

Upon completion of necessary additional discovery, trial reconvened November 12, 2014, at which time the parties advised the Court that they had reached agreement in principle to compromise the amounts claimed by each officer for unpaid longevity and overtime on hourly pay (both straight-time and overtime paid bi-weekly), plus retirement fund contributions on all such amounts. The court agreed and the first of two written stipulations was filed November 24, 2014, setting forth a schedule for submission of additional stipulated facts and affidavits. The second stipulation, with spreadsheets attached, was entered into by the parties on August 10, 2015, and then filed with the Court.

The Court entered its Findings of Fact, Conclusions of Law and Order, which were filed on January 28, 2016 after having considered evidence in the form of exhibits and testimony presented live, by deposition and by affidavit, and after having considered the stipulations and post-trial arguments of the parties.

Plaintiffs filed their Motion for Determination of Class Member Identities and Entitlements, Statutory Penalties, Attorney Fees and Costs, and Entry of Final Judgment. The Defendant responded and when the Motion was fully briefed a hearing was held on June 22, 2016. Plaintiffs were represented by L. Randall Bishop and Lawrence A. Anderson. The Defendant was represented by W. Anderson Forsythe and Afton Ball. Plaintiffs presented the testimony of CPA John Myers, attorney Donald L. Harris and attorney Randall Bishop. The Defendant presented the testimony of CPA Leo O'Brien. Thereafter, the Court directed post-hearing submissions and the hearing was adjourned.

The Court has reviewed the Plaintiffs' Proposed Order and Judgment, The Defendant's Proposed Findings, Conclusions, and Judgment, and Defendant's Memorandum in Support of City of Billings Proposed Findings.

Good cause exists for entry of the following Decision and Final Order which clarifies and resolves some disputed matters of interpretation of the Court's Findings of Fact, Conclusions of Law, and Order filed on January 28 2016 and the final Judgment that follows.

DECISION

A. CLASS MEMBER IDENTITIES AND ENTITLEMENTS

1. Retired Officers

In its Findings of Fact 20 and 29, the Court determined that the City's omission of longevity and annual pay in determining the regular hourly rate resulted in underpayment of wages, overtime and retirement contributions of each member of the class, and that the amount of unpaid retirement contributions due on the annual pay for each member of the Class was shown in Column 7b of Myers' September 3, 2014 Summary Spreadsheet.

In Finding of Fact 31, the Court held that longevity and retirement pay due on banked (accumulated) comp time, sick time and vacation time, respectively, for each member of the Class was shown in Columns 8, 9, and 10 of Myers' September 3, 2014 Summary Spreadsheet.

Similarly, the Court's Findings of Fact 34 and 35 accepted Plaintiffs' computation of the retirement contributions owed by the City to each member of the Class. In addition, this Court concluded that "wages" means "any money due an employee from an employer . . ." and specifically that "the pension programs are either contracted for benefits, or benefits provided by law; and as such, they are "wages". (See Conclusions of Law N and O)

The City was required to make correct calculations, reports and contributions to MPERA because it had the duty to ensure that the employees' wages were calculated correctly, such that their pension benefits, (which are also defined by law as "wages") would be calculated and paid correctly. The City breached this duty and a claim for that breach accrued, each and every

month, when its retired police officers received their monthly pension checks. Accordingly, each member of the class who had not left the employment of the City through resignation or termination more than six months prior to the date on which this action was filed has a timely filed claim and is entitled to recover unpaid wages looking back eight years from the date this action was filed. (See Conclusion of Law H).

To the extent that Conclusion of Law I is inconsistent with Conclusion of Law H, Conclusion of Law I should be amended, in particular because the Court clarifies its conclusions to define wages as including pension benefits. Accordingly, Conclusion of Law I should be amended to provide as follows:

- I. Monthly pension paychecks constitute wages. Each such pension paycheck represents a wage payment that does not comport with the City's contracts or Montana law. The six-month statute of limitations accrues anew when such pension paycheck comes due and is issued. Thus, the claims of retired officers who received pension paychecks within six months of the date this action was filed have timely claims.

2. Promoted Officers

Promoted officers who did not leave the employment of the City through resignation or termination more than six months prior to the date on which this action was filed have timely claims. Contract statutes of limitation apply to accumulated wages. Where an employer fails to comport with Montana's wage laws on a monthly basis, the employee's wage claims accrue on a monthly basis. (See Conclusion of Law D) Each wage payment that the City made to its promoted officers is legally significant because it marks the City's failure to make up for that officer's continuing underpayment. *Craver v. Waste Mgt. Partners of Bozeman*, 265 Mont. 37, 874 P.2d 1, 5 (1994). Every paycheck issued by the City that failed to make up for past wages

due to that officer constitutes a miscalculated paycheck within the meaning of that phrase as used in Conclusion of Law J. The claim of each officer was renewed every time the City issued a paycheck to that officer but failed to make up for the accumulated unpaid wages or benefits that were due.

B. LONGEVITY AND RETIREMENT CONTRIBUTIONS ON BANKED HOURS THAT WERE CARRIED ON THE CITY'S BOOKS AS OF JUNE 30, 2009.

Each member of the class in this case is entitled to “longevity pay, wages, retirement contributions and *any other claims dependent upon longevity pay . . .*” See *Order Denying Defendant's Motion To Dismiss and To Compel Arbitration*, Sept. 1, 2009, p. 5 (emphasis added). Leave for vacation, paternity, sickness, holidays, emergencies, personal days and military duty are all bargained for, and agreed to by the parties in the CBAs and are, by definition, “wages.” *Langager v. Crazy Creek Products, Inc.*, 1998 MT 44, ¶20, 287 Mont. 445, 954 P.2d 1169. Leave time payments such as these are to be added to each officer’s regular wages when taken as time off, before they separate from service. The City has withheld 9% on these distributions whenever taken by the officers during the relevant time-frame in this case.

It is this Court’s task to determine the actual value of the wages and benefits the City failed to pay, as of the date this action was filed. Columns 8, 9 and 10 of Exhibit 1 show the value of longevity and retirement due on banked hours as shown on the City’s books as of June 30, 2009. Those officers who still have all or some of the hours that were in their “bank” as of June 30, 2009, are entitled to an increase in the value of those hours, and, if taken as comp time, increased retirement contributions as well. Officers who have cashed out their banked hours are not entitled to such increases. However, the computation of unpaid longevity and retirement contributions set forth in Columns 8, 9 and 10 of Exhibit 1 is directly relevant for purposes of

determining penalties and attorneys' fees, even if every member of the Class has cashed out his or her bank entirely.

C. PAYMENT OF PENSION BENEFITS ON EXTRA PAY HOURS

The evidence is well-established that, throughout the entire relevant time-frame, the City did not make pension contributions on the straight time portions of certification pay, specialty pay, physical fitness pay and degree pay. The City objects to the inclusion of these pension contributions in the Spreadsheet and relies upon §19-9-104(1) (b) (iii), MCA which provides that "compensation" does not include bonuses provided after July 1, 2013, that are one-time temporary payments in addition to and not considered part of base pay. This statutory language did not come into existence until 2013 and prior to the date of this amendment, bonuses and other one-time payments including certification pay, specialty pay, fitness pay and degree pay were properly included in the definition of "compensation" in computing retirement contributions.

The relevant time-frame in this case ends on June 30, 2009, four years before §19-9-104(1) (b) (iii), MCA was passed. Accordingly, Plaintiffs are entitled to pension contributions on the straight time portions of certification pay, specialty pay, physical fitness pay and degree pay.

D. STATUTORY PENALTY

§ 39-3-206(1), MCA states:

Penalty for failure to pay wages at times specified in law. (1)
An employer who fails to pay an employee as provided in this part or who violates any other provision of this part is guilty of a misdemeanor. *A penalty must also be assessed against and paid by the employer to the employee in an amount not to exceed 110% of the wages due and unpaid.*

(emphasis added).

The Commissioner of the Montana Department of Labor has issued rules governing the mandatory penalty provision of §39-3-206, MCA. Admin. R. Mont. § 24.16.7556 sets out the “special circumstances” that mandate imposition of the 110% penalty.

- (1) The following conduct by the employer constitutes special circumstances that justify the imposition of the maximum penalty allowed by law:

* * *

(c) the employer has previously violated similar wage and hour statutes within three years prior to the date of filing of the wage claim; or

* * *

- (2) *The maximum penalty is mandatory under the above circumstances and may be reduced only upon the written mutual agreement of the parties and the department.*

Admin. R. Mont. § 24.16.7556 (emphasis added).

It is clear that this Court must apply the above-quoted administrative rule. *Reier Broadcasting Co., Inc. v. Reier*, 2000 MT 120, ¶30 ¶32, 299 Mont. 463, 1 P.3d 940; *Kuhr v. City of Billings*, 2007 MT 201, ¶28, 338 Mont. 402, 168 P.3d 615. §7-32-4121, MCA, does not prohibit assessment of penalties pursuant to § 39-3-206(1), MCA, and Plaintiffs’ claim for penalties under the Wage Protection Act cannot fairly or accurately be characterized a claim for punitive damages.

It is a matter of public record that the City of Billings failed to pay wages to its firefighters in accordance with its collective bargaining agreements and the Wage Protection Act going as far back as 1995. See *Kuhr v. City of Billings*, 2007 MT 201, 338 Mont. 402, 168 P.3d 615. It was not until after August 15, 2007, that this Defendant finally paid its firefighters the

wages they had earned under their post-1995 CBAs. During the entirety of the intervening twelve years, 1995 to August, 2007, the City consistently failed to comport with Montana's wage laws.

Plaintiffs' Complaint was filed in January, 2009, and claimed that the City failed to properly account for and pay wages and employment benefits due under Montana law, including the Wage Protection Act, and the plain language of the collective bargaining agreements, between the years 2000 and 2009. See Findings of Fact, ¶¶ 3, 4, 5 and 6, pp. 3, 4. Here, as in *Kuhr*, the City has continually failed to comport with Montana's wage laws. Its police officers, like its firefighters, have gone without payment of wages owed by the City throughout the years 2000, 2001, 2002, 2003, 2004, 2005, 2006, 2007, and continuing to this day. Given these facts, the City's argument that it has not engaged in similar conduct within the three years of Plaintiffs' claim must be rejected. Montana law mandates imposition of the 110% penalty on all unpaid wages. Pension benefits are wages, as a matter of law. Thus, the total of unpaid wages is shown in Column 11, Exhibit 1.

E. ATTORNEYS' FEES AND COSTS

Plaintiffs' contingency fee contract is properly used to determine the amount of attorneys' fees a successful litigant is entitled to recover where, as here, the amount of attorneys' fees is reasonable. *Stimac v. State*, 248 Mont. 412, 812 P.2d 1246, 1249 (1991). At the hearing, the unrefuted testimony of attorney Donald Harris established the reasonability of Plaintiffs' claim for attorneys' fees in view of the novelty and difficulty of the legal and factual issues involved in this civil action, the time and labor required to perform the legal service properly, the character and importance of the litigation, the result secured by Plaintiffs' attorneys, the experience, skill, and reputation of the attorneys, the fees customarily charged for similar legal

services at the time and place where the services were rendered, the ability of the client to pay for the legal services rendered and the risk of no recovery. In short, each of the *Stimac* factors has been considered, and indeed, established without opposition. The contingent attorney fee claim presented by Plaintiffs is reasonable and is properly applied to the full amount of the recovery obtained whether characterized as unpaid longevity, overtime, retirement benefits or penalties.

Substantial costs have been incurred by Plaintiffs because the City refused to undertake any calculations of past due wages and benefits. This required Plaintiffs' expert CPA, John Myers, to review wage data and perform detailed calculations for each member of the Class. Plaintiffs' request for reimbursement of litigation expenses is fully supported by the affidavits of John Myers, Randall Bishop and Lawrence Anderson and the testimony provided at the June 22, 2016 hearing by Mr. Myers and Mr. Bishop. The City's challenge to the amount of the time and expense incurred by Plaintiffs' expert CPA, John Myers, appears disingenuous under the circumstances and is expressly rejected.

F. INTEREST

Pursuant to §2-9-317 MCA, no judgment interest may be assessed against a governmental entity so long as the governmental entity pays a judgment within 2 years after the day on which the judgment was entered. Accordingly, no pre-judgment nor post-judgment interest shall run as to the Court's judgment herein, so long as the City fully satisfies the judgment within two years of its entry.

Based upon the foregoing Decision, good cause exists for entry of the following Order and Judgment:

FINAL ORDER

1. Conclusion of Law I set forth in the Court's Findings of Fact, Conclusions of Law and Order filed January 28, 2016 is amended to provide as follows:

Monthly pension paychecks constitute wages. Each such pension paycheck represents a wage payment that does not comport with the City's contracts or Montana law. The six-month statute of limitations accrues anew when such pension paycheck comes due and is issued. Thus, the claims of retired officers who received pension paychecks within six months of the date this action was filed have timely claims.

To the extent that the Court's Decision and Order herein further modifies or clarifies the Court's Findings of Fact, Conclusions of Law and Order filed January 28, 2016, said modification and clarifications shall supersede that Order.

2. The identity and entitlement of each member of the class is set forth in the Spreadsheet attached to this Final Order as Exhibit 1. As shown in Column 11, Exhibit 1, unpaid wages and benefits is \$932,960.90. Each of Defendant's legal objections to particular aspects of this Spreadsheet is overruled for the reasons explained below. Upon issuing such payments, Defendant City of Billings will submit amended reports to MPERS identifying on a year-by-year basis all re-computed longevity and annual or other pay for which retirement pay was not previously computed.

3. § 39-3-206(1), MCA and § 24.16.7556, ARM, mandate assessment of statutory penalties in the amount of \$1,026,256.99, which represents 110% of each class member's total entitlement listed in Column 11, Exhibit 1.

4. Plaintiffs' claim for attorneys' fees in the full amount called for in the contingent fee agreement entered into with their attorneys is reasonable. At this stage of these proceedings, Plaintiffs are entitled to recover from the City of Billings a contingent fee in the amount of \$653,072.63, which represents 33-1/3% of the amounts stated in paragraphs 1 and 2, above.

5. Plaintiffs' are entitled to recover from Defendant, City of Billings, the full amount of their litigation costs, \$125,854.60.

6. No pre-judgment nor post-judgment interest shall be payable on the Judgment if the City fully satisfies the Judgment within two years from the date of its entry. Any portion of the Judgment not satisfied within two years from the date of its entry shall be subject to assessment of pre-judgment and post-judgment interest.

JUDGMENT

Based upon the Court's Decision and Final Order set forth herein,

JUDGMENT is hereby entered in favor of the Plaintiffs and against the Defendant, awarding past due wages and benefits to each member of the Class in the specific amounts set forth in Exhibit 1, attached hereto, totaling \$932,960.90, to be reported as directed in the Final Order above.

JUDGMENT is further entered in favor of the Plaintiffs and against the Defendant in the amount of \$1,026,256.99 for penalties, representing 110% of the amount of unpaid wages and benefits.

JUDGMENT is further entered in favor of the Plaintiffs and against the Defendant in the sum of \$653,072.63, representing their reasonable attorneys' fees and in the sum of \$125,854.60, representing the Plaintiffs' allowable costs incurred herein.

DATED this 7th day of September, 2016.

By: Brenda R. Gilbert
Brenda R. Gilbert, District Judge

CC: L. Randall Bishop
Lawrence A. Anderson
W. Anderson Forsythe
Afton Ball

CERTIFICATE OF SERVICE

This is to certify that the forgoing in the above-entitled action was duly served by mail/hand/email upon the parties or their attorneys of record at their last known address this 8 day of Sept., 2016.

KRISTIE LEE BOELTER,
Clerk of District Court

By: Daniel Broadwood
Deputy Clerk

Walters et al v City of Billings
 Summary of Last Compensation and Unpaid Wages per Court Order
 January 18, 2001 - June 30, 2009

Walters v City of Billings
 Unpaid Straight-Time and Overtime
 Pay by Officer Per Court Order

Source:	6a Document	6b Col. 6a+7a+ Retirement Pay on Stipulated Longevity Calculation	6c Col. 6a+7a+ Retirement Pay on Stipulated Longevity Calculation	6d Document	7 Worksheet	7a Worksheet	7b Worksheet	8 Worksheet	9 Worksheet	10 Worksheet	11 Worksheet (Col. 6a+7a+ 7a+9+10) Total Unpaid	12 Col. 6a+7a+ (8+9+10) 1.4376	13 Col. 6a+7a+ Overtime Pay	14 Col. 12+13 Gross Pay
Police Officer	Stipulated Longevity Calculation	Stipulated Longevity Calculation	Completed	Unpaid Overtime Bonus Pay	Unpaid Straight-Time Annual Bonus Pay	Unpaid Retirement Annual Bonus Pay	Longevity and Retirement Pay on Accumulated Camp Time	Longevity and Retirement Pay on Accumulated Sick Leave	Longevity and Retirement Pay on Vacation	Compensation	Wage Pay	Quantity	Rate	
1 Aguilar, Jordan D	\$ 2,195.45	\$ 1,027.28	\$ 319.85	\$ 349.80	\$ 612.40	\$ 3,099.12	\$ 275.42	\$ 400.60	\$ 35.99	\$ 8,558.50	\$ 3,594.80	\$ 658.43	\$ 4,253.23	
5 Ballantyne, Richard W	\$ 4,172.53	\$ 1,870.51	-	\$ 884.79	\$ 712.80	\$ 4,617.05	-	-	-	\$ 12,657.79	\$ 4,985.03	\$ 584.70	\$ 5,569.73	
6 Bechtold, Terry L	\$ 4,555.03	\$ 1,994.19	\$ 190.28	\$ 1,181.17	\$ 626.71	\$ 4,574.99	\$ 770.61	\$ 2,013.56	\$ 570.28	\$ 16,457.41	\$ 7,500.27	\$ 1,372.05	\$ 8,872.32	
7 Beckers, Michael C	\$ 2,808.37	\$ 1,228.50	\$ 9.95	\$ 376.47	\$ 628.23	\$ 4,556.15	\$ 596.39	\$ 5,417.29	\$ 1,420.93	\$ 16,885.20	\$ 8,604.42	\$ 338.42	\$ 8,942.84	
8 Benz, Allen S	\$ 2,144.23	\$ 938.77	\$ 17.57	\$ 252.56	\$ 0.14	\$ 1,563.41	\$ 1.74	\$ 356.91	\$ 168.85	\$ 5,943.55	\$ 2,910.07	\$ 283.09	\$ 3,193.16	
9 Becker, Brett A	\$ 540.63	\$ 235.69	-	-	-	-	\$ 22.16	\$ 60.19	\$ 32.64	\$ 892.31	\$ 620.61	-	\$ 620.61	
10 Best, Jacob A	\$ 252.03	\$ 110.34	-	-	-	-	\$ 0.31	\$ 29.82	\$ 29.38	\$ 431.65	\$ 293.16	-	\$ 293.16	
11 Benzer, Matthew M	\$ 2,105.99	\$ 921.83	\$ 424.33	-	-	-	\$ 161.84	\$ 918.72	\$ 100.20	\$ 4,983.51	\$ 2,938.81	\$ 424.33	\$ 3,363.14	
12 Brevins, Ralph D	\$ 3,736.48	\$ 1,659.89	-	\$ 399.52	\$ 585.05	\$ 3,562.42	-	-	-	\$ 9,682.51	\$ 4,487.18	\$ 199.62	\$ 4,686.80	
13 Brown, Daniel J	\$ 3,027.48	\$ 1,316.57	\$ 25.17	\$ 53.83	\$ 610.77	\$ 4,360.19	\$ 233.49	\$ 1,261.88	\$ 825.27	\$ 15,933.16	\$ 5,251.88	\$ 976.00	\$ 6,227.88	
14 Brown, Johnell D	\$ 3,490.62	\$ 691.59	\$ 16.66	\$ 297.71	\$ 283.79	\$ 3,533.55	\$ 165.38	\$ 655.00	\$ 214.78	\$ 7,570.29	\$ 3,647.88	\$ 334.69	\$ 3,982.57	
15 Bunting, James L	\$ 382.88	\$ 187.62	-	-	-	-	\$ 31.78	\$ 49.84	\$ 10.19	\$ 633.31	\$ 440.47	-	\$ 440.47	
16 Buzom, Kelly R	\$ 4,523.09	\$ 1,982.84	-	\$ 1,407.27	\$ 232.22	\$ 6,883.27	\$ 925.14	\$ 9,608.20	\$ 1,620.94	\$ 25,969.66	\$ 12,215.25	\$ 1,407.27	\$ 13,622.52	
17 Cagle, Harley B	\$ 170.50	\$ 74.56	\$ 489.89	\$ 245.80	\$ 178.81	\$ 1,132.59	\$ 290.45	\$ 358.23	\$ 64.88	\$ 2,945.82	\$ 851.64	\$ 79.10	\$ 930.74	
18 Campbell, Dan C	\$ 1,864.57	\$ 815.31	\$ 64.14	\$ 234.77	\$ 469.51	\$ 1,071.35	\$ 230.50	\$ 742.64	\$ 823.61	\$ 8,157.79	\$ 3,257.11	\$ 589.94	\$ 3,847.05	
19 Owen, John	\$ 54.65	\$ 23.88	-	\$ 46.09	-	\$ 306.66	\$ 4.76	\$ 11.60	\$ 14.40	\$ 461.57	\$ 74.10	\$ 46.09	\$ 120.19	
20 Chaney, Matthew J	\$ 1,770.72	\$ 773.21	\$ 880.41	\$ 276.42	\$ 185.31	\$ 2,042.48	\$ 34.26	\$ 95.50	\$ 89.52	\$ 6,130.25	\$ 3,088.82	\$ 1,556.88	\$ 4,645.70	
21 Charney, Jeff J	\$ 2,871.18	\$ 1,225.43	\$ 96.19	\$ 1,874.88	\$ 983.79	\$ 4,242.69	\$ 444.81	\$ 2,844.46	\$ 750.66	\$ 16,458.63	\$ 6,013.53	\$ 1,202.92	\$ 7,216.45	
22 Compton, Kelly J	\$ 1,557.78	\$ 681.99	\$ 265.61	\$ 257.97	\$ 385.48	\$ 3,727.35	\$ 338.05	\$ 595.20	\$ 308.50	\$ 7,697.81	\$ 2,842.76	\$ 323.48	\$ 3,166.24	
23 Conrad, Scott	\$ 1,870.62	\$ 818.96	\$ 197.33	\$ 1,478.05	\$ 320.70	\$ 4,547.66	\$ 185.75	\$ 1,135.28	\$ 358.37	\$ 16,911.78	\$ 5,997.66	\$ 1,626.39	\$ 7,624.05	
24 Crockett, Gary W	\$ 1,756.88	\$ 1,206.98	-	\$ 191.84	\$ 325.43	\$ 4,842.41	-	-	-	\$ 9,222.99	\$ 4,023.21	\$ 181.64	\$ 4,204.85	
25 Cunningham, James F	\$ 6,810.45	\$ 2,981.62	-	\$ 1,043.75	\$ 449.39	\$ 5,627.74	-	-	-	\$ 16,912.89	\$ 7,258.81	\$ 1,043.75	\$ 8,302.56	
26 Curran, Patrick A	\$ 2,072.02	\$ 907.52	\$ 75.19	\$ 737.29	\$ 399.71	\$ 4,976.81	\$ 179.70	\$ 1,180.55	\$ 467.23	\$ 10,875.92	\$ 3,640.12	\$ 614.48	\$ 4,254.60	
27 Dabke, Darcy K	\$ 1,204.94	\$ 529.42	\$ 519.87	\$ 312.63	\$ 159.03	\$ 1,976.29	\$ 161.61	\$ 544.50	\$ 78.34	\$ 4,267.48	\$ 1,841.61	\$ 732.59	\$ 2,574.20	
28 Danley, Jeremy J	\$ 448.93	\$ 194.28	-	-	-	-	\$ 71.58	\$ 78.21	\$ 54.29	\$ 841.38	\$ 541.28	-	\$ 541.28	
30 Dierrenfeld, David J	\$ 2,148.84	\$ 938.43	\$ 198.15	\$ 214.53	\$ 1,541.60	\$ 7,931.31	\$ 413.85	\$ 444.23	\$ 830.38	\$ 23,568.89	\$ 4,313.63	\$ 422.88	\$ 4,736.51	
31 Dubay, Keith	\$ 7,738.63	\$ 3,387.63	-	\$ 1,649.75	\$ 507.19	\$ 4,228.20	\$ 850.09	\$ 3,789.58	\$ 1,594.52	\$ 20,977.77	\$ 15,791.42	\$ 1,609.75	\$ 17,401.17	
33 Eklund, Curtis L	\$ 3,942.13	\$ 1,453.18	\$ 10.70	\$ 451.80	\$ 617.41	\$ 5,216.05	\$ 709.59	\$ 5,446.71	\$ 1,300.45	\$ 18,618.02	\$ 9,155.75	\$ 502.50	\$ 9,658.25	
34 Ellison, Robert M	\$ 2,060.00	\$ 910.89	\$ 33.85	\$ 495.85	\$ 673.51	\$ 4,935.77	\$ 208.74	\$ 831.27	\$ 545.85	\$ 10,283.13	\$ 3,958.05	\$ 550.51	\$ 4,508.56	
35 Ewell, Ronald K	\$ 3,391.50	\$ 2,747.48	\$ 41.64	\$ 286.36	\$ 243.04	\$ 2,359.07	-	-	\$ 8,669.10	\$ 4,134.54	\$ 328.82	-	\$ 4,463.36	
38 Fouzalin, Steven V	\$ 4,078.88	\$ 2,785.23	\$ 1,085.41	\$ 1,139.79	\$ 681.05	\$ 4,765.65	\$ 322.77	\$ 1,874.91	\$ 476.23	\$ 16,211.48	\$ 6,619.63	\$ 2,225.20	\$ 8,844.83	
38 Foster, Seth M	-	-	-	-	-	-	\$ 2.83	\$ 8.18	\$ 7.44	\$ 16.42	\$ 11.62	-	\$ 11.62	
39 Fox, Rhonda M	\$ 1,821.37	\$ 797.40	\$ 505.41	\$ 1,549.26	\$ 772.50	\$ 4,555.25	\$ 85.59	\$ 478.06	\$ 330.80	\$ 10,985.33	\$ 3,215.42	\$ 2,144.47	\$ 5,360.00	
40 Gertner, James L	\$ 1,377.99	\$ 553.52	\$ 110.73	\$ 192.28	\$ 494.85	\$ 3,450.20	\$ 0.24	\$ 1,432.08	\$ 528.67	\$ 9,340.47	\$ 4,036.71	\$ 302.51	\$ 4,339.22	
41 Gubler, Gays D	\$ 2,512.10	\$ 1,099.36	\$ 194.36	\$ 768.34	-	\$ 3,881.12	\$ 63.39	\$ 395.15	\$ 293.32	\$ 9,075.39	\$ 2,943.54	\$ 982.10	\$ 3,925.64	
42 Gubler, Tarence E	\$ 2,643.16	\$ 1,157.13	\$ 357.76	\$ 1,463.15	\$ 265.58	\$ 6,172.14	\$ 217.74	\$ 1,837.13	\$ 233.52	\$ 13,897.39	\$ 4,193.47	\$ 1,020.51	\$ 5,213.98	
43 Giluly, Michael J	\$ 2,754.36	\$ 1,205.86	\$ 202.41	\$ 603.57	\$ 1,157.85	\$ 5,303.78	\$ 251.08	\$ 941.95	\$ 148.77	\$ 12,558.63	\$ 4,185.44	\$ 865.28	\$ 5,050.72	
44 Gilmore, Richard J	\$ 54.87	\$ 24.02	-	-	-	-	\$ 1.24	\$ 9.90	\$ 12.00	\$ 102.06	\$ 70.98	-	\$ 70.98	
45 Guadagnolo, Shaun R	\$ 554.11	\$ 242.39	-	-	-	-	\$ 101.78	\$ 98.35	\$ 140.34	\$ 1,133.18	\$ 789.82	-	\$ 789.82	
46 Gunter, Glenn	\$ 1,147.77	\$ 137.41	-	\$ 78.28	\$ 9.38	\$ 347.25	\$ 189.74	\$ 234.32	\$ 161.92	\$ 1,670.36	\$ 729.61	\$ 78.18	\$ 807.79	
47 Guy, Michael A	\$ 3,095.61	\$ 1,358.70	\$ 175.53	\$ 319.36	\$ 216.51	\$ 4,034.90	\$ 149.68	\$ 327.25	\$ 122.46	\$ 9,494.29	\$ 3,523.23	\$ 494.69	\$ 4,017.92	
48 Hafner, Casey G	\$ 1,452.34	\$ 635.33	\$ 218.51	\$ 658.88	\$ 516.89	\$ 5,163.18	\$ 264.83	\$ 798.00	\$ 371.89	\$ 10,184.16	\$ 2,773.16	\$ 212.49	\$ 2,985.65	
49 Haggman, Phillip I	\$ 2,892.61	\$ 1,316.38	-	\$ 188.09	\$ 489.58	\$ 4,913.35	\$ 15.97	\$ 5,648.48	\$ 1,008.57	\$ 16,884.78	\$ 4,003.35	\$ 188.09	\$ 4,191.44	
50 Hagen, Rebecca	\$ 2,547.83	\$ 1,115.49	-	\$ 70.12	\$ 410.36	\$ 4,999.23	-	-	-	\$ 6,541.05	\$ 2,554.17	\$ 70.12	\$ 2,624.29	
51 Halligan, Mark R	\$ 58.84	\$ 30.34	-	-	-	-	-	-	-	\$ 88.88	\$ 68.84	-	\$ 68.84	
53 Hart, Devin D	\$ 820.49	\$ 340.27	-	\$ 168.09	\$ 240.25	\$ 1,614.33	\$ 331.61	\$ 282.32	\$ 298.60	\$ 1,390.75	\$ 1,155.22	\$ 163.69	\$ 1,318.91	
54 Haynes Jr., Lynden L	\$ 1,840.50	\$ 710.39	\$ 193.69	\$ 219.59	-	\$ 3,083.29	\$ 43.42	\$ 716.55	\$ 519.54	\$ 7,145.70	\$ 2,530.80	\$ 423.67	\$ 2,954.47	
58 Hiler, Mitchell R	-	-	-	-	-	-	-	-	-	-	-	-	-	
59 Hoeger, Tim M	\$ 2,082.14	\$ 904.99	\$ 402.11	\$ 381.71	\$ 257.17	\$ 2,284.19	\$ 81.80	\$ 645.32	\$ 68.87	\$ 5,873.01	\$ 2,777.58	\$ 681.81	\$ 3,459.39	

EXHIBIT
 1
 PROUD-APPENDIX, A. 1.

Waters at City of Billings
 Summary of Last Compensation and Unpaid Wages per Court Order
 January 14, 2001 - June 30, 2009

Source	Document	Es	Es	Es	7	7a	7b	8	9	10	11	12	13	14
Source	Document	Collection	Collector's Pay on Longevity	Document	Unpaid Overtime	Unpaid Straight Time Annual	Unpaid Retirement on Annual	Unpaid Retirement on Annual	Unpaid Retirement on Annual	Unpaid Retirement on Annual	Unpaid Retirement on Annual	Unpaid Retirement on Annual	Unpaid Retirement on Annual	Unpaid Retirement on Annual
Source	Document	Collection	Collector's Pay on Longevity	Document	Unpaid Overtime	Unpaid Straight Time Annual	Unpaid Retirement on Annual	Unpaid Retirement on Annual	Unpaid Retirement on Annual	Unpaid Retirement on Annual	Unpaid Retirement on Annual	Unpaid Retirement on Annual	Unpaid Retirement on Annual	Unpaid Retirement on Annual
Police Officer														
60 Hays, Jeremy A.	52	329.67	127.48	53	50.98	737.69	618.80	2,025.67	29,421	2,025.67	2,025.67	2,025.67	2,025.67	2,025.67
61 Hunsbun, Brian T	52	115.04	50.26	53	278.06	79.98	20.91	490.00	142.99	461.8	43.55	185.60	185.60	185.60
63 Jagers, Justin C.	52	412.52	180.60	53	278.06	79.98	20.91	490.00	142.99	461.8	43.55	185.60	185.60	185.60
64 Jensen, Tony K.	52	317.95	139.20	53	278.06	79.98	20.91	490.00	142.99	461.8	43.55	185.60	185.60	185.60
66 Keightley, Thomas	52	774.92	339.26	53	160.48	51.90	83.13	496.86	473.5	33.94	38.24	1,114.44	1,114.44	1,114.44
67 Keres, Mark C.	52	2,939.85	1,287.97	53	160.48	51.90	83.13	496.86	473.5	33.94	38.24	1,114.44	1,114.44	1,114.44
68 Koroll, Brian D.	52	2,244.62	1,026.47	53	755.43	1,402.74	57.94	3,748.24	1,715.6	1,929.19	1,344.46	1,197.29	1,602.91	1,602.91
69 Korte, Nathan	52	572.89	250.91	53	10.59	76.13	61.94	790.59	613	13.22	10.53	2,591.94	2,591.94	2,591.94
70 Kridon, John S.	52	909.20	398.05	53	211.89	61.97	102.54	790.59	320.7	79.42	45.36	2,591.94	2,591.94	2,591.94
71 Kubit, Brian M.	52	409.67	188.11	53	108.89	21.13	21.13	790.59	613	13.22	10.53	2,591.94	2,591.94	2,591.94
72 Kugel, Brent R.	52	1,704.05	766.03	53	150.90	188.10	787.28	5,485.45	211.08	668.98	319.54	1,138.40	1,138.40	1,138.40
73 Kurtz, Donald D.	52	2,531.45	1,108.27	53	117.07	28.19	859.49	4,771.02	467.36	2,571.12	1,233.24	1,920.91	1,920.91	1,920.91
74 Lam, Mark J.	52	1,353.03	592.35	53	72.58	99.92	1,561.95	1,561.95	5	2.98	16.12	3,778.85	3,778.85	3,778.85
75 Lemahli, Paul F.	52	3,321.95	1,454.35	53	694.88	1,116.13	1,229.90	4,585.10	1,470.7	1,195.19	227.39	13,973.05	13,973.05	13,973.05
76 Lawrence, Keith D.	52	2,591.22	1,234.44	53	24.33	1,020.10	64.42	5,962.15	1,664.1	2,370.9	2,006.6	10,760.12	10,760.12	10,760.12
77 Lehman, Peter D.	52	3,275.88	1,494.18	53	66.01	587.63	702.46	4,857.43	3,222.6	95.93	1,199.01	12,660.73	12,660.73	12,660.73
78 Leonard, Sandra K.	52	3,674.24	1,474.09	53	621.60	3,971.34	1,006	4,857.43	3,222.6	95.93	1,199.01	12,660.73	12,660.73	12,660.73
80 Lund, Brent H.	52	4,784.25	2,094.54	53	586.78	1,552	319.21	3,793.20	5	0	9.72	6,70	6,70	6,70
81 Mahoney, Marj L.	52	1,479.90	640.90	53	56.75	474.72	871.56	2,199.11	81.72	79.33	86.44	7,151.43	7,151.43	7,151.43
82 Mayo, Shawn D.	52	1,653.40	723.86	53	56.17	1,293.50	871.56	2,199.11	81.72	79.33	86.44	7,151.43	7,151.43	7,151.43
84 McMillan, Gerald D.	52	296.82	129.95	53	119.55	1,784.95	586.97	3,166.07	38.66	18.97	37.78	8,181.27	8,181.27	8,181.27
85 Meyer, Corina A.	52	2,531.75	1,108.40	53	197.90	80.24	209.80	2,991.48	0.21	0	1.40	5,522.96	5,522.96	5,522.96
86 Mohr, Benjamin M.	52	1,989.68	605.40	53	167.84	397.08	979.00	5,310.82	12.45	84.23	24.82	9,663.33	9,663.33	9,663.33
89 Morelli, Michael K.	52	4,169.78	1,821.53	53	816.13	4,506.47	405.36	4,506.47	169.36	265.91	619.70	12,782.45	12,782.45	12,782.45
91 Myers, Kevin N.	52	710.89	311.19	53	103.92	1,861.9	181.26	1,861.9	19.15	63.93	81.70	3,692.79	3,692.79	3,692.79
92 Nish, Katherine M.	52	2,841.11	1,241.84	53	366.21	1,111	583.48	3,004.81	15.79	179.99	171.64	7,544.58	7,544.58	7,544.58
93 Nish, Dwayne E.	52	2,162.09	946.54	53	23.91	384.25	380.78	2,791.64	0.19	9.69	11.02	100.42	100.42	100.42
94 Newsome, Holly M.	52	3,064.278	1,332.13	53	921.53	3,967.5	549	3,046.72	38.66	305.61	282.41	12,446.21	12,446.21	12,446.21
95 Nishols, Anthony J.	52	2,337.09	1,023.18	53	921.53	1,784.95	586.97	3,166.07	38.66	18.97	37.78	8,181.27	8,181.27	8,181.27
97 Nyquist, James F.	52	5,638.63	2,464.59	53	392.52	1,045.15	787.67	4,212.27	17.35	18.97	37.78	8,181.27	8,181.27	8,181.27
98 Oberg, Bruce P.	52	4,111.20	1,799.88	53	13.75	284.57	284.57	2,845.7	3.28	5.96	7.44	15,101.5	15,101.5	15,101.5
99 Parikh, Kenneth D.	52	2,594.72	1,138.97	53	422.10	638.10	638.10	3,857.00	217.48	118.5	27.68	9,692.42	9,692.42	9,692.42
101 Peterson, Garrett M.	52	2,213.51	969.07	53	639.27	1,729.0	584.47	4,199.66	146.87	137.67	119.46	30,043.91	30,043.91	30,043.91
102 Philipp, Chad D.	52	3,232.44	1,441.31	53	506.93	815.38	906.94	4,007.04	62.07	124.63	121.99	31,882.55	31,882.55	31,882.55
104 Puelin, Michael D.	52	4,137.73	1,811.50	53	133.77	3,154.67	3,154.67	3,154.67	0.39	5.83	12.02	9,664.84	9,664.84	9,664.84
106 Purl, Lester A.	52	572.16	22.84	53	1,139.95	690.86	690.86	4,598.56	635.69	12,981.42	2,110.41	31,895.07	31,895.07	31,895.07
108 Richardson, Kenneth A.	52	6,752.42	2,936.21	53	1,201.17	1,738.81	28.13	3,651.42	317.58	338.10	337.50	7,312.21	7,312.21	7,312.21
209 Richardson, Brian A.	52	1,424.22	633.52	53	618.28	492.08	492.08	2,532.92	104.52	487.93	49.49	6,805.72	6,805.72	6,805.72
110 Robinson, Mistl S.	52	1,170.39	522.40	53	433.01	366.84	353.88	1,633.23	2.44	136.47	123.96	4,774.61	4,774.61	4,774.61
112 Row, Brad	52	1,719.90	752.97	53	469.71	963.1	831.2	2,182.80	118.86	280.93	280.93	5,663.70	5,663.70	5,663.70
113 Schmitt, James M.	52	3,248.78	1,378.54	53	1,179.80	3,095.43	913.1	5,944.89	356.84	1,211.47	533.15	17,472.10	17,472.10	17,472.10
114 Schilling, James N.	52	55.19	24.16	53	25.00	37.50	37.50	284.66	4.37	9.63	10.79	474.15	474.15	474.15
115 Schmitt, Toby J.	52	1,079.03	437.26	53	2,272.74	579.10	579.10	4,059.75	1,017.64	1,949.89	363.9	12,341.64	12,341.64	12,341.64
116 Schreiner, Joshua B.	52	1,079.03	437.26	53	2,272.74	579.10	579.10	4,059.75	1,017.64	1,949.89	363.9	12,341.64	12,341.64	12,341.64
117 Schreiner, Jay R.	52	1,079.03	437.26	53	2,272.74	579.10	579.10	4,059.75	1,017.64	1,949.89	363.9	12,341.64	12,341.64	12,341.64

Waters v City of Billings
 Unpaid Straight Time and Overtime
 Pay by Officer Per Court Order

Source	Document	12	13	14
Source	Document	Col. 684739	Col. 6847	Col. 12313
Source	Document	Col. 684739	Col. 6847	Col. 12313
60 Hays, Jeremy A.	52	115.04	50.26	115.04
61 Hunsbun, Brian T	52	412.52	180.60	412.52
63 Jagers, Justin C.	52	317.95	139.20	317.95
64 Jensen, Tony K.	52	774.92	339.26	774.92
66 Keightley, Thomas	52	2,939.85	1,287.97	2,939.85
67 Keres, Mark C.	52	2,244.62	1,026.47	2,244.62
68 Koroll, Brian D.	52	572.89	250.91	572.89
69 Korte, Nathan	52	909.20	398.05	909.20
70 Kridon, John S.	52	409.67	188.11	409.67
71 Kubit, Brian M.	52	1,704.05	766.03	1,704.05
72 Kugel, Brent R.	52	2,531.45	1,108.27	2,531.45
73 Kurtz, Donald D.	52	1,353.03	592.35	1,353.03
74 Lam, Mark J.	52	3,321.95	1,454.35	3,321.95
76 Lawrence, Keith D.	52	2,591.22	1,234.44	2,591.22
77 Lehman, Peter D.	52	3,275.88	1,494.18	3,275.88
78 Leonard, Sandra K.	52	3,674.24	1,474.09	3,674.24
80 Lund, Brent H.	52	4,784.25	2,094.54	4,784.25
81 Mahoney, Marj L.	52	1,479.90	640.90	1,479.90
82 Mayo, Shawn D.	52	1,653.40	723.86	1,653.40
84 McMillan, Gerald D.	52	296.82	129.95	296.82
85 Meyer, Corina A.	52	2,531.75	1,108.40	2,531.75
86 Mohr, Benjamin M.	52	1,989.68	605.40	1,989.68
89 Morelli, Michael K.	52	4,169.78	1,821.53	4,169.78
91 Myers, Kevin N.	52	710.89	311.19	710.89
92 Nish, Katherine M.	52	2,841.11	1,241.84	2,841.11
93 Nish, Dwayne E.	52	2,162.09	946.54	2,162.09
94 Newsome, Holly M.	52	3,064.278	1,332.13	3,064.278
95 Nishols, Anthony J.	52	2,337.09	1,023.18	2,337.09
97 Nyquist, James F.	52	5,638.63	2,464.59	5,638.63
98 Oberg, Bruce P.	52	4,111.20	1,799.88	4,111.20
99 Parikh, Kenneth D.	52	2,594.72	1,138.97	2,594.72
101 Peterson, Garrett M.	52	2,213.51	969.07	2,213.51
102 Philipp, Chad D.	52	3,232.44	1,441.31	3,232.44
104 Puelin, Michael D.	52	4,137.73	1,811.50	4,137.73
106 Purl, Lester A.	52	572.16	22.84	572.16
108 Richardson, Kenneth A.	52	6,752.42	2,936.21	6,752.42
209 Richardson, Brian A.	52	1,424.22	633.52	1,424.22
110 Robinson, Mistl S.	52	1,170.39	522.40	1,170.39
112 Row, Brad	52	1,719.90	752.97	1,719.90
113 Schmitt, James M.	52	3,248.78	1,378.54	3,248.78
114 Schilling, James N.	52	55.19	24.16	55.19
115 Schmitt, Toby J.	52	1,079.03	437.26	1,079.03
116 Schreiner, Joshua B.	52	1,079.03	437.26	1,079.03
117 Schreiner, Jay R.	52	1,07		

Walters v City of Billings
 Summary of Lost Compensation and Unpaid Wages per Court Order
 January 14, 2001 - June 30, 2009

Source:	5a Document	5b Col 53, 6378 Retirement Pay on Stipulated Longevity Calculation	5c Document	7 Worksheet Unpaid Overtime on Annual (Bonus) Pay	7a Worksheet Unpaid Straight-Time Annual (Bonus) Pay	7b Worksheet Unpaid Retirement on Annual (Bonus) Pay	8 Worksheet Longevity and Retirement Pay on Accumulated Comp Time	9 Worksheet Longevity and Retirement Pay on Accumulated Sick Leave	10 Worksheet Longevity and Retirement Pay on Vacation Time	11 Worksheet Total Unpaid Compensation	12 Col 54-70 (84952)/ 1-4174 Straight-Time Pay	13 Col 667 Overtime Pay	14 Col 1219 Gross Pay
118 Schwartz, Bethany D	\$ 54.05	\$ 23.93	\$ -	\$ 81.74	\$ 9.58	\$ 459.69	\$ 5.73	\$ 6.61	\$ -	\$ 644.72	\$ 74.71	\$ 11.72	\$ 216.38
120 Sheldon, Shena	\$ 823.97	\$ 360.71	\$ 7.87	\$ 11.54	\$ 72.26	\$ 225.58	\$ 79.29	\$ 64.97	\$ 102.03	\$ 1,747.02	\$ 1,068.38	\$ 139.41	\$ 1,665.28
121 Simpson, Christopher S	\$ 2,237.75	\$ 979.69	\$ 453.26	\$ 601.86	\$ 204.15	\$ 4,123.09	\$ 280.72	\$ 564.56	\$ 452.91	\$ 9,928.93	\$ 3,363.58	\$ 1,059.12	\$ 4,418.70
123 Smith, Jerry D	\$ 1,777.14	\$ 778.03	\$ 354.12	\$ 488.93	\$ 113.95	\$ 3,639.23	\$ 75.31	\$ 342.84	\$ 368.88	\$ 6,794.43	\$ 2,359.57	\$ 883.04	\$ 3,302.41
124 Spaulding, Wanda K	\$ 912.24	\$ 390.81	\$ 157.48	\$ 283.70	\$ 0.72	\$ 3,853.91	\$ 169.43	\$ 410.23	\$ 269.30	\$ 4,873.81	\$ 1,509.24	\$ 301.88	\$ 1,861.41
125 Swanson, Stevie R	\$ 1,793.20	\$ 785.06	\$ 104.82	\$ 241.25	\$ 157.08	\$ 4,654.69	\$ 393.75	\$ 833.41	\$ 494.32	\$ 9,453.88	\$ 3,247.58	\$ 346.07	\$ 3,493.64
126 Tase, John P	\$ 61.88	\$ 27.09	\$ -	\$ 3.75	\$ 18.75	\$ 229.85	\$ 3.03	\$ 10.70	\$ 19.39	\$ 370.45	\$ 100.88	\$ 8.75	\$ 104.63
127 Theada, Cobay D	\$ 3,794.88	\$ 1,648.26	\$ -	\$ 156.22	\$ -	\$ 1,267.94	\$ -	\$ -	\$ -	\$ 6,837.30	\$ 3,784.38	\$ 155.22	\$ 3,921.10
128 Tucker, Bradley A	\$ 1,847.89	\$ 809.01	\$ 419.16	\$ 492.12	\$ 908.76	\$ 2,827.64	\$ 42.22	\$ 404.69	\$ 204.90	\$ 7,226.38	\$ 2,709.99	\$ 861.28	\$ 3,592.27
129 Tui, Kenneth D	\$ 1,464.41	\$ 641.12	\$ 250.20	\$ 1,308.31	\$ 282.47	\$ 5,891.68	\$ 398.67	\$ 919.01	\$ 525.62	\$ 11,040.48	\$ 3,918.99	\$ 1,551.54	\$ 4,475.04
131 Walters, Daniel J	\$ 4,413.58	\$ 1,932.47	\$ 734.33	\$ 489.88	\$ 801.25	\$ 4,494.16	\$ 787.00	\$ 3,575.26	\$ 1,307.75	\$ 18,026.37	\$ 6,158.29	\$ 723.21	\$ 6,881.49
132 Warchona, Shawn D	\$ 1,395.98	\$ 611.50	\$ 83.74	\$ 59.99	\$ 283.32	\$ 3,775.18	\$ 53.51	\$ 213.53	\$ 24.18	\$ 6,569.01	\$ 3,896.11	\$ 719.73	\$ 4,615.84
133 Ward, James T	\$ 912.34	\$ 136.74	\$ -	\$ -	\$ -	\$ -	\$ 101.18	\$ 2.83	\$ 46.19	\$ 309.21	\$ 358.10	\$ -	\$ 358.10
134 Watson, Joel G	\$ 1,604.52	\$ 781.64	\$ 180.73	\$ 346.45	\$ 489.68	\$ 4,709.68	\$ 168.81	\$ 59.33	\$ 223.21	\$ 9,117.71	\$ 3,000.72	\$ 526.89	\$ 3,527.60
135 Walters, Ernest H	\$ 1,988.02	\$ 1,308.16	\$ -	\$ 530.28	\$ 211.61	\$ 5,018.55	\$ 375.29	\$ 1,248.91	\$ 588.19	\$ 12,255.00	\$ 7,504.89	\$ 938.28	\$ 8,443.17
137 Watt, Nathan E	\$ 363.52	\$ 159.15	\$ -	\$ -	\$ -	\$ -	\$ 3.97	\$ 28.68	\$ 17.46	\$ 570.56	\$ 385.83	\$ -	\$ 385.83
138 Wilson, Nancy L	\$ 799.76	\$ 350.33	\$ -	\$ 17.31	\$ -	\$ 101.03	\$ -	\$ -	\$ -	\$ 1,269.23	\$ 799.76	\$ 173.1	\$ 972.86
139 Winden, Shane M	\$ 1,461.07	\$ 889.88	\$ -	\$ 90.68	\$ 46.04	\$ 607.87	\$ 178.67	\$ 488.72	\$ 98.82	\$ 3,501.62	\$ 2,026.86	\$ 80.68	\$ 2,128.54
140 Wisniewski, Colin C	\$ 2,946.22	\$ 1,289.86	\$ 65.73	\$ 146.52	\$ 345.40	\$ 2,861.53	\$ 2.90	\$ 80.71	\$ 228.26	\$ 7,989.33	\$ 3,507.19	\$ 232.27	\$ 3,739.46
141 Young, Blw'n L	\$ 1,504.89	\$ 684.82	\$ 370.80	\$ 352.47	\$ 6.49	\$ 2,361.21	\$ -	\$ -	\$ -	\$ 5,248.78	\$ 1,510.68	\$ 748.07	\$ 2,258.75
142 Zorzalli, George B	\$ 319.28	\$ 223.36	\$ 108.23	\$ 23.68	\$ 2.16	\$ 783.06	\$ 81.33	\$ 99.91	\$ 143.44	\$ 1,972.35	\$ 788.17	\$ 128.90	\$ 917.07
	\$ 234,534.80	\$ 102,678.99	\$ 23,703.50	\$ 51,158.95	\$ 35,311.80	\$ 377,326.09	\$ 18,138.68	\$ 107,429.28	\$ 34,188.25	\$ 912,959.90	\$ 302,716.41	\$ 71,162.45	\$ 373,878.86

Walters v City of Billings
 Unpaid Straight-Time and Overtime
 Pay by Officer Per Court Order

12 Col 54-70 (84952)/ 1-4174 Straight-Time Pay	13 Col 667 Overtime Pay	14 Col 1219 Gross Pay
\$ 74.71	\$ 11.72	\$ 216.38
\$ 1,068.38	\$ 139.41	\$ 1,665.28
\$ 3,363.58	\$ 1,059.12	\$ 4,418.70
\$ 2,359.57	\$ 883.04	\$ 3,302.41
\$ 1,509.24	\$ 301.88	\$ 1,861.41
\$ 3,247.58	\$ 346.07	\$ 3,493.64
\$ 100.88	\$ 8.75	\$ 104.63
\$ 3,784.38	\$ 155.22	\$ 3,921.10
\$ 2,709.99	\$ 861.28	\$ 3,592.27
\$ 3,918.99	\$ 1,551.54	\$ 4,475.04
\$ 6,158.29	\$ 723.21	\$ 6,881.49
\$ 3,896.11	\$ 719.73	\$ 4,615.84
\$ 358.10	\$ -	\$ 358.10
\$ 3,000.72	\$ 526.89	\$ 3,527.60
\$ 7,504.89	\$ 938.28	\$ 8,443.17
\$ 385.83	\$ -	\$ 385.83
\$ 799.76	\$ 173.1	\$ 972.86
\$ 2,026.86	\$ 80.68	\$ 2,128.54
\$ 3,507.19	\$ 232.27	\$ 3,739.46
\$ 1,510.68	\$ 748.07	\$ 2,258.75
\$ 788.17	\$ 128.90	\$ 917.07

