

Town of Brookline
Advisory Committee Minutes – DRAFT
Tuesday, March 2, 2022

Meeting Recording:

<https://brooklinema.zoomgov.com/rec/share/SqxPxpMJOPCg8NAoTfHuoA-SNYVkdRr4UziNU-Q-Mql4nUd9Sx29j1bwC0i16kmU.xBHPFk9NA1jqyUyL>

Present: Ben Birnbaum, Patricia Correa, John Doggett, Dennis Doughty, Katherine Florio, Harry Friedman, David Marc Goldstein, Neil Gordon, Susan Granoff, Kelly Hardebeck, Amy Hummel, Anita Johnson, Alisa Jonas, Janice Kahn, Pamela Lodish, Joslin Murphy, Donelle O’Neal, Linda Olson Pehlke, Markus L. Penzel, David Pollak, Stephen Reeders, Carlos Ridruejo, Lee Selwyn, Carolyn R. Thall

Absent: Harry Bohrs, Clifford Brown, Carol Levin, Alok Somani, Christine Westphal

Also Attending: Deputy Town Administrator for Policy and Fiscal Affairs Melissa Goff, Finance Director Lincoln Heineman, Assistant Town Administrator for Finance Charlie Young, Assessor Rachid Belhocine, Comptroller Michael DiPietro, Procurement Officer Rick Saville, Town Clerk Ben Kaufman, Carla Benka, Mike Toffel, Perry Grossman and other members of the public.

The meeting was called to order at 7:00 PM.

Announcements: Pursuant to this Boards’ Authority under 940 CMR 29.10 (8), all but one of the committee members will be participating remotely via telephone or video conferencing due to emergency regulations regarding the Corona virus. The Chair has reviewed the requirements of the regulations. There is a quorum physically present and all votes taken will be recorded by roll call so all above listed Advisory Committee members will be allowed to vote.

7:00 pm Public Comment

7:15 pm Report from the Ad Hoc Budget Review Practices Subcommittee

Amy Hummel, Chair of the Ad Hoc Budget Review Practices Subcommittee provided background on the purpose of the subcommittee and gave a summary of the committee’s work to date. The report is linked to these minutes below.

Kelly Hardebeck commented that having an unstructured meeting about operational wins and challenges was valuable. They piloted this with the Town Clerk’s Office and learned about the many variables that had an impact on the budget including additional election, stress on staff, etc.

Chair Doughty asked others to weigh in on the pilot, share thoughts and questions.

Comments, Questions, Discussion

Neil Gordon noted that we had a pilot recently and little time elapsed between that meeting and the budget hearing. There was very little repetition as a result of what was learned in the informal meeting and it paid off in the end with a more efficient hearing.

Lee Selwyn voiced disappointment that the Ad Hoc Subcommittee didn't get further than they did. Conceptually on the right track but need to begin sooner. Never received any advance information from the Planning Department about a consultant and we should have learned about it beforehand rather than when hearing it at a Select Board hearing.

David Marc Goldstein suggested that before COVID he had suggested that subcommittees get an opportunity to meet a second time with the departments and it worked well with the Police Department. More communication with the Departments to understand how they are faring and have more conversations. Didn't want the Town Administrator to think we were stepping on his toes. Like what has been presented.

What are the next steps? To learn how the process went for Admin and Finance to learn about what worked and where there can be improvements.

Susan Granoff was curious to learn more about the pilot – can we get a list of questions that A&F asked and get a sense of the kinds of responses? Was the meeting recorded?

Kelly Hardebeck will get a list of the questions asked. The meeting was not recorded because the goal was to have a less formal discussion. She will share notes, what they learned and the impact it had to help inform the budget review. She will bring this information back to the Ad Hoc Subcommittee.

Amy Hummel noted that these are things that they will delve into in the Ad Hoc Subcommittee. Different ways to do a pilot were discussed and the committee settled on something looser rather than more prescriptive.

Neil Gordon added, we say we are not just the Advisory Committee but we are the Finance Committee; similarly, we are not just a Finance Committee but an Advisory Committee. The great benefit to this pilot was the opportunity to discuss items outside the context of budget impact and the opportunity to get to know the departments and this will add value when we do Warrant Article reviews.

Alisa Jonas agrees it is a great idea to learn about departments – but what do we do with this information – not just that we have a better relationship with the departments but is there something more formal about our “findings” – a report to the Select Board, for example. Would it also make sense to include public hearings at that time rather than at the end?

Amy Hummel responded that the first part is to build the relationships and gather information and then decide what we do with it. See what good will come of it. We will know more eventually. As far as hearings, these meetings are meant to be informal discussions but public hearings have not been implemented at this juncture.

Lee Selwyn clarified the purpose was to meet informally in advance of the departments working up their budgets and share feedback about concerns. Not in the context of reviewing a budget but offering our input into the budgets.

Chair Doughty noted that part of the purpose is to both influence and track priorities and we need to have a number of these meetings before we have data.

Janice Kahn appreciates that these meetings help us understand the stresses and strains in the departments so that when we get the budgets we understand what we are seeing. What makes public hearings different is typically when we hear from the public it is not about the money necessarily or how allocated but other issues. We allow the public to have a forum to talk about issues they want to know more about or are concerned about. I don't want that to get lost.

7:45 pm Report from the Administration and Finance Subcommittee, Discussion and Possible Votes on FY 24 Operating Budgets.

Kelly Hardebeck, Chair of the Administration and Finance Subcommittee, noted that all of these reviews were done in advance of the budget being published on OpenGov and she thanked Charlie Young and Melissa Goff for their assistance in terms of getting all of the information to them ahead of time. The reports look slightly different from previous years as they do not include the budget tables but they will be added once the budget is published on March 7.

Finance Department Budget

Joslin Murphy gave an overview and highlights of the subcommittee's deliberations on the Finance Department budget and the report is linked to these minutes below. The Finance Department has four divisions: Treasury, Comptroller, Assessing, and Purchasing. By a vote of 4-0, the Administration and Finance Subcommittee unanimously recommended favorable action on the Finance Department's proposed budget of \$3,558,210. There are no override contingencies for this budget.

Finance Director Lincoln Heineman thanked the subcommittee for their thorough and thoughtful report. He thanked the Advisory Committee for their service. He introduced the other members of the Finance Department staff Assessor Rachid Belhocine, Comptroller Michael DiPietro, Procurement Officer Rick Saville, and acknowledged Chief Procurement Officer Dave Geanakakis who couldn't attend this evening. He noted that the Town's AAA Bond rating was confirmed yesterday and creates significant savings in the rising interest rate environment.

Comments, Questions, Discussion

Q: The Commercial Revenue is down 1%, what are the factors driving that and what does it translate into dollars? A: 1% of the total commercial tax base becoming tax exempt so not a loss of tax revenue but the property is now owned by a nonprofit entity. The 1% referred to is between FY 21-23 loss of value in the commercial sector due to the pandemic. We are seeing an improvement from that point. There is no loss of revenue.

Q: Is there any expectation of any loss of commercial revenue in the near future because of large projects like 10 Brookline Place turning into nonprofit hands that you are aware of? A: Not aware that any properties that will file for nonexempt status. But if it does, yes it will affect the commercial tax rate.

Q: What the current interest rate is likely to be when we next borrow money? If we were to take on a large amount of debt, would that cause our rating agencies to degrade our rating, what would be the result? A: We are in frequent contact with our financial advisors and we will see what will happen when the debt sale closes. Projection of 5% interest rate – higher than what other municipalities are experiencing but we will know for sure next week. As far as increase in debt payments, they are keeping an eye on this but press release announcing the maintenance of the rating suggests the outlook is stable because of Brookline's strong tax base, real estate market and proximity to Boston. The agency did not voice concern about the increase in debt.

Q: What is the assumption of percentage of Pierce Debt? A: 5.25%

A **MOTION** was made and seconded for Favorable Action on the Finance Department's proposed budget of \$3,558,210.

By a **VOTE** of 23 in favor, none opposed, and no abstentions, the Advisory Committee recommends favorable action on the Finance Department's proposed FY24 budget of \$3,558,210.

ADVISORY COMMITTEE BUDGET

Kelly Hardebeck reviewed the Admin and Finance subcommittee discussion of the Advisory Committee, and the report is linked in these minutes below. The proposed FY24 budget is composed almost entirely of salary for the Advisory Committee's Executive Assistant and a modest amount for supplies. The Executive Assistant role is a 0.4 FTE and is responsible for communication and compliance with the Open Meeting Law. During 2022, the Advisory Committee and Subcommittees held over 120 meetings and public hearings. In addition to posting each meeting or hearing, the AC's Executive Assistant maintains the Advisory Committee's dedicated website for subcommittee reports and warrant article recommendations.

For more than two years, the Advisory Committee has met virtually and has not used its Meal budget. It is anticipated that the AC will be meeting in person before the end of FY24 and will be using a portion of the Meals budget. The remaining budget items - professional dues and training - are used for education and participation in conferences, like those on municipal funding offered by Massachusetts Municipal Association.

The Administration and Finance Subcommittee, by a vote of 4-0, unanimously recommends favorable action on the Advisory Committee's proposed budget of \$30,136.

A **MOTION** was made and seconded for Favorable Action on Advisory Committee proposed budget of \$30,136.

There was some discussion about when and if AC would return to in-person meetings or hold hybrid meetings.

A **MOTION to AMEND** was made and seconded to reduce the AC budget line item for food from \$3,025 to \$1,025 resulting in a budget of \$28,136 but by a VOTE of 6 in favor, 12 opposed and 5 abstentions, the motion failed.

By a **VOTE** of 23 in favor, 0 opposed, and no abstentions, the Advisory Committee recommends Favorable Action on the Advisory Committee's proposed budget of \$30,136.

SELECT BOARD BUDGET

Kelly Hardebeck gave an overview of the subcommittee's deliberations on the Select Board budget. The full report is linked in these minutes.

The budget covers the Select Board expenses as well as the office of the Town Administrator and the subcommittee finds labeling the budget as Select Board to be slightly misleading and continues to recommend renaming the budget to more accurately reflect what it funds. The Select Board serves as Brookline's licensing board and is responsible for issuing and renewing licenses in 20 categories. While the Select Board initiates legislative policy by inserting articles in Town Meeting Warrants, the Town Administrator is largely responsible for implementation, management and oversight.

The core functions of the Town Administrator's office are budgeting and analysis. The Administration and Finance Subcommittee, by a vote of 4-0, unanimously recommended favorable action on the Select Board's proposed budget of \$967,387.

Melissa Goff was invited to share any additions or omissions. The budget was presented with a full override. If the override were not to pass there would be a reduction of \$64K. Without passage of an override, the budget will be reduced by \$64,096 by the elimination of an open vacant position.

Comments, Questions, Discussion

Q: Is there any way to get the name changed to Town Administrator Department? Who has the authority? A: There is a lot of history behind this and there is a reason why these things don't change that often. We answer the phone "Select Board Office", the sign outside the door says, "Select Board Office" but I can appreciate where you are.

Comment: We don't want to deal with this with a warrant article, so can we add the Town Administrator to this, append it so it is easier to find. Some small change might go a long way.

Comment: I can't think of another department that does that. The Town Administrator works for the Select Board it seems appropriate to call this department the Select Board.

Comment: Not clear why these two functions need to be merged? AC pays for the Secretary, supplies and meals, so why can't the Select Board have similar costs.

Finance Director Heineman noted from his previous experience budgets from three different towns have been that of the Select Board.

Comment: I don't see any reason why we can't maintain the name and have a section separated out for the Town Administrator's budget.

Q: What is being done with clearing up backlog on boards and commissions? A: This has been Devon's project. They have gone through and added data to Granicus, new method for applying to boards and commissions, integration with the website and now there is just some fine tuning.

Q: Moving chess pieces with the Host Community Agreement, reduction in the amount the Town could ask for and required strict recording and reporting and impact of cannabis shops? A: We are still negotiating with retailers. We are trying to renegotiate an HCA agreement and looking at HCA stabilization fund to provide a bridge between old and new agreement. Current staffing, we are trying to preserve but as they become vacant we will not be backfilling. We have part time coverage.

Q: Eliminating a community engagement position and shifting it to communications – this will be a huge issue for the Town as we go forward with planning initiatives. We are not seeing the Planning Department's standards being followed even. Assuage my concerns? A: The community engagement specialist functions would still be preserved and pulling the functions into our office would help with coordination. Goals of the bylaw would still be preserved. In a failed override situation, we would have to reevaluate this.

Current vacant position in DICR and discussion about reorganizing the position. If the override fails we would not be able to initiate that.

There was a brief discussion on how to parse these votes in light of override outcomes.

Charlie Young noted a correction to the amounts of this budget due to an error in OpenGov. The correct figure is \$905,291 without override; \$969,387 with override or a difference of \$64,096.

A **MOTION** was made and seconded for Favorable Action on the Select Board's proposed FY24 budget of \$905,291 as the Select Board's base budget.

An **AMENDMENT** was suggested that rather than vote this with the \$64K and remove it if the override fails, vote on the budget without the \$64K and add the increment if the override passes.

By a **VOTE** of 22 in favor, 1 opposed, and no abstentions, the Advisory Committee recommends Favorable Action on the Finance Department's proposed budget of \$967,387.

A **MOTION** was made and seconded for favorable action that in the event of a successful override, recommend adding \$64,096 to the Select Board FY24 Operating budget.

By a **VOTE** of 14 in favor, 6 opposed, and 3 abstentions, the Advisory Committee recommends favorable action that in the event of a successful override, recommend adding \$64,096 to the Select Board FY24 Operating budget.

UNCLASSIFIED BUDGET

Kelly Hardebeck standing in for Harry Bohrs gave the subcommittee's overview of the Unclassified Budget which includes a variety of disparate line items. A link to the full report is included below. Questions and comments were entertained after a brief description of each item which is included in the report.

The Administration and Finance Subcommittee unanimously recommends favorable action on the Unclassified budget of \$9,529,515.

Comments, Questions, Discussion

Q: There was a question about the tablets which have been purchased so that people can vote over the Zoom application at the expected-to-be-in-person Spring Town Meeting. If we do not have an in-person Town Meeting in the Spring but remain virtual, are these tablets that will be used at Town Meeting in order for TMMs to vote, a sunk cost? A: I believe they have been purchased but the Town Clerk can speak to a contingency plan. There are no plans to use in a remote context unless there is a hybrid option. Making them available to some Town Meeting members who may have technological issues during a virtual town meeting might be possible. No concrete and firm decision about this just yet.

Comment: Unhappy that this purchase and this system was made. An error in judgement and hope going forward we can find a voting system that works for everyone.

Comment: TMM Meeting this month, there was discussion about the voting system and the Zoom platform for voting itself was not well received. Has there been research on different apps that would work on these android tablets that would be able to show the screen live as people are voting and not rely on an app used for video conferencing and polling. If not, urge that this be done as soon as possible otherwise don't see this Town Meeting working well.

Q: Increase in Liability Catastrophe Fund, based on settlement with former police chief. Can we ask what the amount was? A: It was a claim that the AC approved that was related to a victim of the police chief. One prior year net revenue gets us back to the policy target.

Q: Why insuring for half of what it would cost to replace a building? A: The Town is getting guidance from an insurance advisor. Recommend having David Genakeakis draft a memo to the Advisory Committee with more information.

Q: How is it we are allocating CPA funds when we haven't been presented with a package about how to spend CPA funds, happening on the books but without a public process? A: CPA is a separate budget and it will have a separate warrant article. CPA is an example of resources devoted toward affordable housing. If we had free cash, we might have likely put it toward affordable housing. Given there are ARPA funds and CPA we will not be doing that.

Q: What has happened about putting money into the Affordable Housing Trust Fund. Voters believe allocated CPA goes to parks and open space and affordable housing and the like as incremental spending. A: No, in years past when we had additional free cash we want to put additional money in OPEBS or CIP only after meeting requirements.

Q: What is the \$45K for Consultants? A: Under discretion of Town Administrator – building department study of repair and maintenance, for a salary study, etc.

Q: If vocational and technical school funds are a school related item why does the school have no responsibility for them? A: Historic data on this process was shared to clarify this and is linked to these minutes.

Q: The School Department does not fund some of the educational expenses? A: The \$92 was deducted from the School appropriation and put on the Town side in 2017.

Q: What has been our history of use for these funds in the last couple of years?

LINK Excel.Sheet.12

"C:\\Users\\lportsker\\AppData\\Local\\Microsoft\\Windows\\NetCache\\Content.Outlook\\TVZ55X8A\\Voc Ed History.xlsx" "Sheet1!R1C1:R8C6" \\a \\f 5 \\h * MERGEFORMAT

Vocational Education					
	FY19	FY20	FY21	FY22	FY23
Budget	92,895	92,895	92,895	92,895	92,895
Actual	7,578	26,112	28,178	2,200	-
Transferred		42,725		50,000	
Remaining	85,317	24,058	64,717	40,695	92,895

Comment: We don't have any sense of how many people are enrolled in Vocational Technical Schools in the Town. I was on the School Committee in 2017 and there was no benefit to either side of this equation but it was simply advocated as proper financial management.

A **MOTION** was made and seconded for favorable action on the FY24 Non-Departmental Unclassified Budget of \$9,436,620 (There was a recommendation to split the vote to exclude the \$92K for the vocational technical line).

By a **VOTE** of 22 in favor, 0 opposed, and no abstentions, the Advisory Committee recommends favorable action on the FY24 Non-Departmental Unclassified Budget of \$9,436,620.

A **MOTION** was made and seconded for Favorable Action on FY24 Non-Departmental Unclassified Budget - Vocational Education of \$92,895.

By a **VOTE** of 4 in favor, 23 opposed, and 5 abstentions, the Advisory Committee recommendation for favorable action on the FY24 Non-Departmental Unclassified Budget - Vocational Education of \$92,895 fails.

OFFICE OF THE TOWN CLERK BUDGET

Neil Gordon gave an overview of the Town Clerk Office Budget and the subcommittee review of same. The full report is linked below. The Office has three government mandated subprograms - Public Records, Elections, and Voter Registration. The Moderator, responsible by statute for running Town Meeting, has no staff; the Town Clerk's Office provides needed support. Spending from year to year is significantly impacted by the number of elections.

An additional note regarding a recent "pilot" meeting held recently by members of the A&F subcommittee, on behalf of the AC's budget review committee. The purpose of the meeting was to engage with the Town Clerk on matters of operations, more so that the traditional winter meeting where the focus is, of necessity, focused on the budget. The consensus of those attending was that the operational review was worthwhile, and added significant value, and efficiency, to the subsequent budget review meeting.

The Administration and Finance Subcommittee, by a vote of 4-0, unanimously recommended favorable action on the Town Clerk's proposed budget of \$882,621 (\$848,668 should the override fail.)

Comments, Questions, Discussion

Town Clerk Ben Kaufman noted that Neil did a great job summarizing the meeting. Universal vote by mail and early voting was the biggest change. One of the unknown factors was related to reimbursements from the Votes Act.

What do you get with extra override funds? What do you lose if you don't get it? A: \$39,000 we expect to incur for staff overtime and other things related to elections. We have a \$66,000 state election fund to cover uncovered mandates to dip into.

Comment: Ongoing project to codify the Town Bylaws. Problem not having an updated version so hope it gets priority.

The Town Clerk noted how cumbersome the process is and we are working with General Code to do this. It takes time and we want to make sure we do it right. As an interim solution, the Town Clerk's office will implement an indexing system to show articles that have been approved by Town Meeting and what part of the Bylaw they impact. Will allow Town Meeting Members and members of the public to see if updates have been made and where they can go to see those updates. We have a contract with General Code and it is about \$10,000 and was included in the budget last year, ongoing annual maintenance fee of about \$1,200.

Part of the funding originated with IT.

Q: Is there a date when they are supposed to finish? A: It is partially contingent on our response time. Expected deadline of 2024 (soft deadline). Bare minimum amount of clean up (spelling conventions) but there can be other more in depth clean up depending on how extensive we want to be (numbering, conflicting entries, etc.)

Q: Potential impact of rank choice voting on the budget? A: That is something being reviewed by a committee that will submit a Warrant Article which would have to go to Town Meeting, the State Legislature and then a ballot.

A **MOTION** was made and seconded for Favorable Action on the Town Clerk's proposed base budget of \$848,668.

A **MOTION** was made and seconded that in the event of a successful override add in \$33,953 to the Town Clerk's proposed FY24 base budget.

By a **VOTE** of 22 in favor, 0 opposed, and no abstentions, the Advisory Committee recommends favorable action on the Town Clerk's proposed base budget \$848,668.

By a **VOTE** of 16 in favor, 6 opposed, and no abstentions, the Advisory Committee recommends favorable action in the event of a successful override to add \$33,953 to the Town Clerk FY24 Operating Budget.

8:15 pm Other Business

Next meeting: Tuesday, March 7, 2023

Upon a **MOTION** made and seconded to adjourn, and voted unanimously, the meeting was adjourned at 10:15 pm.

Documents Presented

<https://www.brooklinema.gov/DocumentCenter/Index/3795>

2023 03 02 Admin and Finance Subcommittee Report Advisory Committee Budget - FY24

2023 03 02 Admin and Finance Subcommittee Report Town Clerk Budget FY24

2023 03 02 Admin and Finance Subcommittee Report UNCLASSIFIED_FY24.docx

2023 03 02 Budget Practices Review Ad-Hod Subcommittee Report

2022 03 02 Admin and Finance Subcommittee Report Select Board Budget – FY24

2022 Admin and Finance Subcommittee Report FINANCE DEPARTMENT FY24 Budget

Vocational Education Program Appropriation

	Vote 1	Vote 2	Vote 3	Vote 4	Vote 5	Vote 6	Vote 7	Vote 8	Vote 9	Vote 10
# Votes Yes	23	0	6	23	22	14	22	4	22	16
# Votes No	0	0	12	0	1	6	0	13	0	6
# Votes Abstain	0	0	5	0	0	3	0	5	0	0
Vote Description:	MAIN MOTION: FAVORABLE ACTION on FY24 Operating Budget for Finance Department of \$3,558,210	MAIN MOTION: FAVORABLE ACTION on FY24 Operating Budget for Advisory Committee of \$30,136	DOGGETT AMENDMENT: 3025 to 1025 resulting in \$28,136	MAIN MOTION: FAVORABLE ACTION on FY24 Operating Budget for Advisory Committee of \$30,136	MAIN MOTION: FAVORABLE ACTION on FY24 Operating Budget for the 'Select Board' of \$905,291	MAIN MOTION: In the event of a successful override, recommend adding \$64,096 to the Select Board FY24 Operating Budget	MAIN MOTION: FAVORABLE ACTION on FY24 Non-Departmental Unclassified Budget of \$9,436,620 (split vote on all items other than Vocational Education)	MAIN MOTION: FAVORABLE ACTION on FY24 Non-Departmental Unclassified Budget - Vocational Education - of \$92,895	MAIN MOTION: FAVORABLE ACTION on FY24 Operating 'base' Budget for Town Clerk of \$848,668	MAIN MOTION: In the event of a successful override, recommend adding \$33,953 to the Town Clerk FY24 Operating Budget
	<i>Enter Y, N or A</i>	<i>Enter Y, N or A</i>	<i>Enter Y, N or A</i>	<i>Enter Y, N or A</i>	<i>Enter Y, N or A</i>	<i>Enter Y, N or A</i>	<i>Enter Y, N or A</i>	<i>Enter Y, N or A</i>	<i>Enter Y, N or A</i>	<i>Enter Y, N or A</i>
Ben Birnbaum	Y		N	Y	Y	Y	Y	A	Y	Y
Harry Bohrs										
Cliff Brown										
Patty Correa	Y		N	Y	Y	Y	Y	Y	Y	Y
John Doggett	Y		Y	Y	Y	Y	Y	A	Y	Y
Katherine Florio	Y		N	Y	Y	Y	Y	A	Y	Y
Harry Friedman	Y		N	Y	Y	N	Y	N	Y	N
David-Marc Goldstein	Y		N	Y	Y	Y	Y	Y	Y	Y
Neil Gordon	Y		Y	Y	Y	Y	Y	N	Y	Y
Susan Granoff	Y		N	Y	Y	Y	Y	A	Y	Y
Kelly Hardebeck	Y		N	Y	Y	Y	Y	Y	Y	Y
Amy Hummel	Y		N	Y	Y	Y	Y	N	Y	Y
Anita Johnson	Y		N	Y	Y	Y	Y	N	Y	Y
Alisa Jonas	Y		A	Y	Y	A	Y	N	Y	Y
Janice Kahn	Y		N	Y	Y	A	Y	N	Y	Y
Carol Levin										
Pam Lodish	Y		N	Y	Y	A				

Joslin Murphy	Y		N	Y	Y	N	Y	N	Y	N
Donelle O'Neal, Sr.	Y		A	Y	Y	N	Y	N	Y	N
Linda Olson Pehlke	Y		Y	Y	N	Y	Y	N	Y	Y
Markus Penzel	Y		A	Y	Y	Y	Y	A	Y	Y
David Pollak	Y		Y	Y	Y	Y	Y	Y	Y	Y
Stephen Reeders	Y		Y	Y	Y	N	Y	N	Y	N
Carlos Ridruejo	Y		Y	Y	Y	N	Y	N	Y	N
Lee Selwyn	Y		A	Y	Y	N	Y	N	Y	N
Alok Somani										
Carolyn Thall	Y		A	Y	Y	Y	Y	N	Y	Y
Christine Westphal										
Dennis Doughty										