

GREENFIELD CITY COUNCIL

Regular Meeting Minutes

December 18, 2019

John Zon Community Center, 35 Pleasant Street

7:00 pm

**CALL TO ORDER:** Meeting was called to order at 7:00 p.m. by President Renaud.

President Renaud stated this meeting is being recorded, videotaped and broadcast. If any other person present was doing the same, they must notify the chairperson at this time. GCTV-15 was video recording the meeting for future broadcast.

**ROLL CALL OF MEMBERS:** Roll Call was taken. All Councilors were present.

**ALSO PRESENT:** Mayor William Martin; City Clerk Kathryn J. Scott; Finance Director/City Auditor/City Accountant Elizabeth Gilman; Director of Administration Mark Smith; GCTV-15 staff; Melina Bourdeau, *the Recorder*, and members of the public.

**MOTION:** On a motion by Councilor Ricketts, second by Councilor Mass, it was by majority, 1 no,  
**VOTED:** THAT IT BE ORDERED, THAT THE GREENFIELD CITY COUNCIL WAIVE THE RULES OF PROCEDURE, 8 ORDER AND DISPOSITION OF BUSINESS.

President Renaud presented a point of procedure in regard to the December 17, 2019, special meeting that was cancelled due to inclement weather. If the Councilors wanted to allow the Mayor and the public to speak a motion would need to be made.

**MOTION:** On a motion by Councilor Gilmour, second by Councilor Wheeler, it was,  
**MOVED:** THAT THE GREENFIELD CITY COUNCIL ALLOW PUBLIC COMMENT AND CITY EMPLOYEE COMMUNICATIONS.

**DISCUSSION:** Discussion Included:

- Concerned that it would be unfair for members of the public who would have appeared at the special meeting to speak at last night's meeting to miss their opportunity to address the Councilors.
- It would be a disservice to the public not to allow who did appear at tonight's meeting to speak.

It was by majority show of hands, 7 yes, 6 no,

**VOTED:** TO APPROVE ALLOWANCE OF PUBLIC COMMENT AND CITY EMPLOYEE COMMUNICATIONS.

**PUBLIC COMMENT:** The following members of the public spoke:

- Susan Voss, 158 Log Plain Road, spoke as the Unit C Union Representative in regard to the work Instructional Assistants perform with students in the school system.
- Jim Geisman, 64 E Cleveland Street, thanked the Councilors who were leaving office for their service. He commented on the School Committee meeting that was held on December 16.
- Jamie Pottern, 83 Crescent Street, thanked the Councilors who were leaving office for their service and spoke to her support of the Community Preservation Act.

**COMMUNICATIONS:** None

**MOTIONS, ORDERS, AND RESOLUTIONS**

**Order no. FY 20-012**

**MOTION:** On a motion by Councilor Wheeler, second by Councilor Mass, it was,

**MOVED:** THAT IT BE ORDERED THAT THE GREENFIELD CITY COUNCIL AMENDS THE CODE OF THE CITY OF GREENFIELD BY ADDING CHAPTER 302 MINIMUM WAGES FOR EMPLOYEES PERFORMING WORK IN THE CITY OF GREENFIELD MASSACHUSETTS ORDINANCE, WHICH SHALL BECOME EFFECTIVE ON JANUARY 1, 2020, AS ATTACHED HERETO AND FURTHER AMENDS THE TABLE OF CONTENTS AND INDEX OF CONTENTS OF THE CODE AND FURTHER THAT NONSUBSTANTIVE CHANGES TO THE NUMBERING OF THE ORDINANCE BE PERMITTED IN ORDER THAT IT BE IN COMPLIANCE WITH THE NUMBERING FORMAT OF THE CODE OF THE CITY OF GREENFIELD.

**ATTACHEMENT**

**Minimum Wages for Employees Performing Work in the City of Greenfield, Massachusetts**

It is hereby declared to be against the public policy for any employer to employ any person in an occupation by the City of Greenfield, Massachusetts as an oppressive and unreasonable wage in any contract, agreement, or understanding in relation to such employment for a wage less than Fifteen Dollars (\$15.00) per hour and such lesser wage shall conclusively be presumed to be oppressive and unreasonable, whenever the term "Minimum Wage" is used herein.

**Any employee employed by the City of Greenfield, as defined herein, shall be compensated at an hourly rate of not less than \$15.00 an hour.**

Definitions: The following terms shall mean:

"City" means the City of Greenfield, Massachusetts

"Employ" means to suffer or permit to work

"Employee" means an individual including but not limited to full-time employer, temporary worker who is employed by the City.

"Minimum Wage" means all wages, commissions, piece rate, and bonuses actually received by the employee and as reportable to the United States Internal Revenue Service

"Wage" means compensation due to the employee by reason of employment, payable in legal tender of the United States or checks and bank convertible into cash on demand at full face value. Employer payments toward a medical benefit plan and/or accounts do not constitute wages for the purposes of this ordinance,

"Exception" means any minor under the age of 18, lawfully employ by the City of Greenfield and/or any of its subdivisions may be compensated at a wage less than \$15.00 per hour, but in no event for a lesser wage provided as a matter of law by the Commonwealth of Massachusetts as particularly contained in M.G.L. C. 151: Minimum Fair Wages.

"Health Benefits" means that in no event shall the payment by the employer of health benefits for employees affect the hourly said paid as prescribed here.

Nothing herein shall apply to Wages contracted, prior to the effected date of this ordinance, by collective bargaining agreement during the term of the agreement. It shall apply to all agreements thereafter or any amendment to an existing agreement.

This Ordinance shall become effective on January 1, 2020.

If any term, condition or part of this ordinance is deemed invalid, void or voidable it shall not invalidate the remainder of the ordinance.

**Any violation of this ordinance shall be enforced by any agency or Court having applicable jurisdiction.**

**DISCUSSION:** Chairperson Wheeler reported the Ways & Means forwarded a unanimous positive recommendation as amended the effective date of the ordinance from “January” to “July” 1, 2020, and to replace all instances of “\$15.00” to “The minimum wage of the Commonwealth of Massachusetts.”

**MOTION:** On a motion by Councilor Mass, second by Councilor Wheeler, it was,  
**MOVED:** TO AMEND ORDINANCE AS RECOMMENDED BY THE WAYS & MEANS COMMITTEE

President Renaud noted the motion to amend the ordinance was on the floor. Councilor Berson presented his rationale to list the monetary amount specifically to \$15.00 an hour.

It was by roll call, 12 yes, 0 no,  
**VOTED:** TO APPROVE THE PROPOSED AMENDMENTS.

President Renaud stated the motion with the amendments was on the floor.

It was by majority show of hands, 11 yes, 0 no, 1 abstention,  
**VOTED:** TO APPROVE ORDER NO. FY20-012 AS AMENDED: THAT IT BE ORDERED THAT THE GREENFIELD CITY COUNCIL AMENDS THE CODE OF THE CITY OF GREENFIELD BY ADDING CHAPTER 302 MINIMUM WAGES FOR EMPLOYEES PERFORMING WORK IN THE CITY OF GREENFIELD MASSACHUSETTS ORDINANCE, WHICH SHALL BECOME EFFECTIVE ON ~~JANUARY~~**JULY**1, 2020, AS ATTACHED HERETO AND FURTHER AMENDS THE TABLE OF CONTENTS AND INDEX OF CONTENTS OF THE CODE AND FURTHER THAT NONSUBSTANTIVE CHANGES TO THE NUMBERING OF THE ORDINANCE BE PERMITTED IN ORDER THAT IT BE IN COMPLIANCE WITH THE NUMBERING FORMAT OF THE CODE OF THE CITY OF GREENFIELD.

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**Any employee employed by the City of Greenfield, as defined herein, shall be compensated at an hourly rate of not less than ~~\$15.00~~ the minimum wage of the Commonwealth of Massachusetts an hour.**

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“City” means the City of Greenfield, Massachusetts

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“Employee” means an individual including but not limited to full-time employer, temporary worker who is employed by the City.

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“Exception” means any minor under the age of 18, lawfully employ by the City of Greenfield and/or any of its subdivisions may be compensated at a wage less than ~~\$15.00~~ **the minimum wage of the Commonwealth of Massachusetts** per hour, but in no event for a lesser wage provided as a matter of law by the Commonwealth of Massachusetts as particularly contained in M.G.L. C. 151: Minimum Fair Wages.

“Health Benefits” means that in no event shall the payment by the employer of health benefits for employees affect the hourly said paid as prescribed here.

Nothing herein shall apply to Wages contracted, prior to the effected date of this ordinance, by collective bargaining agreement during the term of the agreement. It shall apply to all agreements thereafter or any amendment to an existing agreement.

This Ordinance shall become effective on ~~January~~ **July** 1, 2020.

If any term, condition or part of this ordinance is deemed invalid, void or voidable it shall not invalidate the remainder of the ordinance.

**Any violation of this ordinance shall be enforced by any agency or Court having applicable jurisdiction.**

President Renaud announced that because the public hearing did not take place on December 17, the two items that appeared on the public notice could not be discussed. The parliamentarian recommended that the two items could be tabled until the next regular Council meeting.

**MOTION:** On a motion by Councilor Mass, second by Councilor Allis , it was, unanimously,

**TABLED:** ITEMS II & III OF THE AGENDA (ORDERS FY20-059 & FY20-060).

**Order no. FY 20-028**

**MOTION:** On a motion by Councilor Wheeler, second by Councilor Mayo, it was by majority, 8 yes, 4 no, **VOTED:** THAT IT BE ORDERED THAT THE GREENFIELD CITY COUNCIL TAKE FROM THE TABLE ORDER NO. FY 20-009, “THE SUM OF \$460,000 BY APPROPRIATED FOR THE REPLACEMENT OF THE HEATING SYSTEM IN GREEN RIVER SCHOOLS AND TO MEET SAID APPROPRIATION, THE TREASURER WITH THE APPROVAL OF THE MAYOR, IS HEREBY AUTHORIZED TO BORROW SAID SUM OF \$460,000, PURSUANT TO MASSACHUSETTS GENERAL LAWS, CHAPTER 44 OR ANY OTHER ENABLING STATUTE, AND THE MAYOR IS HEREBY AUTHORIZED TO APPLY FOR, CONTRACT FOR, ACCEPT AND EXPEND ANY FEDERAL AND/OR STATE GRANTS OR BOND PREMIUMS AVAILABLE FOR THIS PROJECT TO USED TO REDUCE THE APPROPRIATION, AND FURTHER, THE

MAYOR IS AUTHORIZED TO TAKE ANY ACTION NECESSARY TO CARRY OUT THE INTENT AND PURPOSE OF THESE PROJECTS.” WHICH WAS TABLED AT THE JULY 17, 2019 CITY COUNCIL MEETING.

President Renaud noted that Order No. FY20-009 was on the floor.

**DISCUSSION:** It was noted that this issue had been tabled by the Councilors numerous times.

**MOTION:** On a motion by Councilor Mass, second by Councilor Dolan, it was by roll call, 7 yes, 5 no,  
**TABLED:** ORDER NO. FY20-009.

**Order no. FY 20-069**

**MOTION:** On a motion by Councilor Wheeler, second by Councilor Mayo, it was by majority, 8 yes, 4 no,  
**VOTED:** THAT IT BE ORDERED THAT THE GREENFIELD CITY COUNCIL TAKE FROM THE TABLE ORDER NO. FY20-053, “AMEND THE CODE OF THE CITY OF GREENFIELD AS WRITTEN IN THE STRIKETHROUGH ATTACHED HERETO CHAPTER 56, ARTICLE VII:STIPEND FOR SCHOOL BOARD MEMBERS AND CITY COUNCILORS, SECTION 18: ANNUAL STIPEND, EFFECTIVE JANUARY 1, ~~2023~~ 2024. AND FURTHER THAT NONSUBSTANTIVE CHANGES TO THE NUMBERING OF THE ORDINANCE BE PERMITTED IN ORDER THAT IT BE IN COMPLIANCE WITH THE NUMBERING FORMAT OF THE CODE OF THE CITY OF GREENFIELD.” WHICH WAS TABLED AT THE OCTOBER 16, 2019 CITY COUNCIL MEETING.

President Renaud noted that Order No. FY20-053 was on the floor.

**DISCUSSION:** Chairperson Wheeler stated that this item received a split vote at the Ways & Means Committee meeting. The School Committee also forwarded a split recommendation on this issue.

**MOTION:** On a motion by Councilor Wheeler, second by Councilor Mass, it was,  
**MOVED:** TO AMEND THE ORDINANCE BY STRIKING “GREENFIELD SCHOOL COMMITTEE”.

Councilor Dolan stated he would accept the amendment presented by Councilor Wheeler as a friendly amendment. President Renaud noted that because the amendment was significant a friendly amendment could not be entertained. The motion to amend was now on the table.

**DISCUSSION:** Councilor Dolan noted that he would reconsider the language of the amendment to avoid the School Committee’s stipend drop to zero.

**MOTION:** On a motion by Councilor Mass, second by Councilor Sund, it was by majority show of hands, 8 yes, 4 no,  
**REFERRED BACK TO COMMITTEE:** ORDER NO. FY20- 053.

**Order no. FY 20-084**

**MOTION:** On a motion by Councilor Wheeler, second by Councilor Mass, it was by majority, 7 yes, 5 no,  
**VOTED:** THAT IT BE ORDERED THAT THE GREENFIELD CITY COUNCIL TAKE FROM THE TABLE ORDER NO. FY 20-048 “ACCEPTS SECTIONS 3 TO 7, INCLUSIVE, OF CHAPTER 44B OF THE GENERAL LAWS, OTHERWISE KNOWN AS THE MASSACHUSETTS COMMUNITY PRESERVATION ACT, BY APPROVING A SURCHARGE ON REAL PROPERTY FOR THE PURPOSES PERMITTED BY SAID ACT, INCLUDING THE ACQUISITION, CREATION AND PRESERVATION OF OPEN SPACE, THE ACQUISITION, PRESERVATION,

REHABILITATION AND RESTORATION OF HISTORIC RESOURCES, THE ACQUISITION, CREATION, PRESERVATION, REHABILITATION AND RESTORATION OF LAND FOR RECREATIONAL USE, THE ACQUISITION, CREATION, PRESERVATION AND SUPPORT OF COMMUNITY HOUSING, AND THE REHABILITATION AND RESTORATION OF SUCH OPEN SPACE AND COMMUNITY HOUSING THAT IS ACQUIRED OR CREATED AS PROVIDED UNDER SAID ACT; THAT THE AMOUNT OF SUCH SURCHARGE ON REAL PROPERTY SHALL BE ~~3%~~ 1% OF THE ANNUAL REAL ESTATE TAX LEVY AGAINST REAL PROPERTY COMMENCING IN FISCAL YEAR ~~2020~~ 2022; AND THAT THE CITY HEREBY ACCEPTS THE [FOLLOWING] EXEMPTION[S] FROM SUCH SURCHARGE PERMITTED UNDER SECTION 3(E) OF SAID ACT: PROPERTY OWNED AND OCCUPIED AS A DOMICILE BY ANY PERSON WHO QUALIFIES FOR LOW INCOME HOUSING OR LOW OR MODERATE INCOME SENIOR HOUSING IN THE CITY, AS DEFINED IN SECTION 2 OF SAID ACT; FOR \$100,000 OF THE VALUE OF EACH TAXABLE PARCEL OF RESIDENTIAL REAL PROPERTY; AND FOR \$100,000 OF THE VALUE OF EACH TAXABLE PARCEL OF CLASS THREE, COMMERCIAL PROPERTY, AND CLASS FOUR, INDUSTRIAL PROPERTY AS DEFINED IN SECTION 2A OF SAID CHAPTER 59.” WHICH WAS TABLED AT THE NOVEMBER 20, 2019, CITY COUNCIL MEETING.

President Renaud stated that Order No. FY20-048 was on the floor.

**DISCUSSION:** Chairperson Wheeler reported the Ways & Means Committee forwarded a 3 yes, 2 no positive recommendation. Other discussion included:

- President Renaud presented her rationale for the ordinance.
- Concerned that this tax could have an impact on renters.

**MOTION:** On a motion by Councilor Dolan, second by Councilor Ricketts, it was by majority show of hands, 10 yes, 2 no,

**VOTED:** TO CALL THE QUESTION.

It was by roll call, 8 yes, 3 no, 1 abstention,

**VOTED:** TO APPROVE ORDER NO. FY20-048.

**Order no. FY 20-085**

**MOTION:** On a motion by Councilor Stempel, second by Councilor Mass, it was, unanimously,

**VOTED:** THAT IT BE ORDERED THAT THE GREENFIELD CITY COUNCIL TAKE FROM THE TABLE ORDER NO. FY 20-066 “TO ADOPT THE RESOLUTION AUTHORIZING THE SUBMISSION OF LOCAL INCENTIVE-ONLY APPLICATION AND SPECIAL TAX ASSESSMENT AGREEMENT FOR 401 LIBERTY **STREET**, LLC. TO THE ECONOMIC ASSISTANCE COORDINATING COUNCIL FOR THEIR REVIEW AND APPROVAL, AND TO WAIVE THE READING OF THE RESOLUTION.” WHICH WAS TABLED AT THE NOVEMBER 20, 2019, CITY COUNCIL MEETING.

President Renaud stated that Order No. FY20-066 was now on the floor.

**DISCUSSION:** Chairperson Stempel reported the Economic Development Committee forwarded a unanimous positive recommendation. She explained the item was tabled at the last Council meeting for additional information to be received from the Community Development Director.

It was unanimously,

**VOTED:** TO APPROVE ORDER NO. FY20-066.

**Order no. FY 20-078**

**MOTION:** On a motion by Councilor Stempel, second by Councilor Mayo, it was,

**MOVED:** THAT IT BE ORDERED THAT THE CITY COUNCIL OF GREENFIELD AMEND THE ZONING ORDINANCE, CHAPTER 200: ZONING; ARTICLE IV-USE REGULATIONS; §4.6: HEALTH SERVICE DISTRICT (H) AS FOLLOWS:

- ADD THE EXISTING USE CATEGORY “MUNICIPAL OR COMMERCIAL PARKING LOT OR GARAGE” AS A USE ALLOWED BY SPECIAL PERMIT FROM THE ZONING BOARD OF APPEALS WITHIN THE H DISTRICT. CURRENTLY, THIS USE IS NOT ALLOWED WITHIN THE H DISTRICT.

AND FURTHER AMENDS THE TABLE OF CONTENTS AND INDEX OF THE CODE. AND FURTHER THAT NONSUBSTANTIVE CHANGES TO THE NUMBERING OF THE ORDINANCE BE PERMITTED IN ORDER THAT IT BE IN COMPLIANCE WITH THE NUMBERING FORMAT OF THE CODE OF THE CITY OF GREENFIELD.

**DISCUSSION:** The Councilors were concerned that the zoning amendments were presented as separate motions when the motion to initiate was presented a one full packet.

**MOTION:** On a motion by Councilor Mass, second by Councilor Gilmour, it was unanimously,

**TABLED:** ORDER NOS. FY20-78, FY20-079, FY20-080, FY20-081, FY20-082 and FY20-083.

**Order no. FY 20-071**

**MOTION:** On a motion by Councilor Wheeler, second by Councilor Gilmour, it was by majority, 11 yes, 1 no,

**TABLED:** ORDER NO. FY20-071.

**Order no. FY 20-086**

**MOTION:** On a motion by Councilor Gilmour, second by Councilor Mayo, it was,

**MOVED:** THAT IT BE ORDERED THAT THE GREENFIELD CITY CHARTER ARTICLE 7, SECTION 7-8: CITIZEN REFERENDUM PROCEDURES, SUBSECTIONS (a), BE AMENDED BY INSERTING “OF ANY MEASURE” IN SUBSECTION (a) TO READ AS FOLLOWS:

## SECTION 7-8: CITIZEN REFERENDUM PROCEDURES

(a) *Petition, Effect on Final Vote* - If, not later than thirty (30) days after the date on which the City Council or the School Committee has voted to approve **of any measure**, a petition which was addressed to the City Council or to the School Committee and signed by a number of voters equal to ten percent (10 %) of the total number of voters voting in the most recent regular biennial City Election, but not less than two and one half percent (2 ½ %) of all registered voters as of the same date, the petition is filed with the City Clerk, protesting against the measure or any part thereof then the effective date of such measure shall be temporarily suspended. Final approval under this section shall not be complete until the time for all remedies pursuant to Section 3-7 has expired. The School Committee or the City Council shall reconsider its vote on the measure or any part thereof at the next regularly scheduled meeting of that body and, if the measure is not rescinded the City Council, shall provide for the submission of the question for a determination by the voters either at a special election which it may call at its convenience, or within such time as may be requested by the School Committee, or at the next regular City Election; provided, however, that pending such submission and determination, the effect of the measure shall continue to be suspended.

AND THAT THE CITY COUNCIL FURTHER INSTRUCTS THE CITY CLERK TO SUBMIT THE APPROVED VOTE TO THE LEGISLATURE OF THE COMMONWEALTH OF MASSACHUSETTS AND REQUEST SAID LEGISLATURE TO AMEND THE CITY CHARTER.

**DISCUSSION:** Ms. Scott explained that Order No. FY20-019, which was voted by the Councilors at the November 20, 2019 regular meeting had language omitted. The Council had to vote on this issue with the corrected language.

It was unanimously,

**VOTED:** TO APPROVE ORDER NO. FY20-086

**PRESENTATION OF PETITIONS AND SIMILAR PAPERS** – None.

**REPORTS OF COMMITTEES:**

**COMMUNITY RELATIONS AND EDUCATION COMMITTEE** – None.

**ECONOMIC DEVELOPMENT COMMITTEE** – None.

**APPOINTMENTS AND ORDINANCE COMMITTEE**- None.

**WAYS AND MEANS COMMITTEE** – None.

**TREASURER REPORT** – None.

**UNFINISHED BUSINESS:** None.

**OLD BUSINESS:** None.

**NEW BUSINESS:** Councilor Sund thanked Councilors and President Renaud for their service and how much he learned during his tenure as a Councilor.

- Councilor Pyfrom thanked the public during her tenure as Councilor. She announced that Chad Wright and Reverend Chris Carlisle requested 4 or 5 Councilors offer their services on December 22, 2019 at 2:30 pm, to serve meals to people on the common.
- Councilor Allis thanked President Renaud for her service to the Council and thanked other Councilors past and present with whom he worked with. He thanked the public for their support during his tenure as a Councilor.
- Councilor Berson recognized William Martin for his tenure as the Mayor of Greenfield.
- Councilor Ricketts thanked the Councilors who were leaving office for their service to the Community.
- Councilor Mass thanked Councilors he had served with and everyone he had worked with in his tenure as Councilor.
- President Renaud thanked everyone for their support during her tenure as Councilor.

**MOTIONS FOR RECONSIDERATION:**

**MOTION:** On a motion by Councilor Gilmour, second by Councilor Allis, it by majority show of hands, 8 yes, 5 no,

**VOTE:** TO RECONSIDER THE COUNCIL VOTE ON ORDER NO. FY20-048.

President Renaud stated Order No. FY20-048 was now on the floor.

**DISCUSSION:** This issue needed more discussion and the vote seemed rushed. Other discussion included:

- The motion to reconsider would need to take place at the next regular meeting according to the Rules of Procedure.

President Renaud consulted with the Council Parliamentarian and announced that the vote could be reconsidered at tonight’s meeting.



**MOTION:** On a motion by Councilor Dolan, second by Councilor Ricketts, it was, **MOVED:** TO TABLE ORDER NO. FY20-048.

Councilor Dolan and Councilor Ricketts withdrew their motion to table, respectively.

**MOTION:** On a motion by Councilor Mass, second by Councilor Allis, it was by majority show of hands, 7 yes, 6 no,

**TABLED:** ORDER NO. FY20-048.

**ADJOURNMENT:** On a motion by Councilor Mass, second by Councilor Allis, it was unanimously. **VOTED:** TO ADJOURN THE MEETING AT 8:43 P.M.

A true copy,  
Attest: \_\_\_\_\_  
Kathryn J. Scott, City Clerk

GREENFIELD CITY COUNCIL MEMBERS

John Zon Community Center  
Regular Meeting  
December 18, 2019

	Attendance	012 Amendments	009 Table	048 Table		
1. Sund, Verne	Y	Y	Y	N		
2. Berson, Mark	Y	Y	N	Y		
3. Allis, Brickett	Y	Y	Y	Y		
4. Muzyka-Pyfrom, Wanda	Y	Y	Y	N		
5. Dolan, Timothy	Y	Y	Y	Y		
6. Gilmour, Sheila	Y	Y	N	Y		
7. Wheeler, Otis	Y	Y	N	Y		
8. Mayo, Douglas	Y	Y	N	Y		
9. Hirschfeld, Norman	Y	Y	N	Y		
10. Mass, Isaac	Y	Y	Y	N		
11. Renaud, Karen	Y	---	---	----		
12. Ricketts, Penny	Y	Y	Y	A		
13. Stempel, Ashley	Y	Y	Y	Y		

12 y    7 y    8 y  
0 no    5 no    3 no  
          1 abs.