

Onondaga County Legislature

TIMOTHY T. BURTIS Chairman

TAMMY BARBER Deputy Clerk

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WAYS & MEANS COMMITTEE MINUTES – AUGUST 27, 2024 COLLEEN A. GUNNIP, CHAIR

MEMBERS PRESENT: Mr. May, *Ms. Abbott, Mr. Romeo, Mr. Knapp, Mr. Garland

MEMBERS ABSENT: Mr. Ryan

ALSO ATTENDING: Chairman Burtis, Ms. Cody, Mr. McCarron, Mr. Bush; also see attached

Chair Gunnip called the meeting to order at 10:39 a.m., and the previous meeting's minutes were approved.

1. APPOINTMENTS:

a. Confirming Appointment to the Onondaga County Resource Recovery Agency (Alexis Rodriguez) (Sponsored by Mr. Burtis)

A motion was made by Mr. Knapp, seconded by Mr. May, to approve this item. Ayes: 5 Absent: 1 (Abbott); MOTION CARRIED.

b. Confirming Reappointment to the Region 7 Fish and Wildlife Management Board (Stephen Wowelko) (Sponsored by Ms. Abbott)

Mr. Knapp requested to be added as a cosponsor.

A motion was made by Mr. May, seconded by Mr. Knapp, to approve this item. Ayes: 5 Absent: 1 (Abbott); MOTION CARRIED.

- c. Confirming the Appointment of Kristen C. Jackson as the Onondaga County Director of Probation (Sponsored by Mr. Olson)
- Mr. Phil Galuppi retired as Probation Director
- NYS regulations for hiring Director of Probation say that the person has to come up through the probation system
- Assistant Director Kristen Jackson started at the county as a Probation Officer Assistant ~20 years ago
 - Has risen through the ranks
 - O Does tremendous job and is local expert on "Raise the Age"

A motion was made by Mr. May, seconded by Mr. Knapp, to approve this item.

Questions/Comments from the committee:

Mr. Galuppi was always responsive, cared about the job and the community; served 40 years at the county

A vote was taken on the item. Ayes: 5 Absent: 1 (Abbott); MOTION CARRIED.

- 2. TRANSPORTATION: Marty Voss, Commissioner
 - a. Authorizing Execution of Agreements with Cayuga County and with Towns and Villages Located in Onondaga County to Perform Snow and Ice Removal Services on Onondaga County Roads (Sponsored by Ms. Cody)

PURPOSE: To authorize the County Executive to execute three-year term agreements with Cayuga County and with towns and villages in Onondaga County to provide snow and ice removal services on County roads for the winters of 2024-2025, 2025-2026 and 2026-2027.

OBJECTIVE/ WORK PLAN: The County has negotiated agreements to provide snow and ice removal services on county-owned roads with Cayuga County and several towns and villages within Onondaga County in the past and finds that similar agreements for the winters of 2024-25, 2025-26 and 2026-27 would be beneficial to the County and its residents. The County will pay a 3% increase from the 2023-24 snow season rate per mile, which will equate to a flat rate per mile of \$8,620.52 in budget year 2025, a 3% increase for the subsequent snow season, which equates to a flat rate per mile of \$8,879.14 in budget year 2026 and a 3% increase for the subsequent snow season, which equates to a flat rate per mile of \$9,145.51 in the budget year 2027.

FUNDING SOURCE: These contract renewals are budgeted for in the 2025 Transportation-Highways Fund Budget.

BUDGET: Funds are available in the 2025 budget to allow for a 3% increase per lane mile in the 2024-2025 snow season to the town and village contracts.

Questions/Comments from the committee:

- Win for county and towns; could not do snow removal without the towns
- Good contract for towns with severity factor being added years ago; thank DOT and Executive's office for negotiating
 DOT:
 - Supervisor Ulatowski, (town of Clay) head of the Association of towns, worked with DOT on negotiations
 - Helps DOT when towns plow smaller rural roads, so county can plow state roads (item 2b)

A motion was made by Mr. Knapp, seconded by Mr. May, to approve this item. Ayes: 5 Absent: 1 (Abbott); MOTION CARRIED.

*Ms. Abbott arrived at the meeting.

- b. Authorizing the County Executive to Amend a Five Year Agreement with the State of New York for Snow and Ice Control on State Highways for the 2019-2024 Seasons to Increase the 2023-2024 Season Estimate and Amending the 2024 County Budget Accordingly (\$831,998) (Sponsored by Ms. Cody)
- Amendment to resolution for 2023/2024 season
- DOT modified labor rates (approved by the Legislature) when positions were changed from MEOs to Highway Maintenance Workers
- Direct relation with labor rate in contract with NYS, where the state reimburses dollar for dollar on routes
- Finance trying to get DOT reimbursed for 2023/2024 season
- State Comptroller requires local resolution to be adopted

A motion was made by Mr. Knapp, seconded by Mr. May, to approve this item. Passed unanimously; MOTION CARRIED.

3. FACILITIES MANAGEMENT: Archie Wixson, Commissioner

a. Amending the 2024 County Budget to Provide for the Appropriation of General Fund Balance to Purchase and Install Additional Security Equipment and Measures to Protect the Public and Employees at the John H. Mulroy Civic Center and Kochian County Office Building (\$185,816) (Sponsored by Ms. Cody)

PURPOSE: Purchase and install updated and additional security equipment and measures to protect the public and employees at the John H. Mulroy Civic Center and the Kochian County Office Building.

OBJECTIVE/WORK PLAN: This is phase 1 of the County's security initiative, starting with the public. Phase 2 of the security initiative will be included in the 2025 budget. Phase 1, is as follows:

Installing magnetometers, x-ray machines, and adding contract security guards in the lobby area of the John H. Mulroy Civic Center and Kochian County Office Building to screen the public upon entering the buildings.

The John H. Mulroy Civic Center will have one designated public entrance, which will be located at the Montgomery Street Theater entrance. At this location Security Guards will screen all members of the public, by utilizing magnetometers for their person and x-ray machines for any bags. Employees will continue to use the designated employee entrance, located on Madison Street. Security staff will monitor the employee entrance to prevent the public from bypassing security screening.

The Kochian County Office Building will have security staff at the State Street entrance that will use magnetometers to screen the public and an x-ray machine to screen bags. The basement entrance off State Street to the County Office Building will be designated as "exit only," and will have the access reader disabled for entry by employees.

In addition to the magnetometers and x-ray machines, Motorola portable radios will be purchased to facilitate communications between security staff and the Sheriff's Special Patrol Officers assigned to the Civic Center and County Office Building.

FUNDING SOURCE: Fund balance.

BUDGET: Equipment - \$91,176 and Staff - \$94,640

- Funding is contract labor (guard services) to add attendance to security stations, as well as security equipment
- Beginning stages intent to include budget funding for equipment and personnel for a more secure building environment

- Who is at the security office in the Civic Center?
 - o SPOs (Special Patrol Officer) from Sheriff's Department; contracted through DSS; most reimbursed by the state
- Will this cover half the goal of where Facilities wants to be?
 - o Funds asking for today will bridge gap between now and January before the next budget
 - Starting small with security station at Montgomery Street public entrance and State Street entrance to COB
 - o Eventually the county wants stations at all access points of the buildings with security equipment
 - i.e. Magnetometers, x-ray machines, cameras, etc.
 - o Members may have seen popup security efforts to see if it would work
 - Received both positive results from operation of the popup, as well as positive feedback from employees and public
 - o This is the start; may carry some money in CIP for equipment; budget will reflect staffing
- What is the expected timeline?
 - O At least a 2 year development
 - o Incremental steps; they may have to make adjustments going forward
- Will the guards be outsourced?
 - Yes; intending to expand on contract for guard services

- o Through Free Land Assets currently provide guard services at loading dock, Center for Forensic Sciences, Criminal Courthouse (nights and weekends), WIC locations and public libraries
- Will take other guards from this company to deploy at these security stations
- Will the guards be armed or have restraint powers?
 - o Not asking for level 3 armed or intervention as there would be Sheriff SPOs in close proximity
 - o SPOs cannot be burdened by a fixed station
- Will the employees be checked and allowed to have (i.e.) mace?
 - o Studies done and discussions is that there will be future steps for employee passage
 - O Starting with public, then move to employees
- It is good to hear that the employee entrance will have someone stationed there
 - Yes, will still have SPO presence to assist and stop "piggybacking"
- Will Facilities be borrowing equipment from the Amphitheater?
 - O Ask is nominal because Facilities will be able to use magnetometers at Amphitheater (not needed until May '25)

A motion was made by Mr. Knapp, seconded by Mr. May, to approve this item. Passed unanimously; MOTION CARRIED.

- **4. HEALTH:** Rebecca Shultz, Director of Community Health
 - a. Amending the 2024 Onondaga County Budget to Accept JUUL Settlement Funds (\$1,452,272) (Sponsored by Dr. Kelly)

PURPOSE: To accept \$1,452,272 in funds from the settlement of a multi-state agreement with e-cigarette company Juul Labs (JUUL) for its role in the explosion of youth vaping throughout New York and Onondaga County.

BACKGROUND: Numerous class action lawsuits were filed against vape manufacturers for intentionally marketing their products to teens and for minimizing the harmful effects of vaping. The NYS Attorney General co-led efforts to reach a multi-state agreement that will benefit youth across all of New York State.

As publicized in June, more than \$4.7 million will be awarded to Central New York counties, the City of Syracuse, and to BOCES in support of schools. Onondaga County was awarded over \$1.4 million.

The money must be directed to evidence-based practices to address under-aged vaping and e-cigarette addiction. The Onondaga County Health Department currently operates Tobacco-Free CNY and the Adolescent Tobacco Use Prevention Act (ATUPA) program, as well as enforces the NYS Clean Indoor Air Act in Onondaga.

Program activities funded by the settlement must fall into these categories:

- Public education campaigns to prevent e-cigarette use among young people.
- Community, school, and university-based anti-vaping programs.
- Vaping cessation services in communities, schools, and colleges.
- Enforcement of vaping laws and regulations.
- Public health research into e-cigarette use among young people and the effectiveness of anti-vaping programs.

The Health Department will be focusing on public education campaigns, supporting anti-vaping programs, and enforcement activities through efforts of both the Divisions of Community Health and Environmental Health.

- Will this funding be for current programs, or will the Health Department be creating new programs?
 - o Currently have "Tobacco Free CNY" program focused on policies typically work on tobacco free outdoors, smoke-free movies, retail policy efforts; also have youth action component
 - o Current grant structure does not allow for work around vaping
 - o This will enhance what the county is already doing, not necessarily starting new program

- o It will enhance educational messages and enforcement activities
- How will this funding be equitably distributed to school districts?
 - O Planning to do a call with the other recipients from the area to ensure that it is being equitably allocated and no one is duplicating efforts
 - o Impetus for bringing schools in have partnerships through youth action program, but city and BOCES will have input on how it will roll out
 - o Funds will not be going directly to district, it would be outreach and education
- Do the districts have to opt in?
 - o County will most likely actively offer, but districts would have to want the Health Department to come
- Is the intent to use the money over a period of time, or to get it out there and do? What is the strategy?
 - o Settlement funds will be disbursed in 8 payments through 2030 2 this year and 1 every year after
 - O Will bring in about \$180,000/year
 - o Hoping to mitigate some advertising impact and false information relayed to youth
 - i.e. claims that they are not dangerous to youth's health and okay to use
 - Focus on undoing the philosophy
 - o With class action lawsuit being affected, the marketing should decrease on national level
 - o May not work as hard on undoing marketing piece in the future
 - Enforcement side may have most impact current limitations on addressing repeat offenders selling flavored vapes (not allowed) and selling to under age individuals
- In Salina, the town put in legislation requiring stores selling these products to get a permit from town; if there are any violations against the store, the town will not issue a permit; enforcement needs to be increased
- Have other towns followed what Salina has adopted?
 - o Couple are in the works and city did adopt something similar
 - o Tobacco CNY program willing to work with any municipality interested

A motion was made by Ms. Abbott, seconded by Mr. May, to approve this item. Passed unanimously; MOTION CARRIED.

5. WATER ENVIRONMENT PROTECTION: Shannon Harty, Commissioner

- a. A Resolution Calling a Public Hearing in Connection With the Proposed Adoption of an Amended Schedule of Sewer Rents for the Onondaga County Sanitary District (October 8, 2024, 12:55pm) (Sponsored by Ms. Abbott)
- Reduce gallons from 105,000 to 100,000 gal/year

- What was the high amount?
 - o 146,000 gal/year when the legislation was originally written in the 1970's
 - o Reduced ~5,000/unit the last 3-4 years
 - Over last 2 years have made improvements on volume of data from the water providers
 - Couple years ago able to get all water data from village of Baldwinsville
 - 2 years ago able to get data from town of Clay
 - Able to get water accounts from town of DeWitt
 - This year able to get all water data from OCWA
 - Allows WEP to look at what single family homes are doing across the county
 - WEP does not have everything yet, but amount of data from OCWA this year was astronomical
 - o Moving in the right direction to do the analysis
- Does WEP have a target to get to?
 - o That is what WEP is trying to figure out

- Is WEP good on the issues with sewer units?
 - Working on it need to get all the data
 - Had system in place last year designed to handle incremental increases in data received
 - o Sheer amount of data provided by OCWA at end of July stressed the system
 - o Learning how to break it up and make it more manageable

A motion was made by Mr. Knapp, seconded by Mr. May, to approve this item. Passed unanimously; MOTION CARRIED.

6. COUNTY LEGISLATURE:

a. Calling for a Public Hearing on the 2025 County Budget (October 3, 2024, 5:30 p.m.)

A motion was made by Mr. May, seconded by Ms. Abbott, to approve this item. Passed unanimously; MOTION CARRIED.

b. Standard Work Day and Reporting Resolution

A motion was made by Ms. Abbott, seconded by Mr. Knapp, to approve this item. Passed unanimously; MOTION CARRIED.

- 7. **PERSONNEL:** Ann Debejian, Director of Civil Service Administration
 - a. Accepting and Approving the Contract Between Onondaga County and the Onondaga Corrections Captain's Association

The Agreement provides for wage adjustments as follows:

Year 1 (2024) - Effective and retroactive to the first full pay period after January 1, 2024 - 3%

Other financial impacts in the agreement include a new Article for Jamesville Solo Captain to be applied when only one (1) Correction Captain line item is occupied. The rest of the contract provisions will remain the same for the term of the agreement.

The net cost of the package is approximately \$11,600.

The Agreement has been ratified by the membership vote and is now scheduled to come before you for your meeting scheduled on August 6, 2024.

Attached, please find the tentative agreement and salary schedule for 2024 that reflect the wage increases.

2024 Proposed Corrections Captains Salary Schedule

EX.	Step Desc	Grade	Step	Comp Rate	Annual
	OCCA Grade 01 Step 01	01	1	3505.039246	91,131
	OCCA Grade 01 Step 04	01	4	3610.175099	93,865

TENTATIVE SETTLEMENT AGREEMENT

Between
Onondaga County
and the
Onondaga Correction Captain's Association (OCCA)
June 25, 2024

Unless set forth herein or inconsistent with the purposes and intent of the terms set forth below, the terms of the agreement expiring on December 31, 2023 will be continued in the new agreement. All new or modified terms set forth below without a specific effective date shall become effective on January 1, 2024 or the first full pay period after January 1, 2024, whichever is applicable. The settlement terms will be submitted to the Union membership for ratification and if approved, thereafter will be presented to the County Executive and the Legislature for approval and adoption. The terms below are not final or enforceable unless and until such ratification, approval or adoption occurs.

1. Article 33 - Term of Agreement

• The terms of this Agreement and each of its provisions unless otherwise provided shall be effective as of the date of ratification of this Agreement by the Union membership and continue in full force from January 1, 2024 through December 31, 2024. All new or modified terms without a specific effective date shall become effective on January 1, 2024 or the first full pay period after January 1, 2024, whichever is applicable.

2. Article 14 - Salaries

 A) Salary Schedule-3% increase

A) Salary Schedule-1/1/2024 —

Biffective and retroactive to the first full pay period after 1/1/2024 —

A) Salary Schedule-3% increase

3. New - Article 14 E - Jamesville Solo Captain

 Effective and retroactive to the first full pay period after 1/1/2024 - Members shall be paid \$300.00 per pay period in the event only one (1) Correction Captain line item position is occupied.

FOR THE OCCA:

FOR THE COUNTY:

25 June 2024

June 25, 2024

A motion was made by Mr. May, seconded by Mr. Knapp, to approve this item.

Ouestions/Comments from the committee:

- Why is this for one year?
 - o Uncertainty of how long it will be

A vote was taken on the item. Passed unanimously; MOTION CARRIED.

- **8. FINANCE:** Don Weber, Real Property Tax Director
 - a. Approving and Directing the Correction of Tax Errors on Bills
- 2 golf courses sewer unit based on water consumption; Drumlins and Bellevue using water not going down the drain
- Beverage and ice wholesaler water they are using is also not going down the drain

A motion was made by Mr. Knapp, seconded by Mr. May, to approve this item.

- Explain what controls are in place to make sure the county is not incorrectly correcting in the other direction
 - o Real Property:
 - Real Property produces the bills by receiving information from WEP and other departments
 - Units are determined by WEP
 - Commercial accounts are reviewed annually
 - Did relabeling on tax bills
 - Used to say "Onon Co San"
 - Some property owners were paying it not knowing what it was
 - Relabeled as "Sewer tax" people are calling to say they do not have sewers
 - Able to fix things and have made incremental progress
 - o Law:
 - Commercial properties based on water usage come from OCWA data
 - Up to industry to counter it; normal process for industries to provide data upfront or after receiving bill
 - OCWA water meter is default coming into facility, but some facilities will meter discharge as well
 - Can calculate the difference, which is the number the county will use

- Not every industry has meters for an (i.e.) ice maker
- Drumlins said in their letter that they were not historically charged, but now they are
- It was \$120,000 originally, but now it is half; is this an exception?
 - o WEP:
 - WEP started to automate and collect water account data
 - Got water accounts and matched them to tax parcels
 - What was historically flagged (manual process) as a water meter for an irrigation system got tagged into the tax parcel, so that water usage not going into sewers was used to calculate unit assessment for the golf course
 - WEP had to take account, flag it and pull it out
 - Historically not paying, as it is not water usage to sewers
 - While going through the growing pains of the new system, finding these situations
- WEP is getting a better handle on things; majority of corrections in past 2 years all pertain to this
- Indicates WEP and the county are getting better at understanding this and honing in on the threshold for rate payers

A vote was taken on the item. Passed unanimously; MOTION CARRIED.

- 9. **BOARD OF ELECTIONS:** Michele Sardo, Commissioner
 - a. Amending the 2024 County Budget to Make Grant Funding Available for Board of Elections Expenses, and Authorizing the Execution of Agreements (\$357,812.34)

PURPOSE: Appropriate funds awarded for New York State Capital Projects Budget.

OBJECTIVE/ **WORK PLAN:** The appropriated fund will be used for the update of our KnowInk E-Poll Books including associated software, on-demand ballot printers and cyber security.

FUNDING SOURCE: NYS Capital Projects Budget

BUDGET: \$357,812.34

Would like to do this in January to get everyone trained going into next year

A motion was made by Mr. May, seconded by Mr. Knapp, to approve this item.

Questions/Comments from the committee:

- From cybersecurity standpoint, is the process still manually carrying stick drives making the county isolated from that?
 - Yes; BOE hires employees to go to each polling place (3/person)
 - o Thumbdrive is secured, locked in bag, and brought to BOE; they are signed in and out
- During the day for early voting or Election Day, are the county's voting machines hooked up to the internet?
 - o No; there is no internet access to the voting machines
- Volunteer polling sites are asking if the county is going to add anything in the budget for them for hosting polling
 - o Did put in budget for next year to help the sites clean out everything

Passed unanimously; MOTION CARRIED.

b. Amending the 2024 County Budget to Make Grant Funding Available for Board of Elections Expenses, and Authorizing the Execution of Agreements (\$184,894.27)

PURPOSE: Appropriate funds awarded for New York State Aid to Localities Grant Program.

OBJECTIVE/ **WORK PLAN:** The appropriated fund will be used for reimbursement for costs related to the mailing of pre-paid postage on absentee applications and ballots along with early mail applications and ballots.

FUNDING SOURCE: NYS Aid to Localities Grant Program.

BUDGET: \$184,894.27

• Prepaid return postage for ballots or applications, so no postage needed

A motion was made by Mr. May, seconded by Mr. Knapp, to approve this item. Passed unanimously; MOTION CARRIED.

c. 2024 Transfer Resolution (\$475,000)

PURPOSE: Appropriate funds for Election Inspectors needed for Early Voting and General Election Days.

OBJECTIVE/ WORK PLAN: Appropriated funds will be used to cover 103 line and 102 line. 103 line funds all of our Election Day workers, our part-time machine custodians, and our temporary staff.

FUNDING SOURCE: Transfer to Grant Contingency \$175,000 and Operating Contingency \$300,000

BUDGET: \$475,000

- Release of appropriated funds to pay for technicians, inspectors, and temporary employees for presidential year
- Plan to not go over that, but if something happens with (i.e.) a recount, may have over 100,000 ballots with 10-15 days to recount; will need technicians and inspectors to come in for that

- Does BOE not have enough funds currently for the November election
 - o BOE:
 - Correct; working overtime due to replacing voter registration system
 - Company used previously went under, so had to transfer it over
 - o Finance:
 - During the 2024 budget process, there was back and forth with BOE budget, specifically temp staff and overtime
 - No agreement with department on resources needed to run elections
 - Legislature added \$475,000 to contingency (operating budget and grant)
 - Expectation (for grant) that BOE advocate for state aid to pay for increased election expenses passed in Albany
 - It was success as BOE was able to secure some money to offset expenses
 - Release here, aside from potential recounts, will fund department through end of year
 - Believe process worked in how it was handled
- Please confirm there was an addition to BOE's budget that came from the administration
 - o Finance:
 - Yes; added some when the budget was brought over; Legislature added funds as well
- What was the overall original ask?
 - o Finance:
 - If BOE can live within the release, there was a request for \$300,000 more
 - Think the total request was up to \$1M
 - Changed many times with the back and forth; what was put in the budget appears to be sufficient
 - Successful in terms of process put in place, so Legislature could be informed after the 2 primaries
 - BOE is gearing up for the general election
 - Believe funds in contingency will be sufficient to get BOE across finish line
- Election costs are what they are, and the county has to pay
- Failure on Ways and Means Committee to endorse a budget that funds "what ifs"
- If there is a recount, knowing it is expensive, it is not something to budget for, but pay for when incurring them
 - o Finance:
 - Financial stability of county is such that the county has ability to fund (a recount) if it were to arise

- The county will not tax in the first instance if not positive of estimate
- From payroll perspective, people work to get paid, which does not wait for approval from Legislature
- Hope to come to conclusion to sufficiently fund BOE and all departments
- Have gained ground with filling vacant positions; HELP program has helped bring on employees
- Will start seeing closer to full employment and reduced need and demand for overtime wages
- Does BOE see any more changes at the state level for next year?
 - o BOE:
 - No changes yet, but changes may happen after this election

A motion was made by Mr. Knapp to approve this item.

- BOE failed to convince the administration that they needed more money
- Ways and Means worked hard to figure out what was needed
- Thank Ms. Sardo for help doing this, as it was very confusing; game of asking for twice as much, which became political
- Thank administration, as Ways and Means went back to the administration to work with them and come up with nearly a half million dollars to solve the problem; looks like almost a bull's-eye for what is needed this year
- There was a nasty letter to editor after the process and efforts made that brought a half million back to BOE's budget to meet the needs logically and responsibly
- Comment in letter that counties do not know how to fund democracy, but BOE failed to show what the real cost of democracy needs to be; call it a misunderstanding
- Going to the public and engaging the media due to losing arguments is not a good thing
- People were personally thrown under the bus including Mr. May, Mr. Morgan and Mr. McMahon who were the ones that worked together to bring what was needed for BOE
- Only thing accurate in that letter was a quote Mr. May said about the request being woefully inadequate
- Disappointing, but true; despite all the unnecessary nonsense, the Legislature did what needed to be done

Mr. May seconded the motion. Passed unanimously; MOTION CARRIED.

The meeting was adjourned at 11:33 a.m.

ATTENDANCE

Respectfully submitted,

JAMIE McNAMARA, Clerk Onondaga County Legislature COMMITTEE: WAYS & MEANS COMMITTEE DATE: AUGUST 27, 2024

NAME (Please Print)	DEPARTMENT/AGENCY
DONNY BRUSCOE	Dersonael
Andebejian	fersenel
Michele Sards	BOE
Jennier Pagarelli	Fin Ops.
Rebecca Shultz	Health
MAKYY VOSS	OCDOT
ARCHIE WIXSON	∞FM.
Kristen Jackson	Probation
Jenny Danch-e	Fin DPS/DOT
Don Weber	Tox
Steve Morgan	CFO
Ann Rosney	CE
Benyaus	Law
Joe mateschi	Leg.
Jim Bube	Lez.
John DeSantis	Leg.
Carl Hummel	Personnel
Shannon Harty	WEP
/	