

**TIPPECANOE COUNTY COUNCIL  
REGULAR MEETING  
NOVEMBER 14, 2006**

The Tippecanoe County Council Meeting began at 2:25 P.M. Tuesday, November 14, 2006 in the Tippecanoe Room in the County Office Building. Council members present were: President David S. Byers, Vice President Jeffrey A. Kemper, Ronald L. Fruitt, Betty J. Michael, Thomas P. Murtaugh, Kevin L. Underwood, and Kathy Vernon. Also present: Secretary Pauline E. Rohr.

President Byers called the recessed meeting to order.

**APPROVAL OF MINUTES**

- Councilmember Vernon moved to approve the October 10, 2006 Minutes as distributed, seconded by Councilmember Michael; motion carried.

**RICHARD E. LINSON SR. & SUSAN H. LINSON TRUSTS (RoadWorks Manufacturing): Compliance with Statement of Benefits (CF-1): Susan Linson, Trustee**

The following numbers were submitted on the CF-1:

<u>Employees and Salaries</u>	<u>Estimated on SB-1</u>	<u>Actual</u>
Current number of employees	25	25
Salaries	800,000	800,000
Number of employees retained	25	25
Salaries	800,000	800,000
Number of additional employees		7
Salaries		125,000

Mrs. Linson said they have added seven (7) full time employees since they opened in June at their new location. They also have three full time temporary employees.

- Councilmember Kemper moved to find Richard E. Linson Sr. & Susan H. Linson Trusts (RoadWorks Manufacturing) is in substantial compliance with the Statement of Benefits, seconded by Councilmember Michael; motion carried.

➔ Auditor Robert A. Plantenga and Attorney David W. Luhman entered the meeting.

**AUDITOR'S FINANCIAL REPORT: Robert Plantenga**

Auditor Plantenga reported the 2006 uncommitted County General Funds through October 31, 2006 are \$339,722.37. Auditor Plantenga reviewed some of the highlights:

Revenue Report

17-10 Inheritance	\$342,637.91	YTD (estimated \$250,000)
61-10 Interest	\$1,317,815.74	YTD (estimated \$1,000,000)

Fund Report

051 COIT Spec 3 Month Reserve	\$1,000,000.00	Disbursed in October (DCS loan)
099 Rainy Day Fund	\$1,000,000.00	Disbursed in October (DCS loan)
310 County Self Insurance	\$605,629.41	Balance (\$1.3 to \$2 mil recommended)
370 Welfare Family & Children	\$2,444,585.49	(\$2,000,000 loan to be repaid by 12/31/06)

**TREASURER'S INTEREST REPORT**

The Interest Report distributed to the Council showed the average interest rate for September 2006 was 5.20%.

**FINANCIAL CONSULTANT UPDATE: Gregory Guerrettaz, President Financial Solutions Group**

Refunding EDIT 2000 Bonds for Parking Garage

As Tippecanoe County's Financial Consultant, Mr. Guerrettaz recommended refunding the EDIT 2000 Bonds for the Parking Garage. He said this will save money on interest and the Surety Bond will free up \$535,000 for the Reserve Fund for major repairs to the garage. Interest earned in the Reserve Fund can be used for minor garage repairs. It was noted that \$30,000 is currently being set-aside annually for garage repairs. In his opinion, there is no downside to refunding the bonds as long as it is done now to take advantage of low interest rates. No appropriation is required to pay the refunding since all costs are within the program.

**Ordinance 2006-26-CL: Authorizing the issuance and sale of bonds of the County for the purpose of providing funds to be applied on the cost of the refunding of its outstanding Economic Development Income Tax Revenue Bonds of 2000 and other matters connected therewith, together with the incidental expenses in connection therewith and on account of the issuance of bonds therefor: First Reading**

Ordinance 2006-26-CL will appear in its entirety in the Ordinance and Resolution Book in the County Auditor's Office.

Attorney Luhman thinks there is no downside to refunding the bonds because of the opportunity to save on interest costs. The indebtedness will be extended to 2020 but at today's low interest rate of not-to-exceed 6%.

Mr. Guerrettaz said the call option will continue which gives the County the possibility of a 3 year early pay-off in 2017.

Attorney Luhman explained that Ordinance 2006-26-CL authorizes the EDIT Revenue Refunding Bonds of 2006 to refund the garage bond for a maximum amount of \$6 million payable through 2020 at a maximum interest rate of 6%.

- Councilmember Fruitt moved to approve Ordinance 2006-26-CL on first reading, seconded by Councilmember Michael.

Auditor Plantenga recorded the vote:

Kevin Underwood	Yes
Thomas Murtaugh	Yes
Kathy Vernon	Yes
Betty Michael	Yes
Ronald Fruitt	Yes
Jeffrey Kemper	Yes
David Byers	Yes

- The motion to approve Ordinance 2006-26-CL passed 7 – 0 on first reading.

**Ordinance 2006-27-CL: Appropriating the Proceeds of the Economic Development Income Tax Refunding Revenue Bonds of 2006: First Reading**

Ordinance 2006-27-CL will appear in its entirety in Ordinance and Resolution Book in the County Auditor's Office.

Attorney Luhman explained that Ordinance 2006-27-CL appropriates the proceeds of the bond issue and authorizes it to be used to refund the garage bonds.

- Councilmember Fruitt moved to approve Ordinance 2006-27-CL on first reading, seconded by Councilmember Kemper.

Auditor Plantenga recorded the vote:

Betty Michael	Yes
Ronald Fruitt	Yes
Kathy Vernon	Yes
Thomas Murtaugh	Yes
Jeffrey Kemper	Yes
Kevin Underwood	Yes
David Byers	Yes

- The motion to approve Ordinance 2006-27-CL passed 7 – 0 on first reading.

Early Redemption of Courthouse Bonds

Mr. Guerrettaz said the early redemption of the Courthouse Bonds was previously discussed and an agreement has been reached with JP Morgan to pay them off on February 1, 2007. After the December 1, 2006 payment is made, there will be enough in the Reserve Fund balance to accelerate the remaining principal for 2007, 2008, 2009, and 2010 which will save corresponding interest amounts.

- Councilmember Michael moved that the Council agrees in principle and directs the Auditor and Attorney to prepare the documentation for the December meeting to effectuate that redemption, seconded by Councilmember Underwood; motion carried.

Business Plan

Mr. Guerrettaz recommended updating the County's Business Plan of 2002 in early 2007.

**SHERIFF: Sheriff William "Smokey" Anderson**

**County Misdemeanant Fund 178**

**Appropriation of Budget: \$98,901**

23,901	Uniforms
50,000	Medical
25,000	Miscellaneous

- Councilmember Michael moved to appropriate \$98,901 in Fund 178, seconded by Councilmember Murtaugh; motion carried.

**General Fund 001**

**Transfers: \$110,000**

From:	001-5410-421-11-10	Full Time Employee	40,000
	001-5410-421-11-15	Deputies	50,000
	001-5410-421-15-10	Social Security	20,000
To:	001-5410-422-25-80	Vehicles	40,000
	001-5410-422-25-25	Medical	50,000
	001-5410-422-25-05	Food	20,000

- Councilmember Fruitt moved to approve the transfers, seconded by Councilmember Underwood; motion carried.

**SUPERIOR COURT II: Judge Thomas Busch**

**Transfers: \$1,698**

From:	001-7102-413-46-05	Jury Expense	1,698
To:	001-7102-411-13-10	Overtime	1,500
	001-7102-411-15-10	Social Security	115
	001-7102-411-16-10	Retirement	83

Judge Busch explained he has extra Jury Expense money because the Michele Gauvin trial changed from a sequestered jury for two weeks in Lafayette to a six day trial by the Judge in Lafayette. More Overtime money is needed to pay the Bailiff and Court Reporter for the four day trial by jury held in LaPorte for Christian Gauvin.

Councilmember Kemper moved to approve the transfers, seconded by Councilmember Underwood; motion carried.

**ANCILLARY: Judge Thomas Busch****Additional Appropriation: \$11,000**

11,000 Pauper Transcripts

Judge Busch explained they need this appropriation for transcripts for felony convictions and termination of parental rights for the remainder of the year.

- Councilmember Murtaugh moved to appropriate \$11,000 for Pauper Transcripts, seconded by Councilmember Vernon; motion carried.

**PUBLIC DEFENDER: Amy Hutchison****Additional Appropriation: \$30,000**

30,000 Professional Services

Mrs. Hutchison said they received a \$30,000 bill this fall for Professional Services ten (10) months after two trials were completed. One bill for \$15,000 was for the Beumel trial and the other, also for \$15,000, was for the Lile trial. Mrs. Hutchison said she is not sure why the expert waited so long to send a bill but, after thoroughly searching their records, she is certain these bills were not previously paid.

- Councilmember Kemper moved to approve the \$30,000 appropriation for Professional Services, seconded by Councilmember Fruitt; motion carried.

**CIRCUIT COURT****Additional Appropriation: \$8,671**

8,671 Pauper Attorney

- Councilmember Kemper moved to appropriate \$8,671 for Pauper Attorney, seconded by Councilmember Vernon; motion carried.

**SUPERIOR COURT****Jury Pay Fund 550****Additional Appropriations: \$4,000**

4,000 Jury Expense

**General Fund 001****Additional Appropriations: \$36,500**

500 Judge Pro Tem  
4,000 Jury Expense  
30,000 Pauper Attorney  
2,000 Evaluations

Auditor Plantenga noted that the \$4,000 request for Jury Expense was also advertised in Jury Pay Fund 550.

- Councilmember Kemper moved to approve \$4,000 in Jury Pay Fund 550, seconded by Councilmember Underwood; motion carried
- Councilmember Kemper moved to approve \$500 for Judge Pro Tem, \$30,000 for Pauper Attorney, and \$2,000 for Evaluations in General Fund 001, seconded by Councilmember Underwood; motion carried.

**EMERGENCY MANAGEMENT****General Fund 001: Director Mark Kirby****Additional Appropriation: \$5,000**

5,000 Garage Supplies

Mr. Kirby said there is a \$600 balance in the Garage Supplies line item, but he anticipates he will need \$5,000 for the remainder of the year to pay for fuel and winterization of their vehicles.

- Councilmember Fruitt moved to approve \$5,000 for Garage Supplies, seconded by Councilmember Vernon; motion carried.

**TEMA Grants: Interim Grant Coordinator Jennifer Weston****Law Enforcement Terrorism Prevention Program Grant Fund 418:****Appropriation of Budget: \$252,688**

252,688 Emergency Equipment

This grant will be used to purchase radios and pagers for local law enforcement.

- Councilmember Fruitt moved to appropriate \$252,688 in Fund 418, seconded by Councilmember Michael; motion carried.

**Courthouse Security Grant Fund 415****Appropriation of Budget: \$17,931**

17,931 Sheriff Equipment

This grant will be used to purchase a metal detector, 41 window alarms, and 10 security cameras for the Courthouse.

- Councilmember Kemper moved to appropriate \$17,931 for Sheriff Equipment, seconded by Councilmember Fruitt; motion carried.

**State Homeland Security Program Grant Fund 416**

**Appropriation of Budget: \$431,159**

- 392,550 Emergency Equipment
- 26,797 Salary
- 2,050 Social Security
- 1,474 Retirement
- 7,000 Health
- 137 LTD
- 93 Life
- 938 Workers Comp
- 120 Flex

This grant will be used to purchase equipment and pay the TEMA Technician's 2006 salary.

- Councilmember Fruitt moved to approve the \$431,159 appropriation, seconded by Councilmember Michael; motion carried.

**State Homeland Security Program "B" Grant Fund 417**

**Appropriation of Budget: \$267,902**

- 50,000 Consultant
- 217,902 Equipment/Emergency Equipment

This grant will fund a District 4 Planning Council Administrator, upgrades to existing vehicles, GIS enhancement, and an exercise project.

- Councilmember Fruitt moved to approve the appropriation in Fund 417, seconded by Councilmember Murtaugh; motion carried.

**Purdue Security Grant Fund 436**

**Appropriation of Budget: \$160,030**

- 160,030 Equipment/Purdue

Funds from this grant will be used to purchase security cameras and a monitoring system for Purdue's Ross Ade Stadium.

- Councilmember Fruitt moved to approve the appropriation of \$160,030 in Fund 436, seconded by Councilmember Vernon; motion carried.

***CHILD ADVOCACY GRANT B FUND 626: Interim Grant Coordinator Jennifer Weston & Heartford House Representative Shalon Perez***

**Appropriation of Budget: \$32,459**

- 32,459 General Operating/Miscellaneous

This Indiana Criminal Justice Institute Grant will pay salaries and operating expenses for Heartford House.

- Councilmember Kemper moved to appropriate \$32,459 in Fund 626, seconded by Councilmember Vernon; motion carried.

***DOMESTIC VIOLENCE PROGRAM B GRANT FUND 254: Interim Grant Coordinator Jennifer Weston***

**Appropriation of Budget: \$67,290**

- 67,290 General Operating/Miscellaneous

This Indiana Criminal Justice Institute Grant will pay for education and outreach for the YWCA.

- Councilmember Murtaugh moved to approve the appropriation of \$67,290 in Fund 254, seconded by Councilmember Michael; motion carried.

***COURT SERVICES: Alcohol & Substance Abuse Grant Fund 575***

**Additional Appropriation: \$20,000**

- 20,000 Contracts

This appropriation will pay to finish the Theft Talks and CAPS contracts.

- Councilmember Kemper moved appropriate \$20,000 in Fund 575, seconded by Councilmember Underwood; motion carried.

***CASA: CAPTA Grant Fund 506: Director Coleen Hamrick***

**Appropriation of Budget: \$30,000**

- 26,707 Part-time
- 2,043 Social Security
- 1,250 Travel & Training

Mrs. Hamrick said this CAPTA (Child Abuse Prevention Treaty Act) Grant is Federal money that came through the State Department of Child Services. She said she wants to add more hours for a current part-time employee as well hiring another part-time employee to supervise CASA volunteers.

- Councilmember Murtaugh moved to approve the \$30,000 appropriation in Fund 506, seconded by Councilmember Vernon; motion carried.

<u>Salary Statement</u>	<u>Position</u>	<u>Rate</u>	<u>Salary</u>
Part-time	Supervisor	12.25	

- Councilmember Kemper moved to approve the salary statement for the Part-time Supervisor up to \$12.25 per hour, seconded by Councilmember Vernon; motion carried.

**BUILDING PERMITS: Deputy Commissioner Ken Brown****Transfer: \$1,000**

From:	001-2610-413-30-05	Dues & Subscriptions	1,000
To:	001-2610-412-20-10	Office Supplies	1,000

Mr. Brown said this transfer will be used to purchase Permit supplies.

- Councilmember Underwood moved to approve the transfer, seconded by Councilmember Michael; motion carried.

**HEALTH****Transfer: \$500**

From:	001-9010-453-42-10	Professional Fees	500
To:	001-9010-452-25-25	Medical Supplies	500

- Councilmember Michael moved to approve the transfer, seconded by Councilmember Underwood; motion carried.

**WIC: Commissioners' Assistant Frank Cederquist**

<u>Salary Statement</u>	<u>Position</u>	<u>Rate</u>	<u>Salary</u>
Full Time	Dietitian	3115.34/ 3146.49	37,664

Mr. Cederquist said the Dietitian is being moved from Part-time to Full time due to increased participation in the program.

- Councilmember Michael moved to approve the salary statement, seconded by Councilmember Vernon; motion carried.

**BOARD OF ELECTION & REGISTRATION: Clerk Linda Phillips****Transfer: \$2,500**

From:	001-2010-413-53-70	Ballot Prep Services	2,500
To:	001-2010-412-25-70	Election Supplies	2,500

This transfer to Election Supplies will fund the purchase of memory cards, and supervisor cards for the election machines.

- Councilmember Fruitt moved to approve the transfer, seconded by Councilmember Underwood; motion carried.

**CLERK: Clerk Linda Phillips****Transfer: \$7,536**

From:	001-5810-413-42-50	Banking Services	3,000
	001-5810-413-32-10	Travel & Training	1,536
	001-5810-412-20-20	Forms	3,000
To:	001-5810-411-12-20	Part-time	7,000
	001-5810-411-15-10	Social Security	536

Mrs. Phillips said she need additional Part-time funding due to the increased juvenile caseload.

- Councilmember Fruitt moved to approve the transfer, seconded by Councilmember Michael; motion carried.

**WEA TOWNSHIP ASSESSOR****Transfer: \$50**

From:	001-0630-411-12-20	Part-time	50
To:	001-0630-413-32-10	Travel & Training	50

- Councilmember Fruitt moved to approve the transfer, seconded by Councilmember Vernon; motion carried.

**PROSECUTOR IV-D: Prosecutor Jerry Bean****Transfer: \$895**

From:	001-5920-412-20-10	Supplies	895
To:	001-5920-411-13-10	Overtime	790
	001-5920-411-15-10	Social Security	61
	001-5920-411-16-10	Retirement	44

Mr. Bean said they need additional Overtime to remain in compliance.

- Councilmember Michael moved to approve the transfer, seconded by Councilmember Kemper; motion carried.

**AREA PLAN****Transfer: \$2,160**

From:	001-2510-413-42-10	Professional Services	2,160
To:	001-2510-411-12-20	Part-time	2,160

- Councilmember Murtaugh moved to approve the transfer, seconded by Councilmember Vernon; motion carried.

**COMMISSIONERS/HUMAN RESOURCES: Jennifer Weston, Interim Grant Coordinator****Reduction of Appropriation: \$1,989**

1,757 Appointed Official  
 135 Social Security  
 42 Retirement

Since Frank Cederquist has moved from Human Resources Director to Commissioners' Assistant and the new Human Resources Director has no longevity, the budget can be reduced.

Commissioner John Knochel introduced Shirley Mennen, the new Human Resources Director, and said they are looking forward to working with her. Mrs. Mennen responded she is glad to be with the County.

- Councilmember Vernon moved to approve the reduction of \$1,989, seconded by Councilmember Underwood; motion carried.

**COMMISSIONERS: Jennifer Weston, Interim Grant Coordinator****Additional Appropriation: \$1,989**

759 Appointed Official  
 998 Part-time  
 135 Social Security  
 42 Retirement

<u>Salary Statement</u>	<u>Position</u>	<u>Rate</u>	<u>Salary</u>
Full Time	Commissioners' Assistant	4,531.67	54,380

**Transfer: \$2,400**

From:	001-1110-413-30-20	Postage	2,400
To:	001-1110-412-25-65	Duplicating	2,400

The appropriation for Appointed Official is needed because the new Commissioners' Assistant, Frank Cederquist, has more longevity than the outgoing Commissioners' Assistant, Jennifer Weston. Part-time funds are requested to assist TEMA with grant related activities.

- Councilmember Vernon moved to approve the appropriation of \$1,989, seconded by Councilmember Underwood; motion carried.
- Councilmember Vernon moved to approve the salary statement, seconded by Councilmember Underwood; motion carried.
- Councilmember Vernon moved to approve the transfer, seconded by Councilmember Underwood; motion carried.

**COMMISSIONERS/MAINTENANCE: Jennifer Weston, Interim Grant Coordinator****Additional Appropriation: \$30,000**

30,000 Utilities/Electric

Mrs. Weston said she anticipates they will need an additional \$45,000 for the remainder of the year, but she is requesting only \$30,000 because they have \$15,000 they can transfer within the budget.

- Councilmember Michael moved to appropriate \$30,000, seconded by Councilmember Vernon; motion carried.

**COMMISSIONERS/EDIT: Jennifer Weston, Interim Grant Coordinator****Additional Appropriation: \$268**

236 Appointed Official  
 19 Social Security  
 13 Retirement

<u>Salary Statement</u>	<u>Position</u>	<u>Rate</u>	<u>Salary</u>
Full Time	interim Grant Administrator	4,068.08	48,817
Part-time	Grant Administrator	(up to) \$15	

The Interim Grant Administrator, Jennifer Weston, has more longevity than the previous Grant Administrator.

- Councilmember Vernon moved to approve the appropriation of \$268, seconded by Councilmember Murtaugh; motion carried.
- Councilmember Vernon moved to approve the salary statement, seconded by Councilmember Kemper; motion carried.

**COMMISSIONERS/CUM CAP FUND 010: Jennifer Weston, Interim Grant Coordinator****Transfer: \$5,000**

From:	010-1110-413-36-05	Maint/Bldg Improvements	5,000
To:	010-1110-412-25-30	Cleaning & Laundry Supplies	5,000

Mrs. Weston said the Cleaning & Laundry Supplies are for all 3 downtown facilities.

- Councilmember Vernon moved to approve the transfer, seconded by Councilmember Underwood; motion carried.

**HUMAN RESOURCES**

<u>Salary Statement</u>	<u>Position</u>	<u>Rate</u>	<u>Salary</u>
Full Time	Human Resources Coord	3,457.83	41,494

- Councilmember Murtaugh moved to approve the salary statement, seconded by Councilmember Vernon; motion carried.

**COUNTY COUNCIL: Auditor Robert Plantenga****Additional Appropriation: \$100,000**

100,000 Rainy Day Fund

Based on the fact that this is the last day the Council can do additional appropriations in the General Fund for 2006 and the uncommitted amount after today's appropriations is \$224,351, Auditor Plantenga submitted an appropriation request of \$100,000 for Rainy Day General Use Fund 098. He said the money can be moved by claim from General Fund 001 to Fund 098. Auditor Plantenga said this appropriation does not use all the uncommitted funds for 2006, and the Council will be able to access the Rainy Day General Use Fund if necessary.

- Councilmember Michael moved to approve the appropriation of \$100,000, seconded by Councilmember Murtaugh; motion carried.

**EMPLOYEE BENEFITS: Merit Pay: Jennifer Weston, Interim Grant Coordinator**

The approximate 2006 budget for Merit Pay is \$66,000.

Number of employees eligible 513  
 Number of employees evaluated 458  
 Average Score-all evaluations 76%

<b>Option A</b>	<b>Original Pay Ranges</b>		<b>#employees per category</b>
increments up to 1%	score (as a percentage)		
0.00	60 or below		50
0.25	61-70		92
0.50	71-80		138
0.75	81-90		78
1.00	91-100		63

Total dollars needed: \$75,002

<b>Option B</b>	<b>Alternate Pay Ranges</b>		<b># employees per category</b>
increments up to .75%	score (as a percentage)		
0.00	61 or below		65
0.25	62-72		107
0.50	73-82		131
0.75	83-100		118

Total dollars needed: \$63,730

With an approximate budget of \$66,000, Mrs. Weston said the Commissioners are recommending approval of Option B.

Councilmember Kemper asked if non-participating departments had adequate opportunity to participate. Mrs. Weston said they did but, due to oversights by departments, 12 may be added in December.

Councilmember Kemper observed that an additional \$9,000 will be needed to fund Option A. Councilmember Vernon said the Council should stay within the budget.

- Councilmember Kemper moved to approve Option B in the amount of \$63,730 for Merit Pay, seconded by Councilmember Vernon.

Councilmember Vernon thanked Mrs. Weston for compiling the information and the departments for participating in the evaluation process.

- The motion to approve Option B carried.

<b><u>Salary Statement</u></b>	<b><u>Position</u></b>	<b><u>Rate</u></b>	<b><u>Salary</u></b>
Full Time			63,730

- Councilmember Murtaugh moved to approve the salary statement for Option B in the amount of \$63,730, seconded by Councilmember Underwood.

**OTHER BUSINESS****Meetings**

The next regularly scheduled County Council Meeting will be held at 2:00 P.M., Tuesday, December 12, 2006 in the Tippecanoe Room in the County Office Building.

Due to the Primary Election that will be held on Tuesday, May 8, 2007, the County Council will meet on **Tuesday, May 15, 2007** at 2:00 P.M. in the Tippecanoe Room in the County Office Building.

The 2007 Budget Hearings will be held on August 27, 28, & 29, 2007 in the Tippecanoe Room in the County Office Building.

***FYI: Commissioner John Knochel***

Commissioner Knochel announced that the Department Head Luncheon will be held at Noon, Wednesday, December 13, 2006 in the Tippecanoe Room.

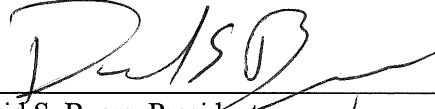
**PUBLIC COMMENT**

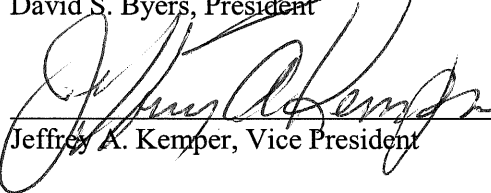
Family Services Director Susan Smith invited the Council to attend a meeting and luncheon with their Board of Directors from 11:30 A.M. to 1:00 P.M. on Friday, December 1, 2006. This will be the last year for this meeting at their current location since they will be moving to their new facility located at the Kennedy Field site.

**ADJOURNMENT**


- Upon Councilmember Michael's motion and Councilmember Fruitt's second, the meeting was adjourned.

**TIPPECANOE COUNTY COUNCIL**

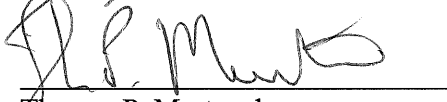
  
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 David S. Byers, President

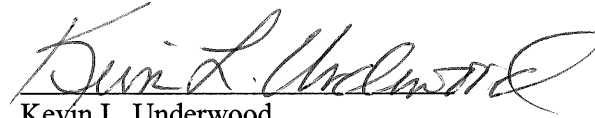
  
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 Jeffrey A. Kemper, Vice President


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 Ronald L. Fruitt

Attest:   
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 Robert A. Plantenga, Auditor

  
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 Betty J. Michael

  
 \_\_\_\_\_  
 Thomas P. Murtaugh

  
 \_\_\_\_\_  
 Kevin L. Underwood

  
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 Kathy Vernon