

**Town of Brookline
Advisory Committee Minutes
Thursday, March 30, 2023**

Meeting Recording: https://brooklinema.zoomgov.com/rec/share/7A2svsLp0b0LfsLJOvORhRxRjxHufL9MNVzLc-cnW0ugoKXYm_jiLZkns2wpV1ND.AYITxVZonxMW6TtX

Present: Ben Birnbaum, Harry Bohrs, Clifford Brown, 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, Joslin Murphy, Donelle O’Neal, Linda Olson Pehlke, Markus L. Penzel, David Pollak, Stephen Reeders, Carlos Ridruejo, Alok Somani, Carolyn R. Thall, Christine Westphal

Absent: Carol Levin, Lee Selwyn, Pamela Lodish

Also Attending: ODICR Director Dr. Lloyd Gellineau; Director of Veterans’ Services William McGroarty; Director of Public Health and Human Services Sigalle Reiss; Assistant Director of Public Health Policy John Kleschinsky; Assistant Town Administrator for Finance Charlie Young, Bonnie Bastien, Allegra Dotti, Phyllis O’Leary and Lisa Portscher Secretary for the Advisory Committee.

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

Announcements: Pursuant to this Board’s Authority under 940 CMR 29.10 (8), all 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

There was none.

7:15 PM Reports from the Human Services Subcommittee, discussion and possible vote on Office of Diversity, Inclusion, & Community Relations FY 24 Budget, the Health Department FY 24 Budget and Veterans Services FY 24 Budget,

OFFICE OF DIVERSITY, INCLUSION, & COMMUNITY RELATIONS FY 24 BUDGET

Marc Penzel, member of the Human Services Subcommittee gave the report on the **ODICR FY 24 budget** a copy of which is linked at the end of these minutes. The Subcommittee recommended favorable action on ODICR’s base budget request of \$303,864 by a vote of 4-1-0. (The sole dissenting vote was a protest vote against the low level of funding in the base budget.) It also voted (5-0-0) to recommend full support of ODICR’s budget request of \$393,864 if the Override passes.

The Subcommittee also voted (5-0-0) to recommend that the Advisory Committee include funding for the Community Engagement Specialist in the Select Board’s base budget.

QUESTIONS, COMMENTS, DISCUSSION

Comment: Neil Gordon noted we passed a bylaw on language translation services. It is a service and by local law we have to provide it and it shouldn't be the subject of debate in this budget cycle as to whether we have the funding or not. We don't have choices on whether we fund mandates that may have been unfunded when passed. If the bylaw says we have to do it we have to do it and we must provide adequate funding for it. The same for the community engagement position.

Q: Harry Bohrs – Were there any turn backs from last year's budget? Warrant Article for Black N Brown Commission – if it passes, how do you see that working? A: Looking at it as any other commission that falls within the office. Some require more staff support than others. This group may be operating mostly independently. Will invest some resources similar to other commissions and groups. If it passes, there will be some funding coming from our office and it will dilute our funding somewhat.

Charlie Young responded to the questions about turn backs. Only about \$6,000 turn back from the ODICR budget. 90% used up.

Q: Patty Correa – language access services are provide perhaps using 3rd parties or 3rd party applications. How are we satisfying the by-law? A: Language Line is an online service. We and the Police Department are using this service. Very basic and lacks ADA effective communication methods to help people in our community attend public meetings and functions. It costs money. Other departments that use the service reimburse ODICR for their use. We should strive for something more, something that can function on different levels – such as special language for legal notices, for example. We have a consultant helping to create a plan and implement it; ready by the end of the spring and hopefully hire someone to implement it going forward.

Q: What is Town spending now on the current program across departments? A: Can get that information – but one example, for one event – an interpreter - \$1200.

Q: If there was something more technical such like a complaint, can you contract with another service? A: Yes, we could.

Comment: Subcommittee Chair, Susan Granoff shared that the subcommittee did some research and discovered that it varies from department to department. Police Department has done an exceptional job in providing language translation services. Brookline is part of a group of Towns and Cities that share information about which officers can speak or read different languages. Also, they have been using a 24/7 interpretation translation service so can access it anytime. Access Coordinator role is to do a needs assessment, provide recommendations, and track needs for interpretation services. Important position but nothing in the bylaw that requires it being full time.

Q: Janice Kahn – Language access consultant to create a plan – doesn't make sense to have a plan without funding for it. I think we should vote for it as part of the base budget.

Q: Neil Gordon - Specific to this office but more generally, does the base budget sufficient to do what the bylaw and the law more broadly requires the Town to do as it has been assigned to this office. If no, we need to adjust the budget. If the override fails, do you have sufficient funds to do all you are required to do? There are things we are mandated to and need to know we have sufficient money to do them. A: It is a matter of quality. All departments can do something toward this but I don't think we have current funds to sustain it. One shot deal versus having the capacity to provide ongoing support. Language access could eat away our budget in two months' time if we are not careful.

Mark Penzel added the subcommittee did ask Dr. Gellineau if you have to choose between Community Engagement Strategist or Language Access Coordinator he selected the CES. Don't know if the Strategist is required by a bylaw but Language Access Coordinator is required by the bylaw but doesn't specify full, part time or other.

Dr. Gellineau believes additional funding is necessary to do this correctly and keep in line with the goals of the Town.

Comment: Patty Correa - I have been abstaining from votes where we modify the budget, and I've been trying to articulate to myself what is making me uncomfortable about this kind of undertaking by the Advisory Committee and I just wanted to express some thoughts for the record. It seems like a very difficult juncture with the months and months of work on the budget by multiple departments, to reconcile things, to make changes now, as a vehicle for stating a policy preference that other in this case are legally mandated. Obviously, there are legal components of language access. But you know the community will write letters. They'll show up meetings. They'll press their policy preferences. The Town Administrator's office has to translate, and other staff and departments, and the Select Board have to translate the input they get over a fiscal year and months leading up to the budget into something workable budget-wise. In a time of rising inflation with employees pressing for greater wages and a climate crisis where there's only one sustainability person, seems insane. There are all these pressing needs and priorities and desires. And I know people want to express their desire for a Town that's responsive in this case, you know, on what's basically a legal requirement. It just feels like this isn't the time. I know we're having an override, and some of this will become moot. But for us, if there is no override passed, then we're looking in May at just imposing our own will. We don't have data. We don't have input. We don't have any record for policy decisions like this at this point it feels like to me. I'm just sort of wanting to express my discomfort, and I'll abstain from the ultimate vote on changing the base budget for now, and I hope next year we can start a conversation with the Town Administrator's office sooner.

Q: Harry Bohrs not sure what we are considering in terms of adding funding? Is it for the study? A: The \$90K that will be added if override passes, includes \$85K for Language Access Coordinator – who will coordinate what all departments are doing. Then \$5K is for office translation services and materials to implement complaint process. ARPA funding paid for the study.

Comment: Harry Friedman, addressing some of Patty Correa's comments on budgeting, noted that technically the budget that goes before Town Meeting is the Advisory Committee's budget. It is moved by the Advisory Committee and the Chair will speak to it before Town Meeting. If this isn't the time to do it, when is it? Certainly not on the floor of Town Meeting. We are not involved in the discussions when the 6th floor meets with Department heads regarding their needs. This is our shot and if we don't do it now, we don't have a chance to do it.

Q: Kelly Hardebeck - As we go through and review the budgets, the mechanism we have as AC to change them is to adjust the base or the override budget. But there are other funds that are available such as ARPA funds. Why wasn't this position submitted for ARPA funding? A: Chas went to the ARPA committee for this round 2 of applications. Came to an agreement which was about half of the allocation they had; With that and trying to keep the override number low, we had another half million to play with. More effective with complying with the bylaw long term and provide the tools Lloyd needed now. Language Access was built as a need in a department rather than a short-term need.

Kelly followed up noting we know that the IT Department has a cyber security analyst funded through ARPA and will need to find other funding to sustain it. Still think the Language Access Coordinator position which is a community benefit should have been included.

Q: Linda Olson Pehlke – Is it in the bylaw that the Language Access Coordinator position has to be in Lloyd's office? A: In the bylaw “within ODICR.”

Q: Alisa Jonas – shouldn't we wait to see what the study finds before we hire someone?

Comment: Alisa added in response to Patty's comment, I am somewhere in the middle, we don't know the information that led to the Executive to make the decisions they have; but on the other hand, this is our budget. We need to be more informed earlier in the process.

Comment: Patty said she appreciates that this is the Advisory's budget but wish this was a process with more data. Isn't it in everyone's interest to begin a discussion about priorities and limitations earlier.

Comment: Janice Kahn suggested framing the conversation differently for Charlie Young who represents the 6th floor. The Advisory Committee is the only representative town body outside of Town meeting. And if a budget should reflect Town values, we are the committee that should be looking at money and funding it based on what we hear from Departments about Town values. Has the 6th floor decided not to distribute ARPA funds until we know the outcome of the override?

A: Charlie Young - That is a good question. Schedules for ARPA were set some time ago. A hearing tomorrow to vote on some things and they will be set in stone. Some things are easier to fit in category of ARPA qualified than others. Didn't want to make everything for revenue replacement. ARPA is ending before the answer to the ballot question will be known.

Comment: Katherine Florio - Charlie, Chas and Melissa worked hard on this budget and they need to be thanked. But AC and residents have spoken up about this issue and we are still in this position. When Lloyd said that his department may not be able to provide services because of lack of funding, we need to listen to that and do something about it.

Comment: Harry Bohrs with a three-layer comment. Wring our hands, are we simply a rubber stamp for something handed down to us. But we have hired really good people to do this work. We respond at the 10th hour. Find it frustrating and I think we have to be involved earlier. We have an ad hoc subcommittee discussing this and we have had a trial run with one department already. Have conversations in the fall and it will better inform us and the 6th floor. Taking the base budget and adding back into it. I understand the impulse and most we have reviewed we have added something back in. But we do this in silos and serially and it is difficult. Oblique references to the Schools and lack of equity in funding. We are better off sticking with the budget as best as we can to keep it balanced because we are in tough times now until we have reviewed all departments, a better sense of all that is on the table and then move things around. And finally, I don't know if a full or part time equivalent is necessary for this particular position, maybe the study will tell us. This is a unique position in that it is required by a bylaw and it boxes us in a little bit.

Q: Mark Penzel - Will we have an opportunity after we look at everything? A: The Chair responded, if we went through this process and the sum total added up to projected revenue, we would have one omnibus vote at the end. But as it stands now, we have added back into the base somewhere between \$600,000-\$700,000 and we will adjust and make amendments. Sometimes the 6th floor revises based on our recommendations and we become aligned.

Susan Granoff reminded members that it was necessary to pass the Article because there was concern that the Town was not in compliance with Federal law.

Chair Doughty added that we are most certainly going to need a discussion on how to balance the various imbalances we have created.

A **MOTION** was made and seconded for Favorable Action on the ODICR base budget of \$303,864.

An **AMENDMENT** was made and seconded to add \$85,000 above the base budget for a total of \$388,864 to fund the Language Access Coordinator.

By a **VOTE** of 14 in favor, 2 opposed, and 8 abstentions, the Advisory Committee recommends Favorable Action on the **AMENDMENT**.

A **MOTION** was made and seconded for Favorable Action on the amended base budget. By a **VOTE** of 14 in favor, 2 opposed, and 7 abstentions, the Advisory Committee recommends Favorable Action on the amended operating base budget of \$388,864.

A **MOTION** was made and seconded in the event of a successful override, the Advisory Committee recommends Favorable Action on an ODICR FY24 budget of \$393,864. By a **VOTE** of 16 in favor, 6 opposed and 1 abstention, the Advisory Committee recommends Favorable Action on an ODICR FY24 budget of \$393,864.

HEALTH DEPARTMENT FY 24 BUDGET

Katherine Florio, a member of the Human Services Subcommittee, gave the report on the Health Department FY 24 Budget which is linked to the end of these minutes.

The Human Services Subcommittee by a vote of 5-0-0 recommended favorable action on both the Department of Public Health and Human Services FY24 base budget request of \$1,369,184, and the override budget request of \$1,426,552.

For further details on the Public Health and Human Services FY24 budget, see the Brookline FY-2024 Financial Plan, Section 4, pp. 141-151, and the Opengov link: <https://stories.opengov.com/brooklinema/published/y-7z6q5oU>

The Brookline Public Health and Human Services Department consists of seven subprograms: Administration, Environmental Health, Community Health, Public Health, Nursing and Epidemiology, Mental Health, Substance Use Prevention and Emergency Preparedness.

Director Sigalle Reiss thanked Katherine for her report. She clarified that the Community Health Assessment and Plan is looking at all health outcomes in the community but also to have an RFP to do a mapping of those human services. Two distinct projects but with some overlap. Difference between fiscal years – Opioid Settlement Fund in FY 24 that will go into the Stabilization Fund (in a different account).

QUESTION, COMMENTS, DISCUSSION

Q: Joslin Murphy – According to data published on the Town website, electrocution traps annually cost \$90K – trapped a total of 260 rats for three months. Substantial figure per rat. Inhumane and not very effective. Could consideration be given to a contraceptive (**ContraPest® Fertility Control - It's Birth Control for Rodents**) which has reduced populations very significantly? Hope we will see budgeting for this alternative. A: We will continue to evaluate the contract and methods we are using. February numbers were low. DPW Commissioner Gallentine and others have been talking and we have a meeting on Monday with ContraPest. Don't know the baseline and don't have a way to know how we are doing. Rodent has to eat the liquid.

Q: Use of second-generation coagulants – effect on secondary species, such as cats and the birds. Could they not be used except in certain situations? A: That would be with the Building Department and Parks and Recs. Looking at the policy Arlington has adopted so we are looking to create a policy around anticoagulants.

Q: Harry Bohrs – Tight quarters with many health services – do we get any benefits? A: Interns from public health schools; looking at hospitals and community benefits in those hospitals and how to access their services, knowledge, etc.

Q: Harry Friedman – An article in Boston Globe about use of Big Bellies for trash. Cities that have used them have seen a decrease in rat populations. Nonlethal way to reduce the population by limiting their food source. The history of public

health departments seems to be when something horrible happens we fund the departments and then we forget until the next epidemic. How do you see maintaining your staff and capability to fight public health emergencies when there is no emergency? A: It is a struggle. When we do our job and we prevent those outbreaks you don't recognize it. Opportunities to build on infrastructure around the country. State budget is now including funding for public health. Shared service model. There is opportunity but this has always been an issue. Regarding the Big Bellies defer to Commissioner Gallentine. Solid waste management and enforcement with restaurants is a process we need.

Q: Linda Olson Pehlke - Work to ensure capacity to meet state and federal regulatory requirements. What is the mandate to Health Department about short-term rentals and lodging houses? A: We don't have to inspect the unit and give a permit. More complaint driven about problems that are perceived.

Public health cannot advise on personal risk so instead focus on mitigation strategies, we can give advice about meeting rooms, and we have advised.

Katherine highlighted some of the Department's accomplishments and extensive list of the subprograms' goals and accomplishments appear on pp. 141-149 of the Brookline FY-2024 Financial Plan.

A **MOTION** was made and seconded for Favorable Action on the Health Department base budget of \$1,369,184. By a VOTE of 23 in favor, none opposed and no abstentions, the Advisory Committee recommended Favorable Action on the Health Department base budget of \$1,369,184.

A **MOTION** was made and seconded for Favorable Action on the Health Department override budget request of \$1,426,552. By a **VOTE** of 18 in favor, 4 opposed and 1 abstention, the Advisory Committee recommended Favorable Action on the Health Department override budget request of \$1,426,552.

VETERANS' SERVICES FY 24 BUDGET

Katherine Florio, member of the Human Services Subcommittee gave the report on Veterans' Services FY 24 Budget which is linked at the end of these minutes.

The Subcommittee unanimously (Yes – 4, No – 0, Abstentions – 0) recommended the FY24 override budget of \$322,728 for Veterans' Services, which includes \$25,000 in Veterans Benefits. The Subcommittee does not recommend the FY24 base budget of \$297,728 which subtracts \$25,000 from Veterans' Benefits and will be the budget the Town Administrator will recommend should the override fail to pass. This vote was Yes – 2, No – 2, and 0 abstentions.

Mr. McGroarty said he is still looking for an electric van. Really appreciate your support.

QUESTION, COMMENTS, DISCUSSION

Q: Harry Friedman – Are you transporting vets in your own personal vehicle? A: Yes, not a huge amount of transportation. Will continue to look for alternatives. Sometimes will use Uber. Fossil fuel free vehicle I hope. Q: if offered the ability to buy a van, whether electric or otherwise, I hope that you take advantage of it because this is appalling.

Comment: Neil Gordon - Thank you to Bill for all he does. Veterans deal with the world's largest bureaucracy – the VA and the Federal Government. The Veteran's Services office provides the support to navigate it. Real dollar for dollar cuts to remove any funding from this budget. Bill is excellent at hiring staff. Claudia is the best and she deserves a lot of credit for what she does for Brookline veterans.

Comment: Katherine Florio Bill has \$70K, a gift from a veteran and I hope we encourage the purchase of a vehicle with a lift as soon as possible. \$25K for internship program would be important and valuable to benefit Town department and our retirees and vets that are also stretched. This is the right thing to do – the van and the internship program. The Town would be better off with those expenditures.

Q: Janice Kahn - Does Council on Aging have a wheelchair van that could be shared in the interim, while looking for an alternative. A: Bill said he would check with them. Last two people were ambulatory and just had to get to my truck.

A **MOTION** was made and seconded for Favorable Action on the Veterans' Affairs FY 24 base budget of \$297,728.

An **AMENDMENT** was made and seconded to add \$25,000 for internships to the Veterans' Affairs FY 24 base budget for a total of \$322,728.

Q: Linda Olson Pehlke - What is the additional \$25K actually for? A: Charlie Young responded – The office has turned back \$50K per year for the past several years. This was an area we looked to help balance the budget. Coming out of a benefits line some of which or all of which may be reimbursed by the State. Bill will submit as many requests for reimbursement that he can.

Bill explained further that under Mass General Law we are required to provide emergency assistance to our veterans. Lost job and wages, retired widows or widowers with low income that helps keep them in their homes. We were able to turn back money because we are successful at finding alternative sources of income for veterans – Social Security or VA benefits – more than \$4,000 a month in one instance for a client with children. This is a temporary benefit. Not a solid income. Some people are overqualified to get help but still in need – and negotiate the support. \$75-50% reimbursement that goes back to the Town.

Katherine also added that an intern program for veteran's and retirees would be a good investment and Bill said he could do it for \$25k.

Charlie Young said you could add back the \$25K as an internship program, just add it back without condition, or go with what was discussed with Bill.

Q: Anita Johnson – Are the veteran's needs caused by military service? A: Sometimes yes and sometimes no.

Comment: Neil Gordon - We need to distinguish between service connected disability and the indirect consequences of military service. Different needs if you served in combat.

By a **VOTE** of 14 in favor, 4 opposed, and 3 abstentions, the **AMENDMENT** to add \$25K to the FY 24 Veterans Affairs base budget passes.

A **MOTION** was made and seconded for Favorable Action on the amended Veterans' Affairs base budget of \$322,728.

By a **VOTE** of 14 in favor, 2 opposed, and 5 abstentions, the Advisory Committee recommends Favorable Action on the amended Veterans' Affairs budget for a total of \$322,728.

A **MOTION** was made and seconded in the event of a successful override, the Advisory Committee recommends Favorable Action on a Veterans' Affairs budget of \$322,728.

An **AMENDMENT** was made and seconded to add \$25K to the override budget of \$322,728 for a total of \$347,728.

By a **VOTE** of 9 in favor, 11 opposed and 1 abstention, the Amendment failed.

An **AMENDMENT** was made and seconded to transfer \$25K from Veterans Benefits line item to “part time temporary salaries” line item. By a **VOTE** of 11 in favor, 10 opposed and no abstentions, the **MOTION** carries.

A **MOTION** was made and seconded for Favorable Action on the override budget of \$322,728 for Veterans’ Affairs for FY24.

By a **VOTE** of 12 in favor, 3 opposed and 6 abstentions, the Advisory Committee recommends the amended override budget of \$322,728 for Veterans’ Affairs FY24.

8:45 PM Other business

David-Marc announced that for those who want a printed copy of the School Committee budget, they should be ready tomorrow and available at Town Hall, 5th Floor. You can request a mailed copy.

Upon a **MOTION** made and seconded to adjourn, and voted unanimously, the meeting was adjourned at 9:50 p.m.

Documents Presented

<https://www.brooklinema.gov/DocumentCenter/Index/3981>

- 2023 03 24 Human Services Subcommittee Report on Office of Diversity, Inclusion, & Community Relations FY 24 Budget
- 2023 03 20 Human Services Subcommittee Report on Health Department FY24 Budget
- 2023 03 03 Human Services Subcommittee Report on Veterans’ Services FY24 Budget
- AC Health Department slide presentation
- HS Subcommittee Questions to ODICR on FY24 Budget
- HS Subcommittee Questions to Health Dept on FY24 Budget
- HS Subcommittee Questions to Veterans Services Director on FY24 budget

VOTES below and also linked here

<https://www.brooklinema.gov/DocumentCenter/View/40552/2023-03-30-Advisory-Committee-Vote-Tally>

Vote Tally Sheet - 03/30/2023

	Vote 1	Vote 2	Vote 3	Vote 4	Vote 5	Vote 6	Vote 7	Vote 8	Vote 9	Vote 10	Vote 11	Vote 12	Vote 13
# Votes Yes	0	14	14	16	23	18	0	14	14	0	9	11	12
# Votes No	0	2	2	6	0	4	0	4	2	0	11	10	3
# Votes Abstain	0	8	7	1	0	1	0	3	5	0	1	0	6
Vote Description:	MAIN MOTION: FAVORABLE ACTION ON FY24 'base' operating budget for ODICR \$303,864	KAHN AMENDMENT: ADJUST FY24 'base' operating budget for ODICR \$388,864 to fund language access coordinator	MAIN MOTION: FAVORABLE ACTION ON FY24 'base' operating budget as amended for ODICR \$388,864	MAIN MOTION: In the event of an override FAVORABLE ACTION ON FY24 operating budget for ODICR \$1,369,184	MAIN MOTION: FAVORABLE ACTION ON FY24 'base' operating budget for Health Department	MAIN MOTION: In the event of an override, FAVORABLE ACTION ON FY24 operating budget for Health Veterans	MAIN MOTION: FAVORABLE ACTION ON FY24 'base' operating budget for Veterans	FLORIO AMENDMENT: AMEND 'base' operating budget for Veterans' Services \$322,728 (to add an	MAIN MOTION: FAVORABLE ACTION ON FY24 'base' operating budget as amended for	MAIN MOTION: In the event of an override, FAVORABLE ACTION ON FY24 operating budget for	FLORIO AMENDMENT: AMEND 'override' operating budget for Veterans' Services \$347,728 (to add an internship program)	JONAS AMENDMENT: (override budget) MOVE \$25,000 from Veterans' Benefits to "into part time temporary salaries"	MAIN MOTION: In the event of an override, FAVORABLE ACTION ON FY24 operating budget (as
	Enter Y, N or A	Enter Y, N or A	Enter Y, N or A	Enter Y, N or A	Enter Y, N or A	Enter Y, N or A	Enter Y, N or A	Enter Y, N or A	Enter Y, N or A	Enter Y, N or A	Enter Y, N or A	Enter Y, N or A	Enter Y, N or A
Ben Birnbaum		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Harry Bohrs		Y	Y	Y	Y	Y		N	A		N	N	A
Cliff Brown		A	A	Y	Y	Y		A	A		A	N	A
Patty Correa		A	A	A	Y	Y							
John Doggett		A	A	N	Y	A		A	A		N	N	Y
Katherine Florio		Y	Y	Y	Y	Y		Y	Y		Y	Y	Y
Harry Friedman		N	N	N	Y	N		N	N		N	N	N
David-Marc Goldstein		Y	Y	Y	Y	Y		Y	Y		Y	Y	Y
Neil Gordon		Y	Y	Y	Y	Y		Y	Y		Y	Y	Y
Susan Granoff		Y	Y	Y	Y	Y		Y	Y		Y	Y	Y
Kelly Hardebeck		Y	Y	Y	Y	Y							
Amy Hummel		Y	Y	Y				A	A		Y	Y	Y
Anita Johnson		A	A	Y	Y	Y		N	N		N	N	A
Alisa Jonas		Y			Y	Y		Y	Y		N	Y	Y
Janice Kahn		Y	Y	Y	Y	Y		Y	Y		Y	Y	Y
Carol Levin													
Pam Lodish													
Joslin Murphy		Y	Y	N	Y	N		Y	Y		N	N	N
Donelle O'Neal, Sr.		Y	Y	Y	Y	Y							
Linda Olson Pehlke		Y	Y	Y	Y	Y		Y	Y		N	Y	Y
Markus Penzel		Y	Y	Y	Y	Y		Y	Y		N	Y	Y
David Pollak		A	A	Y	Y	Y		N	A		N	N	A
Stephen Reeders		N	N	N	Y	N		Y	Y		Y	Y	Y
Carlos Ridruejo		A	A	N	Y	N		Y	Y		N	N	N
Lee Selwyn													
Alok Somani		A	A	N	Y	Y		Y	Y		N	N	A
Carolyn Thall													
Christine Westphal		A	Y	Y	Y	Y		Y	Y		Y	N	A
Dennis Doughy													