

GREENFIELD TOWN COUNCIL
188th Regular Meeting Minutes
December 19, 2018

Greenfield High School, 21 Barr Avenue

7:00 pm

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

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

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

ALSO PRESENT: Mayor William Martin; Town Clerk Kathryn J. Scott; Assistant Town Clerk Geneva Bickford; Finance Director/Town Auditor/Town Accountant Elizabeth Gilman; Director of Administration Mark Smith; School Committee Chairperson Adrienne Nunez Library Director Ellen Boyer; Office Assistant Lindsay Rowe; Town Treasurer/Collector Kelly Varner; Building Inspector Mark Snow; Joshua Solomon, *the Recorder*; and members of the public.

The Pledge of Allegiance was held in honor of the Cub Scouts Pack 3

ACCEPTANCE OF MINUTES: On a motion by Councilor Ricketts, second by Councilor Allis, it was unanimously,

VOTED: TO ACCEPT THE TOWN COUNCIL MINUTES OF May 23, 2018

PUBLIC COMMENT: The following members of the public spoke:

- Ann Mayo, 143 Wells Street, spoke in support of a new Public Library.
- Rod Burrell, 424 Davis Street, spoke in support of a new Public Library.
- Cynthia Clifford, 23 Franklin Street, spoke in support of a new Public Library.
- Steve Adam, 252 Davis Street, spoke in support of full funding to the Health Department.
- Erin Donnally Drake, 245 Conway Street, spoke in support of a new Public Library.
- Jessica O'Neill, 39 Mountain Road, Charlemont, updated the Council on Just Roots and the Greenfield Community Farm projects. Urged Council to vote on the \$25,000 that will match the funds of their grant.
- Liv Christensen, 59 Cleveland Street, spoke in support of a new Public Library.
- Pete Brown, 24 James Street, spoke in support of a new Public Library.
- Fern Smith, 24 Vernon Street, spoke in support of a new Public Library.
- Gina Campbell, 86 Highland Avenue, spoke in support of a new Public Library and full funding to the Health Department.
- Janina Thayer, 52 Forest Avenue, spoke in support of full funding to the Health Department and a new Public Library.
- Joannah Whitney, 112 Franklin Street, spoke in support of a new Public Library.
- Maria Burge, 29 Garfield Street, spoke in support of full funding to the Health Department.

PUBLIC HEARINGS: President Renaud opened public hearing at 7:45 p.m.

Councilor Stempel held the following public hearing notice:

PUBLIC HEARING

In accordance with Home Rule Charter, the Greenfield Town Council will hold a public hearing on Wed., Dec. 19, 2018, at 7:00 p.m. at Greenfield High School Cafeteria, 21 Barr Ave., to receive public input on the following:

- \$25,000 be appropriated from Fund 1610, Sale of Town Owned Land, to provide matching funds for the grant for Just Roots
- The following sums be appropriated from the Contractual Stabilization Fund to fund retroactive provisions of contract agreements:

SSEA	Up to \$ 40,000
Clerical	Up to \$ 26,000
Contractual Stabilization Balance:	\$196,100
- Upon recommendation of the mayor, that the sum of \$19,541,296 be appropriated for the construction of a new public library, and to meet said appropriation, the treasurer with the approval of the mayor, is hereby authorized to borrow said sum of \$19,541,296, pursuant to Massachusetts general laws, chapter 44, section 7 (3) 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 available for this project to be used to reduce the within appropriation, and further, the mayor is authorized to take any action necessary to carry out the intent and purpose of these projects.
- Upon recommendation of the Mayor, that the Council authorizes the payment of FY18 bills for \$1,546.82 from the FY19 Energy Dept. Budget

Eversource	\$263.14
Eversource	\$1,283.68

The Town Council will consider the same on Wed., Dec. 19, 2018, at 7:00 p.m. at Greenfield High School Cafeteria, 21 Barr Ave. Materials can be obtained from the Town Clerk's Office, 14 Court Sq. from 8:30 a.m.-5:00 p.m., Mon. - Fri. or phone 413-772-1555, x. 6163.

Karen Renaud, Greenfield Town Council President

Councilor Stempel held the following second reading:

Town Council – Second Reading- December 19, 2018

- \$25,000 be appropriated from Fund 1610, Sale of Town Owned Land, to provide matching funds for the grant for Just Roots
- The following sums be appropriated from the Contractual Stabilization Fund to fund retroactive provisions of contract agreements:

SSEA	Up to \$ 40,000
Clerical	Up to \$ 26,000
Contractual Stabilization Balance:	\$196,100
- Upon recommendation of the mayor, that the sum of \$19,541,296 be appropriated for the construction of a new public library, and to meet said appropriation, the treasurer with the approval of the mayor, is hereby authorized to borrow said sum of \$19,541,296, pursuant to Massachusetts general laws, chapter 44, section 7 (3) 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 available for this project to be used to reduce the within appropriation, and further, the mayor is authorized to take any action necessary to carry out the intent and purpose of these projects

- Upon recommendation of the Mayor, that the Council authorizes the payment of FY18 bills for \$1,546.82 from the FY19 Energy Dept. Budget

Eversource	\$263.14
Eversource	\$1,283.68

COMMUNICATIONS:

MAYOR: Mayor William Martin spoke to the following:

- Recognized the efforts of Finance Director, Elizabeth Gilman and the Finance Department, who set the FY2019 Tax Rate at \$22.36.
- Status on hiring staff for the Health Department.
- Retirement Audit from Melanson Heath.
- Support the adoption of MGL Chapter 40U.
- Support of a new Public Library.

Mayor Martin answered Councilor's questions as to the following:

- The new hotel construction by the rotary.
- The utility savings.
- When Greenfield would apply for the Municipal Vulnerability Project planning funds.
- Procedure to rescind a Tax Increment Finance Agreement approved by the Council one (1) year ago for property on Bank Row.
- If other clothing stores are expected to open a business in Greenfield.
- It would benefit the Town to encourage affordable retail businesses to come to Greenfield.
- Why larger stores had to cut their size.

Director of Administration Mark Smith and Finance Director Elizabeth Gilman spoke to the following:

- Provided Council with the updated figures for the remaining 6 months of FY2019.
- There are enough funds in the budget to hire a Health Director/Inspector.

Director Smith and Finance Director Gilman answered Councilor's questions as to the following:

- If \$42,000 would be additional funds from what was originally requested.
- What the amount would be if a second Inspector was hired.
- If the money that was in the budget the entire time.
- What was the Board of Health staff in FY2018.

COMMUNICATIONS FROM GCET BOARD OF COMMISSIONER AND/OR GCET DIRECTOR:

None.

SCHOOL SUPERINTENDENT AND SCHOOL COMMITTEE: School Committee Chairperson Adrienne Nunez spoke to the following:

- Entered into negotiations with Unit A teachers.
- Recently approved a contract with cafeteria workers.
- Will begin negotiations with Unit C instructional assistants.
- Had begun FY20 budget development.
- Policy review is ongoing.
- Urged Councilors to approve Agenda item regarding amendment to remove "wireless" language from FY19-016 order.

School Committee Chairperson Nunez answered Councilor's questions as to the following:

- Why the school was so cold.
- When the lights in the Middle School Auditorium would be repaired.

- Information regarding the robotics program.

President Renaud requested the people associated with the new Library Construction Project, which included Philip O’Brien of Johnson Roberts, Architect; Daniel Pallotta, Project Manager; Kelly Varner, Town Collector/Treasurer; Liz Gilman Town Finance Director, to come forward to answer final questions from the Council. Questions asked were in regards to the following:

- Clarification on paying down the debt.
- Fundraising account.
- Construction inflation percentage.
- Inquiry of the figures on the bonding chart provided to Council.
- Dan Pallotta was asked about his experiences with other municipal projects in other communities and knowledge of the multiplying effect for dollars invested in municipalities.
- Depression of the S & P Global Readings.
- Town Treasurer Varner was asked if borrowing that much money at one time was a good idea in regards to the Town’s financial future.
- President Renaud commented that situations can change and the answers given are not definite.
- Could the debt be paid down before borrowing.
- The proposed sale of the older library.
- How many estimates has the Town received for repurposing the library.
- How much the John Zon Community Center project came in under budget.
- Was there a study done to make the old library ADA compliant.
- Why the Community Center is not used to its full capacity.
- Was the Community Center project under budget from the funds appropriated by the Council or the funds sought by the Mayor.
- Did the Parking Garage need to request supplemental appropriated funds from the Council.
- What would happen to the grant if the budget was cut.
- Could this motion be made contingent on a certain amount of fundraising being achieved.

TOWN OFFICERS: None.

President Renaud closed the public hearing at 9:30 p.m.

MOTIONS, ORDERS, AND RESOLUTIONS

Order no. FY 19-061

MOTION: On a motion by Councilor Stempel, second by Councilor Ricketts, it was by roll call, 11 yes, 1 no

VOTED: THAT IT BE ORDERED THAT THE TOWN COUNCIL RECONSIDERS THE FOLLOWING MOTION DEFEATED BY THE TOWN COUNCIL ON NOVEMBER 20, 2018:

Order no. FY 19-038

MOTION: On a motion by Councilor Stempel, second by Councilor Mass, it was by roll call, 3 Yes, 6 No,

DEFEATED: THE SUM OF ~~\$72,800~~ **\$42,800** BE TRANSFERRED FROM GENERAL STABILIZATION FOR FOOD INSPECTIONS SERVICES AND TO INCREASE A LOCAL BUILDING INSPECTOR FROM PART-TIME TO FULL-TIME IN THE FY19 OPERATING BUDGET:

511	FOOD INSPECTION SERVICES	\$50,000 \$20,000
241	BUILDING DEPARTMENT	\$22,800 \$22,800

TOTAL	\$72,800 \$42,800
-------	-------------------------------------

MOTION ON THE FLOOR:

Order no. FY 19-038

THE SUM OF ~~\$72,800~~ **\$42,800** BE TRANSFERRED FROM GENERAL STABILIZATION FOR FOOD INSPECTIONS SERVICES AND TO INCREASE A LOCAL BUILDING INSPECTOR FROM PART-TIME TO FULL-TIME IN THE FY19 OPERATING BUDGET:

511	FOOD INSPECTION SERVICES	\$50,000 -\$20,000
241	BUILDING DEPARTMENT	\$22,800
	TOTAL	\$72,800 \$42,800

AS AMENDED,

MOTION: On a motion by Councilor Stempel, second by Councilor Dolan, it was,
MOVED: TO AMEND FOOD INSPECTION SERVICES FROM \$20,000 TO \$18,000 AND BUILDING DEPARTMENT FROM \$22,800 TO \$9,500. REDUCING TOTAL FROM \$42,800 TO \$27,500

Councilor Stempel accepts “Friendly Amendment” made by Councilor Wheeler to amend Food Inspection Services to \$18,830.

Councilor Stempel accepts “Friendly Amendment” made by Councilor Mass to strike the word “food.”

It was unanimously,

VOTED: TO AMEND ORDER NO. FY 19-038.

President Renaud stated motion as amended is on the floor.

DISCUSSION: Discussion included:

- A brief history was given for the reasoning of budget reductions in the Health Department.
- Numerous issues of mismanagement of the Health Department.
- Importance of support for motion.

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

MOVED: TO CALL THE QUESTION.

It was by majority, 10 yes

VOTED: TO CALL THE QUESTION.

MOTION ON THE FLOOR:

Order no. FY 19-038

THE SUM OF ~~\$72,800~~ **\$28,330** BE TRANSFERRED FROM GENERAL STABILIZATION FOR ~~FOOD~~ INSPECTIONS SERVICES AND TO INCREASE A LOCAL BUILDING INSPECTOR FROM PART-TIME TO FULL-TIME IN THE FY19 OPERATING BUDGET:

511	FOOD INSPECTION SERVICES	\$50,000 -\$18,830
241	BUILDING DEPARTMENT	\$22,800 \$ 9,500
	TOTAL	\$72,800 -\$28,330

AS AMENDED,

It was by roll call, 11 Yes, 1 No

VOTED: TO APPROVE ORDER NO. FY19-038

Order no. FY 19-047

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

MOVED: THAT IT BE ORDERED THE TOWN COUNCIL, UPON RECOMMENDATION OF THE MAYOR AND IN ACCORDANCE WITH MGL CH.44 §63, ORDERED THAT, \$25,000 BE APPROPRIATED FROM FUND 1610, SALE OF TOWN OWNED LAND, TO PROVIDE MATCHING FUNDS FOR A GRANT FOR JUST ROOTS.

CURRENT FUND BALANCE: \$98,101

DISCUSSION: Councilor Stempel reported the Ways and Means Committee forwarded a unanimous positive recommendation.

It was unanimously,

VOTED: TO APPROVE ORDER NO. FY 19-047.

Order no. FY 19-048

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

MOVED: THAT IT BE ORDERED THE TOWN COUNCIL, UPON RECOMMENDATION OF THE MAYOR, ORDERED THAT, THE FOLLOWING SUMS BE APPROPRIATED FROM THE CONTRACTUAL STABILIZATION FUND TO FUND RETROACTIVE PROVISIONS OF CONTRACT AGREEMENTS:

SSEA UP TO \$ 40,000

CLERICAL UP TO \$ 26,000

CONTRACTUAL STABILIZATION BALANCE: \$196,100

DISCUSSION: Councilor Stempel reported the Ways and Means Committee forwarded a unanimous positive recommendation.

It was unanimously,

VOTED: TO APPROVE ORDER NO. FY 19-048.

Order no. FY 19-050

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

MOVED: THAT IT BE ORDERED THE TOWN COUNCIL, UPON RECOMMENDATION OF THE MAYOR, MOVED THAT THE SUM OF \$19,541,296 BE APPROPRIATED FOR THE CONSTRUCTION OF A NEW PUBLIC LIBRARY, AND TO MEET SAID APPROPRIATION, THE TREASURER WITH THE APPROVAL OF THE MAYOR, IS HEREBY AUTHORIZED TO BORROW SAID SUM OF \$19,541,296, PURSUANT TO MASSACHUSETTS GENERAL LAWS, CHAPTER 44, SECTION 7 (3) 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 AVAILABLE FOR THIS PROJECT TO BE USED TO REDUCE THE WITHIN APPROPRIATION, AND FURTHER, THE MAYOR IS AUTHORIZED TO TAKE ANY ACTION NECESSARY TO CARRY OUT THE INTENT AND PURPOSE OF THESE PROJECTS.

DISCUSSION: Councilor Stempel reported the Ways and Means Committee forwarded no action taken. Other discussion included:

- Large majority of Greenfield population signed petition in support of a new Library.
- Raised concerns of the tax burden put on lower income residents.

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

MOVED: TO TABLE ORDER NO. FY19-050

It was by roll call, 7 Yes, 6 No
TABLED: ORDER NO. FY 19-050.

President Renaud called for recess at 10:20 pm
President Renaud called meeting back in session at 10:25 pm.

Councilors Leonovich and Lobik left meeting at 10:25 pm.

Order no. FY 19-062

MOTION: On a motion by Councilor Stempel, second by Councilor Mass, it was,
MOVED: THAT IT BE ORDERED THE TOWN COUNCIL, UPON RECOMMENDATION OF THE MAYOR, ORDERED THAT, THE COUNCIL AUTHORIZES THE PAYMENT OF FY18 BILLS FOR \$1,546.82 FROM THE FY19 ENERGY DEPT BUDGET.

EVERSOURCE \$263.14
EVERSOURCE \$1,283.68

Not enough Councilors were present to vote; 12 Councilors needed and 2 have left meeting.

MOTION: On a motion by Councilor Mass, second by Councilor Allis, it was, unanimously,
TABLED: ORDER NO. FY 19-062

Order no. FY 19-065

MOTION: On a motion by Councilor Allis, second by Councilor Mass, it was, unanimously,
VOTED: THAT IT BE ORDERED THE TOWN COUNCIL, AMEND THE CODE OF THE TOWN OF GREENFIELD AS WRITTEN IN THE STRIKETHROUGH ATTACHED HERETO CHAPTER 56, STIPEND FOR SCHOOL BOARD MEMBERS AND TOWN COUNCILORS, SECTION 56-20, REDUCTION IN STIPEND FOR ABSENCES, BY DELETING THE WORD “FISCAL”, AND INSERTING IN ITS PLACE, “CALENDAR” AND FURTHER AMENDS THE 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 TOWN OF GREENFIELD.

Order no. FY 19-064

MOTION: On a motion by Councilor Stempel, second by Councilor Mass, it was,
MOVED: THAT IT BE ORDERED THAT THE GREENFIELD TOWN COUNCIL ACCEPTS MASSACHUSETTS GENERAL LAW CHAPTER 40U AS ATTACHED (EXHIBITA).

EXHIBIT A

General Laws Chapter 40U – Alternate Process for Collection of Certain Fines

While many municipalities utilize noncriminal disposition (G.L. c.40, §21D) and special hearings for violations of the Building and Fire Codes (G.L. c.148A), a less widely known procedure exists for collecting other local penalties. Specifically, G.L. c.40U, a local acceptance statute, allows municipalities to impose fines through an administrative hearing process for failure to remove snow and ice on sidewalks and broadens municipal officials' ability to collect fines for state housing and sanitary code violations and municipal snow and ice fines.

With respect to snow and ice fines, the statute permits a municipality to implement, through adoption of a by-law or ordinance, procedures for requiring property owners to remove snow and ice on sidewalks abutting their property. Such by-law or ordinance must establish the time and manner for snow and ice removal and set penalties for a property owner's failure to clear the sidewalks. Of note, Chapter 40U requires such by-laws and ordinances to "be specific as to the width of the area to be cleared and the standards for clearance." Under the statute, fines for the removal of snow and ice may not exceed \$200 for each violation (compare the maximum penalty of \$300 under the noncriminal disposition process).

The process for issuing citations under G.L. c.40U for housing or sanitary code violations or snow and ice removal violations is similar to the noncriminal disposition process. First, be aware that a municipality that accepts Chapter 40U must appoint a municipal hearing officer to hear appeals of fines for housing or sanitary code violations or snow and ice removal. The G.L. c.40U hearing officer may be the same person as the officer that hears appeals under G.L. c.148A. Citations must be pre-numbered and prepared in triplicate or be issued by an automated ticketing device. Citations must be placed on the building or be hand-delivered to a property management office. Each citation must include the date, time and place of violation as well as the specific violation charged, and the name, division and badge number of the officer or inspector who issued the violation. To avoid delinquency charges, the person charged must pay the fine in full no later than 21 days after the citation issued or request a hearing before the municipal hearing officer. Notice of late payment shall be sent to the violator and after an additional 30 days, fines and interest may be attached and assessed on an individual's tax bill or a lien may be placed on the property. The costs of filing and releasing such liens may also be assessed.

DISCUSSION: Councilor Stempel reported the Ways and Means Committee forwarded a unanimous positive recommendation.

It was unanimously,

VOTED: TO APPROVE ORDER NO. FY 19-064.

Order no. FY 19-070

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

MOVED: THAT IT BE ORDERED THAT THE GREENFIELD TOWN COUNCIL, PURSUANT TO CHARTER SECTION 6-14a, ACCEPTS THE FOLLOWING APPOINTMENT BY THE MAYOR TO THE BOARD OF ASSESSORS: KIMBERLY MCDONALD MEW AS ACTING CHIEF ASSESSOR FOR AN INDEFINITE TERM.

DISCUSSION: Vice President Ricketts reports the Appointment and Ordinance Committee forward a unanimous positive recommendation.

Vice President Ricketts accepts "Friendly Amendment" submitted by Councilor Mass to remove "acting" from motion.

- Concerns were raised regarding Assessor's absence when she is on maternity leave next month.

It was unanimously,

VOTED: TO APPROVE ORDER NO. FY 19-070 AS AMENDED.

Councilor Stempel left the meeting at 10:33 pm.

Order no. FY 19-066

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

VOTED: THAT IT BE ORDERED THE TOWN COUNCIL, UPON RECOMMENDATION OF THE MAYOR AND IN ACCORDANCE WITH MASSACHUSETTS GENERAL LAWS, MOVED THAT IT BE ORDERED, TO AMEND ORDER NO. FY19-016 TO EXCLUDE THE 2017 RETIREMENT PLAN AUDIT FROM THE SCOPE OF THE BLUMSHAPIRO OUTSIDE AUDIT. MELANSON HEATH WILL COMPLETE THE RETIREMENT PLAN AUDIT FOR THE CALENDAR YEAR ENDING 2017.

Order no. FY 19-071

MOTION: On a motion by Councilor Allis, second by Councilor Ricketts, it was, unanimously, **VOTED:** THAT IT BE ORDERED, THE TOWN COUNCIL, MOVED THAT IT BE ORDERED, THAT THE GREENFIELD TOWN COUNCIL AMEND ORDER NO. FY16-145 BY DELETING THE WORD “WIRELESS” TO ALLOW THE SCHOOLS TO PURCHASE PUBLIC ADDRESS SYSTEM.

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: Councilor Allis stated that he was not able to speak when they were discussing the motion for the new Library before it was quickly tabled and suggested in future to allow everyone to speak.

OLD BUSINESS: Councilor Mass inquired about information on the organizational meeting for January.

NEW BUSINESS: Councilor Pyfrom raised concerns of Councilors’ unprofessional conduct towards their fellow Councilors and how the Councilors needed to remain civil towards the Council and the public.

Vice-President Ricketts read the following first reading:

- The Greenfield Town Council, upon recommendation of Mayor Martin, approves the payment of prior year invoice for NextRequest Co in the amount of \$4,750 to be paid from the FY19 Greenfield Technology Budget.
- The Town Council, upon recommendation of the Mayor, ordered that, the following sums be appropriated from the Contractual Stabilization Fund to fund retroactive provisions of contract agreements:

Fire	Up to \$ 27,000
Dispatch	Up to \$ 13,000
- The Town Council, upon recommendation of the Mayor, ordered that, up to \$109,340 be appropriated from the General Stabilization Fund for Wisdom Way Road design.

MOTIONS FOR RECONSIDERATION: None.

ADJOURNMENT: On a motion by Councilor Wheeler, second by Councilor Gilmour, it was unanimously

VOTED: TO ADJOURN THE MEETING AT 10:41 P.M.

A true copy,

Attest: _____
Kathryn J. Scott, Town Clerk

GREENFIELD TOWN COUNCIL MEMBERS

Greenfield High School, Cafeteria
Regular Meeting
December 19, 2018

	Attendance	038 Amendment to 28,300	Table 050			
1. Sund, Verne	Y	Y	N			
2. Lobik, John	Y	Y	N			
3. Allis, Brickett	Y	Y	N			
4. Muzyka-Pyfrom, Wanda	Y	Y	N			
5. Dolan, Timothy	Y	Y	Y			
6. Gilmour, Sheila	Y	Y	Y			
7. Wheeler, Otis	Y	Y	Y			
8. Mayo, Douglas	Y	Y	Y			
9. Leonovich, Daniel	Y	Y	N			
10. Mass, Isaac	Y	N	N			
11. Renaud, Karen	Y	----	Y			
12. Ricketts, Penny	Y	Y	Y			
13. Stempel, Ashley	Y	Y	Y			