Marin Community College District
Board of Trustees Regular Meeting

Minutes
May 21, 2013

A. Open Session – 5:30 p.m., Cafeteria, Student Services

1. Call to Order, Roll Call and Adoption of Closed Session Agenda

The Board of Trustees of the Marin Community College District met for a regularly scheduled Board meeting in the Student Services Building Cafeteria at the Kentfield Campus, all members having received notice as required by law. Vice President/Clerk O’Brien called the meeting to order at 5:36 p.m. Trustee Conti called roll. Trustees Conti, O’Brien, Dolan and Treanor were present. Trustees Namnath and Long were not present. Trustee Kranenburg was absent. Also present were Superintendent/President Coon, Vice Presidents Eldridge and Harrison, Executive Director Combs and Negotiator Bruce Heid. M/s (Conti/Treanor) to approve the closed session agenda. Motion carried 4-0-3.

2. Public Comment – There was no public comment.

3. Recess to Closed Session – Trustees recessed to closed session at 5:37 p.m.

B. Closed Session

Trustee Long arrived at 5:37 p.m. and Trustee Namnath arrived at 5:50 p.m.

1. CONFERENCE WITH LABOR NEGOTIATOR (Govt. Code Section 54957.6)

Relative to the following organizations representing employees: United Professors of Marin (UPM/AFT); California School Employees Associations (CSEA); Service Employees International Union (SEIU); Unrepresented Employees (Confidential, Supervisors, Management)

Labor Negotiator: Bruce Heid

2. CONFERENCE WITH LEGAL COUNSEL – Existing Litigation (Govt. Code Section 54956.9 (a))

Two

Mize Kurzman vs. MCCD
Kesecker vs. MCCD

3. PUBLIC EMPLOYEE PERFORMANCE EVALUATION (Government Code Section 54957)
Title: Superintendent/President

C. Open Session – 6:30 p.m., Cafeteria, Student Services Building, Kentfield Campus
1. **Call to Order, Roll Call and Adoption of Agenda**

Board President Namnath called the meeting to order at 6:34 p.m. and asked the Clerk to call roll. Trustees Conti, Dolan, Long, Namnath, O’Brien and Treanor were present. Trustee Kranenburg was absent. Also present were Student Trustee Blood, Superintendent/President Coon and Vice Presidents Eldridge and Harrison. Dr. Coon noted that there were revisions to items C.8.B. Classified Personnel Recommendations and C.9.M.4. Reauthorization of Staff Approval of Measure C Contract Changes and Amendments, both of which have been printed on blue paper and distributed to the Board. **M/s (Long/O’Brien) to adopt the agenda with the noted item changes. Motion carried 6-0-1, plus an advisory aye vote by Student Trustee Blood. Trustee Kranenburg was absent.**

2. **Public Comment**

   A. **Comments regarding items not on the Agenda (3 minutes per speaker)**

      Robert Chin, Co-President of the Marin Chinese Cultural Center (MCCC), expressed his appreciation of the College's collaboration with the MCCC and other groups to hold the Asian Pacific Heritage Festival at the College on May 4. He also mentioned the Marin Chinese Cultural Center is offering several activities as part of our 2013 Summer Community Education program.

   B. **Comments regarding items on the Agenda - to be heard immediately before the Board of Trustees' consideration of the item**

3. **Chief Executive Officer's Report**

   A. **Accreditation**

      Superintendent/President Coon reported progress on the mid-term report and that he hopes to share a draft report with the Board in July.

   B. **Update on Tentative Budget Planning (Harrison)**

      Vice President Harrison updated the Board on the current status of the budget. A copy of the [presentation](#) is available on the College of Marin Website, Board of Trustees tab for this meeting. He reviewed revenue and expenditure assumptions for 2012/13 to date, noting that the College is reviewing reduction options to meet the 4-year budget plan. Additionally, the County will be sending updated information on property tax revenues. The estimated Ending Fund Balance for 2012/13 is projected at approximately $3.2 million (6.9%), slightly higher than the anticipated a $2.9 million (6.4%) projected last year. Projections for 2013/14 include total source revenues of approximately $49.3 million and expenditures of about $46.4 million, plus a planned $1.5 million reduction, or $47.9 million. He reviewed the proposed categories and amounts for potential reduction. This is the best estimate at this time, but it could change if additional revenues are received as a result of State policy, increased property taxes or some other revenue stream.

      Dr. Coon reminded the Board that the intent of the four-year plan is to close the structural deficit and bring back the level of reserves. He also noted that we are doing a very good job at managing expenses and expressed appreciation to staff who “scrubbed
their budgets” mid-year to help keep us on track. He also noted that the Supplemental Early Retirement Program (SERP) will give us the opportunity to review a large number of vacancies to determine which must be filled right away, which we can wait on or change and which will be unfunded. An analysis of the actual value of the SERP savings and of the utilities savings will be presented to the Board at the upcoming retreat.

Trustees expressed appreciation to staff for the informative assessment of the budget noting that the four-year plan shows excellent management and sound fiscal practice. There were concerns expressed about the low reserve level and the need for at least a 12 – 15% reserve due to our basic aid status and to be prepared for economic down turns and other unknowns. There was also concern expressed about using energy savings for anything other than maintenance. A request was made for a detailed analysis and clarification on why the medical benefit costs continue to increase when the District-paid amount is being held steady. Copies of the presentation will be provided to all Trustees as requested. Mr. Harrison noted that the deficits for the budgeted years are planned to help the College get out of the structural deficit, with the intent that the deficit will reduce each year until it is gone. He also noted that the Tentative Budget will primarily be a roll-over budget since we will not have all of the details by next month, and that there would be a preliminary presentation on the Adoption Budget in July, before the Final Adoption Budget comes to the Board for approval in August.

Report out of Closed Session
Board Trustee Namnath asked the Clerk to report on closed session. Vice President/Clerk O’Brien stated there was no reportable action from closed session.

4. Academic Senate Report (5 minutes)
Sara McKinnon stated for the record that beyond the $250,000 reduction in instruction noted in the earlier budget presentation, there was a $600 – 700,000 cut to the instructional budget this year and those reductions are continuing next year. A copy of the Academic Senate report provided by Ms. McKinnon is attached to the minutes.

5. Classified Senate Report (5 minutes)
Alice Dieli provided the Classified Senate Report, attached to the minutes. Jon Gudmundsson shared a power-point presentation putting a face with the name of the Classified Professionals who were retiring.

6. Student Association Report (5 minutes)
Student Trustee Blood reported that the Associated Students recently elected Steven Petker as Student Body President. A budget proposal has been prepared, which will be shared at a future meeting. He reported that students are stressed due to finals and are looking forward to graduation. He thanked everyone for their service and for making this a great school year. Scott reported that he was re-elected as Student Trustee seat for the 2013/14 academic year.
7. Board Study Session
   A. OPEB Investment Strategy (Harrison)

   Mr. Harrison reviewed the steps the College has taken to address the unfunded liability associated with the retiree health benefits, noting the College has deposited funds into a reserve fund for this purpose for the last several years. In order to meet GASB requirements the College made a decision at the November 13, 2012 Board meeting to deposit the money into an irrevocable trust. Through a selection process, the CalPERS program was selected. The College was required to complete another valuation of our unfunded liability, which was done through June 30, 2013. The last step is to select an investment strategy within the CalPERS Program. Mr. Harrison informed the Board that the recommendation before them is to invest in Strategy 1 with CalPERS. He then introduced Geoffrey Kischuk from Total Compensation Systems, to review the updated valuation report and Matt Goss from CalPERS to review investment strategies.

   Mr. Kischuk shared a presentation on the most recent valuation and noted an advantage of using the CalPERS program is the low administrative expenses that allow the College to receive almost all of the investment income earned. Because the College’s obligation will be fulfilled within a short timeline, a slightly lower interest rate was used in the report. The College’s liability is the lowest it has been at $5.1 million and liability has peaked, with more employees coming off the plan than on. This reduces the annual payout over the next ten years as shown in the report on page 13. He recommended the College consider a funding level of about 90% to avoid the risk of overfunding and not having access to the funds until the obligation is fulfilled in approximately twenty years. Mr. Harrison added that the College has been adding to the unfunded liability in good years, and that this policy should be reviewed moving forward so we do not overfund the trust. Mr. Kischuk noted that this plan represents an institutional plan for funding the liability obligation, which is something that is necessary for accreditation.

   There was significant discussion and questions about funding strategies, how much money should be funded given our budget situation, risk factor considerations, long-term vs. short-term investments and clarification of report details. It was noted the entire Board must understand what the report means and have a clear understanding of the investment strategy options and related risks. It was clarified that employees on Medicare still receive benefits through the District via supplemental plans. The greatest return on investment will be accomplished by placing the fund in a long-term investment option, as opposed to keeping it in the reserve fund or funding in a short-term investment option, but it is a District decision. Board President Namnath called the Study Session closed.

   M/s (O’Brien/Conti) to move item C.9.F. Approve Investment Strategy for OPEB Trust in CalPERS CERTB up to the next item on the agenda. Motion carried 6-0-1, plus an
advisory aye vote by Student Trustee Blood. Trustee Kranenburg was absent.

Mr. Harrison noted that this item recommends Strategy 1, based on the information provided by our actuarial consultant, as the best strategy. One because there is not that much difference between one and two, and that three is more safely funded and does not give much rate of return, similar to what we are already receiving.

Item C.9.F. Approve Investment Strategy for OPEB Trust in CalPERS CERTB
M/s (O'Brien/Conti) to approve Investment Strategy 1. Trustees requested additional information about environmental investment limitations, i.e. fossil fuels, and a description of the difference between book and market value, which Mr. Goss will provide to Mr. Harrison. Mr. Goss went over the three investment strategies, noting that 300 of their 360 employers have selected Option 1, which is a very aggressive strategy and is slightly riskier than 2 and 3. He stated that the College is in a unique position because $2.1 million has been set aside for this purpose, but noted that the College must look at all the plan characteristics as a whole and decide what asset allocation strategy works best for the College. With either option, the College is delegating the investment fiduciary responsibility to CalPERS to invest the assets. The benefit of putting all the funds into an irrevocable account is that it will start generating investment income and compounding interest with the hope of accomplishing the goal in a shorter period of time. The down side of a more conservative approach is the growth process would be slower. It was clarified that the College can switch strategies in compliance with any required procedural processes. Trustees continued to discuss the investment strategies, amount to fund, the timeframe for full funding, and what made the most sense for the College considering our budget situation, risks and the economy. In accordance with GASB 45, the College is eligible to reimburse itself for up to 100% of current fiscal year retirement payments. Board President Namnath recessed the meeting at 8:16 p.m. for four minutes for Trustees to consider their decisions on this item. Meeting resumed at 8:20 p.m.

M/s (Namnath/O’Brien) to table item C.9.F. to the next meeting so Trustees can gain the clarification they need to make an informed decision on this issue. Motion carried 6-0-1 to table this item to the next meeting.

8. Consent Calendar Items (Roll Call Vote)
Trustee Dolan requested that item C.8.I. Second Reading of Board Policy 5500 Standards of Conduct and item C.8.J. Modernization (Measure C) be addressed separately.
M/s (Conti/Treanor) to approve Consent Calendar items C.8.A – C.8.H. Motion carried by a roll call vote of 6-0-1, with recognition and appreciation to all those who are retiring. Student Trustee Blood cast an advisory aye vote and Trustee Kranenburg was absent.

A. Calendar of Upcoming Meetings
B. Approve Classified Personnel Recommendations
   1. Appointment of Classified Personnel
   2. Classified Request for Leave of Absence/Uncompensated Leave
   3. Resignation/Termination of Classified Personnel
   4. Permanent Increase/Decrease in Classified Assignment/Staff Plan

C. Approve Classified Position Recommendation

D. Approve Short-Term Hourly Positions

E. Approve Academic Personnel Recommendations
   1. Resignation of Academic Personnel
   2. Change in Retirement Date of Academic Personnel

F. Approve Budget Transfers – Month of April 2013

G. Approve Warrants - Month of April 2013

H. Approve Declaration of Surplus Property – Miscellaneous Equipment

I. M/s (O’Brien/Treanor) to approve Second Reading and Approval of Board Policies
   - BP 5500 Standards of Conduct

   There were questions about items 10 and 11 answered by Dr. Coon and a clarification of
   the intent of item 13 given by Mr. Eldridge. Dr. Coon suggested adding the following
   language (noted in italics and underlined) to item 10. Engaging in intimidating conduct
   or bullying against another student or District personnel through words or
   actions………………. M/s (O’Brien/Treanor) to modify the language to item.” 10 as
   noted. President Namnath stated that this will now count as a first reading of the policy
   and that it will be brought back next month for approval. There was a question about
   whether this needed to go back through governance process which will be researched.

J. Modernization (Measure C)
   M/s (O’Brien/Conti) to approve Items C.9.J. 1 & 2. Motion carried by a roll call vote of
   5-1-1, with Trustee Dolan voting no and Trustee Kranenburg absent. Student Trustee
   Blood cast an advisory aye vote.
   1. Ratify/Approve Modernization Contracts, Changes, Amendments ($925,656.66)
   2. Declaration of Surplus Disposal
       New Academic Center Relocation (850I); Austin Swing Space (850E); Child Study
       Center (303C)

9. Other Action Items
   M/s (Dolan/Conti) to merge items C.9.A through C.9.E. Motion carried 6-0-1, plus an
   advisory aye vote by Student Trustee Blood. M/s (O’Brien/Conti) to waive the reading of
   items C.9.A through C.9.E. Motion carried by a vote of 6-0-1, plus an advisory aye vote by

A. Resolution # 2013 – 14 Consolidation of Elections (ROLL CALL VOTE)
B. Resolution # 2013 – 15 In Support of Classified School Employees Week (ROLL CALL VOTE)
C. Resolution # 2013 – 16 To Establish and Approve Supplemental Early Retirement (SERP) for Management Employees (ROLL CALL VOTE)
D. Resolution #2013 – 17 To Establish and Approve Supplemental Retirement Plan (SERP for California School Employees Association (CSEA) and Service Employees International Union (SEIU) and Supervisory Employees (ROLL CALL VOTE)
E. Resolution # 2013 – 18 To Establish and Approve a Classified Professional Emeritus Program (ROLL CALL VOTE)
F. Approve Investment Strategy for OPEB Trust in CalPERS CERTB (This item was moved to after the Study Session and subsequently tabled to the next meeting.)
G. M/s (O’Brien/Conti) to approve Revised Scheduled Maintenance Project Funding Proposal. Motion carried 6-0-1, plus an advisory aye vote by Student Trustee Blood. Trustee Kranenburg was absent.
H. M/s (O’Brien/Conti) to approve Barnes and Noble Renewal Agreement. There was discussion that we should research other options moving forward, as this is no longer a competitive market. Seeking student input and thinking outside the box will be the most effective way to approach this issue in the future. Motion carried 6-0-1, plus an advisory aye vote by Student Trustee Blood.
I. M/s (Treanor/O’Brien) to approve Tentative Agreements between Marin Community College District and California School Employees Association, Chapter 196 (CSEA). Motion carried 6-0-1, plus an advisory aye vote by Student Trustee Blood, who also noted a typographical error on Page 1 of Article 10. Dr. Coon noted the change as accurate.
J. Accept Service Employees International Union (SEIU) Local 1021 Initial Contract Proposal and Public Hearing. President Namnath opened the Public Hearing on this item and asked for public comment. Being no public comment, the hearing was closed.
K. District Proposal to Service Employees International Union (SEIU) Local 1021 and Public Hearing. President Namnath opened the Public Hearing on this item and asked for public comment. Being no public comment, the hearing was closed.
L. M/s (O’Brien/Treanor) for Approval of Citizens’ Oversight Committee Members. Motion carried 6-0-1. Student Trustee Blood cast an advisory aye vote. Trustee Kranenburg was absent.
M. Modernization (Measure C)
1. **M/s (Treanor/O’Brien to approve Resolution #2013 – 19 approving Change Order #1 to Construction Contract with Aanenson Wildcat Engineering ($3,831.32) Academic Center Temporary Driveway (303B)** Motion carried by a roll call vote of 5-1-1. Trustee Dolan voted no, Trustee Kranenburg was absent and Student Trustee Blood cast an advisory aye vote.

2. **M/s (Treanor/O’Brien) to approve Resolution 2013 – 20 approving Change Order #3 to Construction Contract with Western Sign Company Inc. ($11,412.52) Site Signage Phase 2 (IVC) Phase 3 (KTD) Kentfield and Indian Valley (402A-417A-305A-306C).** Motion carried by a roll call vote of 5-1-1. Trustee Dolan voted no, Trustee Kranenburg was absent and Student Trustee Blood cast an advisory aye vote.

3. **M/s (Treanor/O’Brien) to approve Contract Amendment to Professional Services Agreement with Sally Swanson Architects ($75,000.00) Fusselman Hall ADA Upgrades – ADA (309A).** Motion carried 5-1-1. Trustee Dolan voted no, Trustee Kranenburg was absent and Student Trustee Blood cast an advisory aye vote.

4. **M/s (Conti/O’Brien) Re-Authorize Staff Approval of Measure C Contract Changes and Amendments.** There was discussion about the intent of this authorization, how it was developed, and how it was modified as we moved into the project phase. It was requested that there be a full discussion and presentation to the Board before this item comes forward again. **Motion carried 5-1-1. Trustee Dolan voted no, Trustee Kranenburg was absent and Student Trustee Blood cast an advisory aye vote.**

5. **M/s (O’Brien/Treanor) to approve Authorization to Re-Bid and Award Contract Fine Arts Weatherization Project (306D).** Motion carried 5-1-1. Trustee Dolan voted no, Trustee Kranenburg was absent and Student Trustee Blood cast an advisory aye vote.

6. **M/s (Treanor/O’Brien) to approve Authorization to Bid and Award Construction Contract - New Academic Center (303B).** Motion carried 5-1-1. Trustee Dolan voted no, Trustee Kranenburg was absent and Student Trustee Blood cast an advisory aye vote.

7. **M/s (Treanor/Conti) to Approve Notice of Completion - Academic Center Temporary Driveway (303B) Anderson Wildcat Engineering.** Motion carried 6-0-1. Trustee Kranenburg was absent. Student Trustee Blood cast an advisory aye vote.

8. **M/s (Treanor/Conti) to Approve Notice of Completion - New Academic Center Tree Program (303B) Treemasters Tree and Garden Care Inc..** Motion carried 6-0-1. Trustee Kranenburg was absent. Student Trustee Blood cast an advisory aye vote.

10. **Board Policy Review (1st Reading)**

   - **BP 4040 Library and Other Instructional Support Services**
     
     There was a concern raised that there had been previous policy language that spoke to protected historical documents and artifacts and the language was not in this policy. Dr. Coon stated if research determined language had been omitted, the policy will be revised and come back to the Board for a first read. **This item was pulled for further research.**
11. Future Agenda Items
   A. CEO Evaluation
   B. Board Self-Evaluation
   C. Marin Promise – Information on Marin Promise will be forthcoming in June.

12. Board Reports and/or Requests (15 minutes)
   A. Committee Chair Reports
      Trustee Treanor passed out Board of Trustee Self-Evaluation for 2012 noting that she and Trustee Conti had met and reviewed the document and decided it was comprehensive, a good format, and included the WASC standards. She asked Trustees to review the questions and provide any comments or changes to her or Trustee Conti by Friday, May 24. The evaluation will be sent out on May 28 or 29 with a request for Board response by June 5 in time for discussion at the June 8 Board retreat.
   B. Legislative Report – No Report
   C. Individual Reports/or Requests
      Trustee Conti commented on the successful retirement reception and how upbeat and well done it was, adding that it was bittersweet because so many good people are leaving. Trustee O’Brien noted that she had the pleasure to attend Adam Steltzner’s appearance and the Grand Opening of the Math, Science and Nursing building, which were both very special. She wished the retirees well and asked that the Governance Calendar include planning on the Maintenance and Operations and Distance Education plans at some point between July and December. Trustee Dolan attended the Marin Oratorio presentation of Judas Maccabaeus led by Boyd Jarrell, noting that the department always does an outstanding job and the performances are definitely worth seeing. She also wished the best to the retirees. Trustee Tocanor offered kudos to staff for the check received by PG&E for $305,000 related to energy savings on the Math, Science, Nursing Building and reminded Trustees that the Nurses Pinning is on Thursday at 6:00 p.m. in the Theater. She reported that she and President Coon attended the CCCT Tahoe Conference where she moderated a panel which was well attended and received good feedback. It is important that the Board have meaningful discussion about their evaluation at the retreat on June 8, and that the discussion is reflected in the minutes. Trustee Long thanked staff for the wonderful retirement celebration, noting that given we have just lost so many years of experience, it will be important for the Board to hear the plan for welcoming new staff to the College and how they will be oriented. Trustee Dolan reported that she and Trustee Long attended the Teacher Appreciation Dinner, noting that the honor students did an excellent job of decorating and with their presentations.

13. Approval of Meeting Minutes (2 minutes)
   ▪ M/s (Long/Treanor) to approve Minutes of March 29, 2013 Board Retreat. Motion carried 6-0-1. Trustee Kranenburg was absent. Student Trustee Blood cast an advisory aye vote.
M/s (Treanor/O’Brien) to approve Minutes of April 16, 2013 Board Meeting. Motion carried 6-0-1. Trustee Kranenburg was absent. Student Trustee Blood cast an advisory aye vote.

14. Information Items – Board President Namnath referred Trustees to the information items in their packets.
   A. Contracts and Agreements for Services – April 2013
   B. Modernization Update
      1. Director’s Report
      2. Program Schedule
      3. Milestones Report
      4. Quarterly Report Q1 2013
   C. Administrative Procedures
      ▪ AP 3500 Campus Safety
      ▪ AP 3515 Reporting of Crimes
      ▪ AP 3530 Weapons on Campus
   D. Calendar of Special Events
      ▪ Scholarship Awards Ceremony, May 22, 2013, 5:30 p.m., Student Services Center
      ▪ Faculty and Staff Appreciation Luncheon, May 23, 2013
      ▪ Commencement, May 24, 2013. 6:00 p.m., Diamond Physical Education Center
      ▪ 2013 Athletic Hall of Fame Induction Ceremony/Dinner, June 1, 2013

15. Correspondence

16. Board Meeting Evaluation
   Trustee Long noted she has been working on a written meeting evaluation and invited Trustees to assist her in setting up some of the questions. Trustee O’Brien offered to help.

17. Adjournment
   M/s (Namnath/Conti) to adjourn the meeting in appreciation of all of the faculty and staff who have recently retired and in memory of Fielding Greaves, a long-time activist in the County and founding director of the Marin United Taxpayers Association. Motion carried 6-0-1, plus an advisory aye vote by Student Trustee Blood.
   Meeting adjourned at 9:09 p.m.
Academic Senate Report to the COM Board of Trustees – May 21st, 2013

Last Wednesday, College of Marin said a fond farewell to 43 of its employees who have given by all accounts over 1100 years of service to the college. In fact, it may be more, since part time years were not included in the calculations.

But this millennium of years is worth more than the sum total of 1100 years. Faculty and staff at College of Marin dedicate their lives to their work in ways much more profound than at most jobs in the world. Our lives are entwined with each other in the service of our students and our community. We don’t always agree on how to do things, but we are united in our primary focus – student success.

For faculty, our work is never left at school. Every night and every weekend and over most summers, we bring it home. Our work nurtures not only our students, but our lives as well. It defines who we are and gives our lives purpose.

Therefore, for those who are leaving, it has been very hard to let go. They have invested much of themselves here – their energy, their intellect, their creativity, and compassion for their students. While I know that retirement will bring its own rewards and frankly look forward to it myself, I sense that this is also a time of uncertainty and redefinition for our colleagues.

The Academic Senate thanks all of the retiring faculty and staff and wishes them well in their coming years. I hope the college will find ways to keep in contact with them, and provide opportunities to reconnect with each other as was done earlier this year with former retirees.

--Sara McKinnon
Academic Senate President
Good Evening,

As the academic year concludes, the Classified Senate is involved in a number of end of year activities including participation in the annual faculty and staff recognition luncheon:

a) This year we will recognize classified contributions in over 100 different volunteer opportunities,

b) We will identify 2 classified professionals who have reached the milestone of 20-years of service, and

c) We will present special awards for outstanding achievement

We hope you can join us on Thursday at

We are preparing for senate elections: this was our first full year of 12 senators after a modification of the bylaws to increase our representation. We have had a successful year and hope that we will have six more busy folks volunteer to serve our college community.

This month you will be asked for final approval on one of our projects, the establishment of a Classified Professional Emeritus Program. We proposed this program, modeled after the similar program for faculty, as a way to continue to foster the marvelous relationship between the classified professionals who retire from COM and the district. This continued relationship will be beneficial for all of us: the retirees, the district, and the community at large. With 21 Classified Professionals retiring this year, it is the perfect time to set this program in motion and we hope you will agree.

On that topic, I will ask Jon Gudmundsson to complete our presentation with a slide show of our retirees.

Respectfully submitted,

Alice L. Dieli

Alice L. Dieli
Classified Senate President