003 2004	\$ 12,686 14,588	\$ 20,844 13,856	\$	755 830	\$	6,926 7,141	\$	3,401 2,960	\$	3,781 4,683
Fiscal Year Ended June 30	terest on ong-Term Debt	Sewer	So	lid Waste		Total	_			
2003 2004	\$ 3,962 6,284	\$ 3,305 4,030	\$	1,183 1,318	\$	56,843 55,690				

Government-Wide Revenues

(amounts expressed in thousands)

Program Revenues

	eg.a				
Fiscal Year		Opera	ating	Capital	
Ended	Charges	for Grants	s and	Grants and	
June 30	Service	es Contrib	utions C	Contributions	
2003	\$ 9,0)92 \$:	2,453 \$	14,321	
2004	11,0	390	2,175	21,695	

General Revenues

	OCITO	ai itevella	-									
Fiscal Year			Un	restricted	Unre	estricted	Ga	in (loss)				
Ended			Inv	estment/	Gra	nts and		from				
June 30		Taxes	Е	arnings	Cont	ributions	Join	t Venture	Misc	ellaneous		Total
2000	•	10.510	•	4.500	•	004	_	(500)	•	405	•	45.070
2003	\$	43,513	\$	1,523	\$	634	\$	(522)	\$	125	\$	45,273
2004		45,052		1,301		231		(641)		757		46,700

General Governmental Expenditures by Function and Transfers Out Last Ten Fiscal Years

Year	 Community Protection (1)	D	Human evelopment (2)	1	Home and Community Environment (3)	Policy and Admin. (4)	Transfers Out
1994-95	\$ 8,153,937	\$	5,571,731	\$	6,926,454	\$ 2,406,077	\$ 5,231,250
1995-96	7,285,909		4,130,889		9,512,643	2,450,574	5,451,654
1996-97	7,465,054		4,404,656		11,327,641	2,555,526	3,813,503
1997-98	9,175,860		4,664,592		12,161,845	2,786,290	7,558,510
1998-99	9,459,240		4,731,456		12,908,891	3,119,758	9,104,470
1999-00	10,149,805		5,361,821		9,375,536	3,345,943	8,116,035
2000-01	11,936,843		6,138,401		12,366,881	3,819,716	11,214,757
2001-02	12,763,380		6,462,220		15,346,216	4,040,018	11,671,918

Notes:

General Fund, special revenue funds and Debt Service Fund

- (1) Includes Police, Fire, Emergency Medical Services, Traffic Control & Safety, and Flood Control
- (2) Includes Human Services, Library, Park & Recreation, and Animal Control
- (3) Includes Public Works Admin, Engineering, Street Maint., Economic Development, and Building Inspection
- (4) Includes Mayor & Council, Administrative Services, Insurance, Legal, Planning, and Government Buildings

Year	 Public Safety (5)	Public Works (6)		Health and Social Services (7)	Culture and Recreation (8)	Community and Econ. Development (9)	(General Government (10)	Debt Service
2002-03 2003-04	\$ 11,412,329 12,720,663	\$ 5,676,476 6,062,234	\$	726,762 769,984	\$ 4,215,107 4,642,852	\$ 3,372,440 2,892,764	\$	3,168,044 3,715,580	\$ 15,456,652 18,269,306
Year 2002-03	 Capital Projects 45,875,946	\$ Transfers Out 18,468,395	_						
2002-03 2003-04	\$ 45,875,946 42,083,369	\$ 18,468,395 64,560,725							

Notes:

All funds except proprietary funds

- (5) Includes Police, Fire, Emergency Medical Svcs, Flood Control, Animal Control, and Building Inspection
- (6) Includes Public Works Admin., Engineering, Street Maint., and Traffic Control & Safety
- (7) Includes Human Services
- (8) Includes Library and Park & Recreation
- (9) Includes Economic Development and Planning
- (10) Includes Mayor & Council, Administrative Services, Insurance, Legal, and Government Buildings

General Governmental* Revenues by Source and Transfers In Last Ten Fiscal Years

Year	Taxes	Inter- governmental Revenue			Charges for Services	Fines and Miscellaneous Revenues		
1994-95 \$	17,901,541	\$	5,018,565	\$	687,148	\$	285,108	
1995-96	18,466,307		5,712,007		733,127		243,429	
1996-97	21,684,290		5,965,446		843,885		477,845	
1997-98	23,619,680		5,459,362		834,910		276,876	
1998-99	25,549,612		5,208,252		1,041,493		617,023	
1999-00	25,209,467		5,429,663		1,224,748		435,719	
2000-01	30,475,298		6,083,123		1,320,276		549,753	
2001-02	33,631,941		7,505,813		1,419,335		465,192	
2002-03	38,782,554		6,795,129		1,817,837		928,922	
2003-04	40,815,026		6,722,746		2,292,260		1,108,440	
Year	Licenses and Permits		Use of Money and Property		Transfers In		Total	
1994-95 \$	646,322	\$	865,760	\$	2,708,915	\$	28,113,359	
1995-96	671,598	•	1,143,618	•	3,427,194	•	30,397,280	
1996-97	650,005		1,118,378		2,686,124		33,425,973	
1997-98	662,917		1,245,239		3,496,224		35,595,208	
1998-99	1,061,223		1,097,358		3,379,140		37,954,101	
1999-00	765,755		1,192,179		4,033,304		38,290,835	
2000-01	685,869		1,229,898		4,826,662		45,170,879	
2001-02	1,003,125		649,164		6,557,281		51,231,851	
2002-03	700,261		696,474		10,629,464		60,350,641	
2003-04	1,072,584		987,885		17,761,206		70,760,147	

Note:

^{*}General Fund, special revenue funds and Debt Service Fund

Property Tax Revenues* by Source Last Ten Fiscal Years

Collection Year	Total Property Taxes	General Property Tax		Incremental Tax	
1993-94	\$ 16,336,567	\$ 15,471,734	\$	864,833	
1994-95	17,100,728	15,834,265	·	1,266,463	
1995-96	17,557,839	17,130,622		427,217	
1996-97	20,692,270	18,487,575		2,204,695	
1997-98	22,519,974	19,490,842		3,029,132	
1998-99	24,243,738	20,001,923		4,241,815	
1999-00	24,206,024	22,318,844		1,887,180	
2000-01	28,046,318	22,564,813		5,481,505	
2001-02	31,587,526	23,019,061		8,568,465	
2002-03	37,182,752	25,314,303		11,868,449	
2003-04	38,401,617	26,726,691		11,674,926	

Note:

^{*}General Fund, special revenue funds and Debt Service Fund

Property Tax Levies and Collections Last Ten Fiscal Years

						Total
						Collections
		Current	Percent	Delinquent	Total	as Percent
Collection	Total	Tax	of Levy	Tax	Tax	of Current
Year	Tax Levy	Collections	Collected	Collection	Collections	Levy
1994-95 \$	17,455,306	\$ 17,079,460	97.85%	\$ 21,268	\$ 17,100,728	97.97%
1995-96	17,655,096	17,549,617	99.40	8,222	17,557,839	99.45
1996-97	20,503,129	20,687,882	100.90	4,388	20,692,270	100.92
1997-98	22,213,855	22,512,975	101.35	6,999	22,519,974	101.38
1998-99	24,386,437	24,242,117	99.41	1,621	24,243,738	99.41
1999-00	23,875,542	24,129,161	101.06	76,863	24,206,024	101.38
2000-01	27,591,430	28,044,286	101.64	2,032	28,046,318	101.65
2001-02	31,474,669	31,587,309	100.36	217	31,587,526	100.36
2002-03	36,818,095	37,177,890	100.98	4,862	37,182,752	100.99
2003-04	38,012,501	38,383,372	100.98	18,245	38,401,617	101.02

Property Tax Rates - Direct and All Overlapping Governments Last Ten Fiscal Years

			0		
Payable		School	County Consoli-	Area	
Year	City	District	dated	Vocational	Total
- Todi	01.5	Biotifot	uatou	Vocational	Total
Tax Ra	tes Per \$1,000 o	f Assessed Valua	tion		
Polk County/West Des Moines Community Schoo	I District				
1995-96	10.90001	13.60037	9.67695	0.48988	34.66721
1996-97	10.90532	13.54320	9.22555	0.50661	34.18068
1997-98	10.89988	13.58058	9.12036	0.47230	34.07312
1998-99	10.90000	13.66525	9.29190	0.50551	34.36266
1999-00	10.89994	13.50526	9.28374	0.52451	34.21345
2000-01	10.90000	13.49887	9.25871	0.54506	34.20264
2001-02	10.90002	13.48681	9.63888	0.54954	34.57525
2002-03	11.60003	13.50200	9.72617	0.54584	35.37404
2003-04	11.60206	13.50422	9.76626	0.58184	35.45438
2004-05	11.72777	13.50200	9.96860	0.59856	35.79693
Dallas County/Waukee Community School Distric	et .				
1995-96	10.90001	16.27417	7.01981	0.48988	34.68387
1996-97	10.90532	16.16289	6.79166	0.50661	34.36648
1997-98	10.89988	16.86966	6.26657	0.47230	34.50841
1998-99	10.90000	16.97163	6.69935	0.50551	35.07649
1999-00	10.84994	17.34163	6.71465	0.52451	35.43073
2000-01	10.90000	17.48175	7.21446	0.54506	36.14127
2001-02	10.90002	17.46339	7.59039	0.54954	36.50334
2002-03	11.60003	17.64948	7.51800	0.54584	37.31335
2003-04	11.60206	17.66440	7.48340	0.58184	37.33170
2004-05	11.72777	17.89346	7.33872	0.59856	37.55851

Source: Polk and Dallas County Auditor's Offices.

Assessed and Taxable Value of Property Last Ten Fiscal Years

Assessment January 1	Collection Year Ended June 30	Assessed Value of Property	Taxable Value of Property
1994	1996	\$ 1,959,933,135	\$ 1,565,640,538
1995	1997	2,295,490,764	1,653,277,596
1996	1998	2,426,099,168	1,753,093,206
1997	1999	2,684,090,384	1,802,240,559
1998	2000	2,786,437,613	2,007,856,268
1999	2001	3,077,618,439	2,074,871,554
2000	2002	3,236,249,422	2,108,114,198
2001	2003	3,644,083,364	2,159,465,868
2002	2004	3,783,538,543	2,282,516,128
2003	2005	3,798,673,414	2,517,469,748

Note:

Property is reassessed in the odd number years to make adjustments to all property values

Source:

Polk and Dallas County Assessor's Offices

Ratio of Net General Bonded Debt to Assessed Value and Net Bonded Debt Per Capita Last Ten Fiscal Years

						Ratio of Net	
				Less		Bonded	Net
			Gross	Debt	Net	Debt to	Bonded
Levy		Assessed	Bonded	Service	Bonded	Assessed	Debt Per
Year	Population*	Value	Debt	Funds	Debt	Value	Capita
1994-95	39,562	\$ 1,959,933,135	\$ 30,810,000	\$ 259,807	\$ 30,550,193	0.0156 to 1	\$ 772
1995-96	39,562	2,295,490,764	35,010,000	307,770	34,702,230	0.0151 to 1	877
1996-97	39,562	2,426,099,168	32,060,000	829,448	31,231,552	0.0129 to 1	789
1997-98	39,562	2,684,090,384	31,650,000	637,547	31,012,453	0.0116 to 1	784
1998-99	39,562	2,786,437,613	31,130,000	259,958	30,870,042	0.0111 to 1	780
1999-00	39,562	3,077,618,439	34,810,000	1,447,938	33,362,062	0.0108 to 1	843
2000-01	46,403	3,236,249,422	44,320,000	2,613,846	41,706,154	0.0129 to 1	899
2001-02	46,403	3,644,083,364	65,033,814	3,913,946	61,119,868	0.0168 to 1	1,317
2002-03	46,403	3,783,538,543	117,419,257	4,719,389	112,699,868	0.0298 to 1	2,429
2003-04	46,403	3,798,673,414	148,863,512	6,803,146	142,060,366	0.0374 to 1	3,061

Source:

^{*}U.S. Census Bureau

Ratio of Annual Debt Service Expenditures for General Bonded Debt to Total General Expenditures* Last Ten Fiscal Years

Year	Principal	Total Debt Interest	Total Debt Service	Ratio of Debt Service to General Expenditures	Total General Governmental Expenditures
4004.05	2 200 700	Ф 4.040.00E	Ф 2.240.07E	44.50	Ф 02 0E0 400
1994-95	2,098,780	\$ 1,249,895	\$ 3,348,675	14.52	\$ 23,058,199
1995-96	2,554,981	1,275,273	3,830,254	16.38	23,380,015
1996-97	2,807,576	1,641,799	4,449,375	17.28	25,752,877
1997-98	3,270,810	1,460,040	4,730,850	16.43	28,788,587
1998-99	3,409,412	1,611,003	5,020,415	16.61	30,219,345
1999-00	3,190,000	1,473,127	4,663,127	16.52	28,233,105
2000-01	5,731,010	2,169,498	7,900,508	23.06	34,261,841
2001-02	6,845,000	1,416,435	8,261,435	21.40	38,611,834
2002-03	4,592,500	2,693,019	7,285,519	16.55	44,027,810
2003-04	11,449,447	6,124,174	17,573,621	35.66	49,284,125

Note:

^{*}General Fund, special revenue funds and Debt Service Fund

Computation of Direct and Overlapping Bonded Debt June 30, 2004

Name of Governmental Unit	Total Bonded Debt Outstanding	Percent Applicable to City of West Des Moines	Amount Applicable to City of West Des Moines
Direct, City of West Des Moines	\$ 148,863,512	100.00%	\$ 148,863,512
Overlapping:			
Des Moines Ind. CSD	7,380,000	0.02	1,476
West Des Moines CSD	45,095,000	65.74	29,645,453
Waukee CSD	46,935,000	47.30	22,200,255
Polk County	190,658,000	15.61	29,761,714
Dallas County	9,790,000	23.57	2,307,503
Area XI DMACC	48,900,000	1.71	836,190
Subtotal overlapping debt	348,758,000		84,752,591
Total direct and overlapping debt	\$ 497,621,512		\$ 233,616,103

Revenue Bond/Notes Coverage Last Ten Fiscal Years

Fiscal	Se	wer Revenue Bo	onds				
Year			Net Revenue				
Ended			Available for	A	Annual Debt Servi	ice	Ratio
June 30	Revenue	Expenses	Debt Service	Principal	Interest	Total	Coverage
1995	\$ 4,462,787	\$ 1,677,212	\$ 2,785,575	\$ 260,000	\$ 223,153	\$ 483,153	5.765
1996	5,068,160	2,352,626	2,715,534	342,000	316,056	658,056	4.127
1997	4,216,632	2,216,258	2,000,374	354,000	333,046	687,046	2.912
1998	4,533,864	2,283,749	2,250,115	430,000	384,002	814,002	2.764
1999	5,383,921	2,113,927	3,269,994	443,000	374,944	817,944	3.998
2000	5,086,803	1,922,406	3,164,397	463,000	355,446	818,446	3.866
2001	4,842,550	2,171,830	2,670,720	483,000	334,750	817,750	3.266
2002	5,151,442	2,762,008	2,389,434	504,000	312,596	816,596	2.926
2003	5,169,122	2,829,483	2,339,639	532,000	254,468	786,468	2.975
2004	5,575,443	2,959,467	2,615,976	571,000	222,481	793,481	3.297

Demographic Statistics

Year	West Des Moines Population	% Change	Polk County	% Change	State of lowa	% Change
1960	11,949	112.80%	225,880	0.43%	2,737,537	4.44%
1970	16,441	37.59	286,130	26.67	2,824,376	3.17
1980	21,894	33.17	303,170	5.95	2,914,017	3.17
1985	23,456	7.13	-	-	-	-
1990	31,702	35.15	328,140	8.24	2,776,755	(4.71)
1995	39,562	24.79	, -	-	-	- '
2000	46,403	17.29	374,601	14.16	2,926,324	5.39

Source

U.S. Census Bureau, 1985 Special Census, 1995 Special Census.

Property Value, Construction and Bank Deposits Last Ten Fiscal Years

Fiscal						
Year						
Ended	Comn	nercial	Resid	dential	Tax-e	exempt
June 30	Permits	Value	Permits	Value	Permits	Value
1995	180	\$ 33,193,063	548	\$ 80,861,631	8	\$ 5,136,425
1996	171	24,064,022	641	85,820,768	4	287,492
1997	191	50,874,748	584	61,343,237	7	18,766,295
1998	182	35,787,650	710	90,789,979	4	1,446,000
1999	207	100,332,700	855	106,891,398	6	4,033,125
2000	165	24,612,583	851	100,477,927	13	12,632,910
2001	142	50,960,503	652	62,868,526	9	9,154,925
2002	129	30,581,359	790	162,099,833	13	26,120,833
2003	157	63,865,560	601	63,800,810	6	6,904,960
2004	284	159,070,132	647	82,277,072	9	19,238,280
Fiscal						
Year						
Ended		aneous		otal		
June 30	Permits	Value	Permits	Value		
1005	244	ф 62E 040	1.077	Ф 440 006 064		
1995	341	\$ 635,242	1,077	\$ 119,826,361		
1996	390	858,367	1,206	111,030,649		
1997	387	1,261,027	1,169	132,245,307		
1998	421	1,831,533	1,317	129,855,162		
1999	458	3,156,767	1,526	214,413,990		
2000	422	1,897,704	1,451	139,621,124		
2001	368	1,055,917	1,171	124,039,871		
2002	440	1,306,278	1,372	220,108,303		
2003	421	1,330,114	1,185	135,901,444		
2004	501	6,480,485	1,441	267,065,969		

Source:

City Building Inspection Department Records.

Property Value, Construction and Bank Deposits Last Ten Fiscal Years

Levy	Bank		Ρ	roperty Value (2)	
Year	Deposits (1)	Commercial		Residential	Other
1994-95	\$ 426,060,000	\$ 672,992,660	\$	1,059,800,592	\$ 51,869,127
1995-96	450,204,000	765,501,044		1,260,887,268	46,106,622
1996-97	485,998,000	869,243,997		1,318,810,480	42,845,516
1997-98	557,347,000	915,181,468		1,470,699,894	43,475,405
1998-99	671,896,000	1,004,575,362		1,601,637,125	46,697,100
1999-00	754,360,000	1,075,555,122		1,685,555,834	32,221,272
2000-01	779,406,000	1,080,090,851		1,767,314,030	39,459,988
2001-02	814,485,000	1,165,307,170		1,934,796,130	37,317,891
2002-03	840,191,000	1,251,082,058		1,983,238,137	35,352,397
2003-04	865,897,000	1,400,238,201		2,315,440,320	33,502,845

Source:

⁽¹⁾ Iowa Bank Directory.

⁽²⁾ Polk and Dallas County Auditor's Offices.

Top Ten Taxpayers

Taxpayer	Type of Business	J	anuary 1, 2003 Assessed Valuation*	Percentage of Total Assessed Valuation
Valley West Mall	Commercial Shopping Center	\$	106,992,820	2.82%
Wells Fargo Home Mortgage	Mortgage Banking		63,277,137	1.67
Mid-America Investment Company	Commerical Property		51,618,600	1.36
Dallas County Partners	Office Buildings		41,430,266	1.09
IFBF Property Management	Office Buildings		40,174,390	1.06
Knapp Family, L.C.	Office Buildings		30,205,740	0.80
Dallas County Partners II	Office Buildings		26,611,972	0.70
HyVee Food Stores	Grocery Stores		20,755,630	0.55
CMS Wellington Apts.	Apartment Buildings		20,600,800	0.54
West Lakes Development Co.	Commercial Property		19,328,025	0.51
		\$	420,995,380	

^{*} Source: Polk and Dallas County Assessor's Offices.

Percent of total assessed value calculated based on assessed value in Table VI (assessed and estimated) total of all taxpayers assessed values.

Miscellaneous Statistical Data June 30, 2004

Government Data:	
Date of Incorporation Form of Government	1893 Mayor – Council
Last General Election Registered Voters Number of Votes Cast Percent of Registered Voting	2002 30,722 13,139 43%
City Employees: Civil Service Noncivil Service	246 50
Geographic Data: Area (square miles) Population/square mile	37.32 1,243
Miles of streets: Paved Unpaved Miles of sewers:	545 36
Storm Sanitary	110 196.5
Service Data: Public Education facilities:	
Elementary Middle School	11 2
Ninth Grade School	1
High School	1
Fire and Rescue Protection: Number of stations Number of employees:	4
Firefighters Paid on-call Office staff	35 52 1
Police Protection:	
Number of stations Number of employees:	1
Officers Dispatchers Office staff	62 19 14
(Continued)	

Miscellaneous Statistical Data (Continued) June 30, 2004

Emergency Medical Services,	
number of ambulances	4
Number of employees:	
Paramedics	11
Part-time EMT/Paramedics	34
Office staff	2
Leisure Services:	
Parks	33
Number of park acres	1,222
Number of picnic shelters	21
Number of dog parks	1
Number of playgrounds	18
Number of outdoor aquatic centers	2
Number of wading/spray pools	2
Number of tennis courts	10
Number of softball/baseball fields	24
Number of soccer fields	21
Number of horseshoe courts	18
Number of sand volleyball courts	5
Number of basketball courts	9
Miles of trails	34.8
Libraries:	
Number of volumes	149,579
Annual circulation	612,398
Cemeteries:	
Number of facilities	1
Number of acres	8.66

Insurance in Force June 30, 2004

Insurance Company	Policy Number	Coverage	Amount of Coverage
Iowa Communities Assurance Pool	IP015981413000064	Municipal General Liability: "Bodily Injury, Personal Injury, Property Damage, and Advertising Injury" (Each Occurrence, Deductible \$10,000)	\$ 8,000,000
		Municipal Automobile Liability Coverage: "Bodily Injury and Property Damage" (Each Accident, \$1,000 Deductible)	8,000,000
		Public Officials Liability Coverage (Each Claim and Aggregate, \$5,000 Deductible)	8,000,000
		Law Enforcement Officers Liability (\$5,000 Deductible)	8,000,000
Greenwich Insurance Company.	500058953	Employer's Liability, Coverage "B"	Statutory
Travelers Casualty and Surety	020BY103178032BCM	Employees Dishonesty Coverage (\$5,000 Deductible)	1,000,000
		Computer Fraud (\$5,000 Deductible)	1,000,000
Iowa Communities Assurance Pool	IP026981413000064	Commercial Property Coverage Blanket Real and Personal Property (Replacement Cost, Agreed Amount) (\$ 10,000 Deductible) Sublimits:	82,933,100
		Municipal Automobile Physical Damage Coverage: "Comprehensive and Collision Coverage" (Coverage amt. varies per vehicle, \$1,000 Deductible)	7,857,301
		Buildings & Contents (10,000 Deductible)	64,243,796
		Book Collection (\$10,000 Deductible)	67,500
		Fine Arts (\$10,000 Deductible)	75,000
		Personal Property (\$10,000 Deductible) EDP Hardware (\$10,000 Deductible)	12,449,300 3,845,000
		Valuable Papers and Records, Various Locations (\$ 10,000 Deductible)	200,000
		Radio/Television Antennas (\$250 Deductible)	20,000
		Miscellaneous, Scheduled and Unscheduled (\$10,000 Deductible)	2,032,504

Salary and Surety Bond of Principal Officials June 30, 2004

Officials	Title	Annual Salary	Amount of Surety Bond
Elected Officials:			
Eugene T. Meyer	Mayor	\$ 10,000	\$ 1,000,000
Robert L. Parks	Council Member	9,000	1,000,000
Loretta J. Sieman	Council Member	9,000	1,000,000
Ted Ohmart	Council Member	9,000	1,000,000
Brad Olson	Council Member	9,000	1,000,000
Steven K. Gaer	Council Member	9,000	1,000,000
Council Appointed Officials:			
Jeffrey A. Pomeranz	City Manager	144,057	1,000,000
Jody E. Smith	City Clerk	103,522	1,000,000
Richard J. Scieszinski	City Attorney	98,000	1,000,000
Manager Appointed Officials:			
Ray Seidelman	Assistant to the City Manager	58,107	1,000,000
Larry Read	Director of Public Works	104,492	1,000,000
Jack O'Donnell	Police Chief	103,522	1,000,000
Jody E. Smith	Director of Administrative Services	103,522	1,000,000
Clyde E. Evans	Director of Community Development	99,064	1,000,000
Don L. Cox	Fire Chief	104,492	1,000,000
Jeff Dumermuth	EMS Director	82,212	1,000,000
Diana Borash	Westcom Dispatch Center Director	83,427	1,000,000
Gary D. Scott	Parks/Recreation Director	93,418	1,000,000
Susan Paterson-Nielsen	Human Services Director	75,284	1,000,000
Jane Pauba Dodge	Human Resources Manager	92,450	1,000,000
Darrel Greifzu	Information Services Director	94,696	1,000,000