EXHIBIT 5

Current Employee Concessions (All Expire 6/30/10)

Bargaining Unit	Concession
General	10% salary reduction achieved by Friday closure, 36-hour work week; 4 hours of no pay each week; 1 year extension of the MOU; employees not working a reduced work week due to health and safety reasons receive 4 hours of concession leave per week with no cash value or expiration date.
Middle-Management	10% salary reduction achieved by Friday closure, 36-hour work week, 4 hours of no pay each week; 1 year extension of the MOU; employees not working a reduced work week due to health and safety reasons receive 4 hours of concession leave per week with no cash value or expiration date.
Management/Confidential	10% salary reduction achieved by Friday closure, 36-hour work week, 4 hours of no pay each week; 1 year extension of the Resolution; employees not working a reduced work week due to health and safety reasons receive 4 hours of concession leave per week with no cash value or expiration date; and increased vacation cap by 20%.
Police Safety	Reduced City health benefit contribution by $400 per month per employee; forego annual uniform allowance; increased vacation cap by 15%; forego vacation/holiday/sick leave sell-back; accrual of 4 hours concession leave per week with no cash value or expiration date.
Police Management	Reduced City health benefit contribution by $886 per month for Captains position and $794 per month for Lieutenants; reduced vacation accrual by 40 hours; reduced holiday accrual by 28 hours; accrual of 4 hours concession leave per week with no cash value or expiration date; and increased vacation cap by 15%.
Fire Safety	8.7% salary reduction; accrual of 4 hours per week with no cash value or expiration date; mandatory sell-back of 48 hours of vacation or holiday time before June 30, 2009 as well as June 30, 2010; City established a PEHP Plan; established a City wide cash out program for employees who opt out of the City's health plan; and increased vacation cap by 15%.
Fire Management	10% salary reduction; accrual of 4 hours/days or 6 hours/shift employees concession leave per week with no cash value or expiration date; provided annual uniform allowance of $735; O/T pay for reimbursable incidents; increased vacation cap by 15%; shift employees allowed to sell back 144 hours and day employees 40 hours of holiday time; and City established a PEHP Plan.