



**City of Bloomington
Board of Public Safety**

**AGENDA
BOARD OF PUBLIC SAFETY
REGULAR MEETING
TUESDAY, JANUARY 16, 2018
AT 5:00 P.M.
BLOOMINGTON CITY HALL
401 N MORTON STREET
BLOOMINGTON, IN 47401
MCCLOSKEY CONFERENCE ROOM**

1. CALL TO ORDER
2. CERTIFICATION OF EXECUTIVE SESSION
3. APPROVAL OF MINUTES
 - a. December 18, 2017
4. PROMOTIONS
5. APPROVAL OF NEW OFFICER CANDIDATE(S)
6. FIRE CHIEF'S DISCIPLINE
7. POLICE DEPARTMENT BUSINESS
 - a. Report on Monthly Statistics and Training Update; Letters Of Appreciation and Commendation
 - b. General Business
 - c. Purchases: Expenditures/Procurements
 - d. Personnel Issues
8. FIRE DEPARTMENT BUSINESS
 - a. Report on Monthly Statistics and Training Update; Letters Of Appreciation and Commendation
 - b. General Business
 - c. Purchases: Expenditures/Procurements
 - d. Personnel Issues
9. BOARD BUSINESS
 - a. Review of BPS Payroll
10. OTHER BUSINESS
11. PUBLIC COMMENT
12. ADJOURNMENT



**City of Bloomington
Board of Public Safety**

**CERTIFICATION OF EXECUTIVE SESSION
BY THE
BLOOMINGTON BOARD OF PUBLIC SAFETY**

I, SUSAN YOON, do hereby certify that the Executive Session of the Bloomington Board of Public Safety held January 16, 2018, was for the purpose of receiving information about prospective and current employees pursuant to Ind. Code §5-14-1.5-6.1(b)(5) and §5-14-1.5-6(b)(9), all as publicly noticed in accordance with Indiana Code §5-14-1.5-6.1(d). Only the subject matter specified in the public notice was discussed in the Executive Session.



Susan Yoon, Chair

Date: January 16, 2018

BLOOMINGTON BOARD OF PUBLIC SAFETY

The Bloomington Board of Public Safety held its regular monthly meeting on **Tuesday, December 19, 2017, at 5:00 p.m.**, in the City of Bloomington City Hall McCloskey Conference Room located at 401 N. Morton Street, Bloomington, Indiana.

CALL TO ORDER

Chairperson Susan Yoon called the meeting to order. Board members present were Marsha Bradford, Luis Fuentes-Rohwer, Kimberly Gray and Martin McCrory. Others attending are listed on the attached sheet. Yoon certified that the Board had just met in Executive Session to interview Police Department Employees for promotions.

APPROVAL OF MINUTES

Bradford moved to approve the minutes of the November 21, 2018 meeting. Gray seconded the motion and the motion carried. Yoon and McCrory abstained since they did not attend the November meeting.

PROMOTIONS

Bradford moved that Officer Ben Burns be promoted to Sergeant effective January 1, 2018. McCrory seconded the motion and the motion carried.

Gray moved that Sergeant Ryan Pedigo be promoted to Lieutenant effective January 1, 2018. McCrory seconded the motion and the motion carried.

Fuentes-Rohwer moved that Detective Josh Taylor be promoted to Sergeant effective January 1, 2018. The motion carried unanimously.

The Board took a few moments to allow each candidate to make a few comments. The Board then congratulated the newly promoted employees.

FIRE CHIEF'S DISCIPLINE

Outside Counsel Darla Brown conducted this portion of the meeting. This was in regards to Chief Jason Moore's recommendation that Chauffer Richard Garvin continue his Administrative Leave without pay until the outcome of his hearing. The Board must then agree to adopt a comparable set of findings that support the vote. A very lengthy discussion occurred. Gray made a motion to continue Administrative Leave without pay for Richard Garvin. Fuentes-Rohwer seconded the motion. The motion carried. Bradford abstained. Yoon liked the Finding of Facts that Mike Rouker, City Attorney and Attorney for Police and Fire presented and wanted to add the portion of Richard Garvin's Attorney Joe Lazano's Finding of Facts which stated that there was "significant conflict of evidence" on the last page. Brown went into great detail amending Paragraphs 26-28 and read it back to the Board several times to make sure they understood what she was suggesting. Gray moved that they accept the City of Bloomington's

proposed Findings of Facts as amended. Fuentes-Rohwer seconded the motion. The motion carried. Bradford abstained. McCrory had a problem with a paragraph in section 24. The last sentence starting with "while" should be removed. Yoon would like to remove what is in parenthesis as well. McCrory would like the second sentence in paragraph 26 be removed. This area repeats itself several times and is not necessary. Brown mentioned the further amendments which was the language in the parenthesis in the last paragraph of 24 is being removed. In old paragraph 26, the words "Convicted Domestic Batterer" as well as the second sentence in paragraph 26 is being removed. McCrory moved that they adopt the findings for the City of Bloomington as further amended. Fuentes-Rohwer seconded the motion. The motion carried. Bradford abstained. Brown stated that this will be on the next meeting agenda and the Board will receive a clean copy of the findings to be reviewed and signed and adopted.

POLICE DEPARTMENT BUSINESS

Training and Incident Reports and Statistics; Letters of Appreciation and Commendation

Deputy Chief Joe Qualters reported on the monthly statistics and training. After reporting the monthly incident reports and statistics, Fuentes-Rohwer wanted to know how the Department is REALLY doing. The numbers don't mean anything to him and he just wanted to know how the things are going in the Department. A detailed discussion occurred. Police will work on better accommodating the needs of the Board.

General Business

None.

Personnel Issues

There are two people on extended leave; four people in the academy. Two certified officers that are going for psychiatric and medical exams. Interviews were conducted three weeks ago. Several candidates will be going on for background checks for anticipated openings, retirements and two new approved positions for 2018. Rouker had presented to the Board last month the Police Pension Board process for an officer who had been off of work for an extensive period of time. The Board had agreed to have the Officer's case presented to the Police Pension Board. Today, Rouker reported that the Officer has returned to work and the Police Pension Board will not be meeting on this particular matter.

FIRE DEPARTMENT BUSINESS

Training and Incident Reports and Statistics; Letters of Appreciation and Commendation

Chief Jason Moore reported on the monthly statistics and training. There was discussion on some of the Reports and Statistics.

General Business

Deputy Chief Jayme Washel reported that the ladder truck is back in service. The cost of repairs was just under \$70K. The residual value of that truck is around \$500K. Engine #1 is also currently being repaired and should be back by the end of the month. Engine #4 is a new Engine that should be complete in the Spring. A ladder truck to replace Engine #1 has been ordered. At the IU Men's Basketball Game during half time, Bloomington Fire Department played Indiana University Police Department in a "pickup game". Although the score was unfavorable, it was fun event! Another community outreach program is "Shop with a Fire Fighter". This year there was \$10K for needy families to spend. 38 families and 95 kids were able to participate in this event which happened at Kmart west. The money comes from Union Dues and fund raising events that the Department does. Santa's Sleigh is another outreach program that BFD participates in on Christmas Eve. As part of this event, BFD delivers presents. Currently, at Fire Headquarters, BFF was doing the Bike Giveaway. Ken Nunn Sponsors this event. 30 bikes are given away. Washel wanted to give kudos and piggy back off of the comments earlier to the Police Department. There have been incidents where BFD has asked BPD to pull footage off of the body cameras and they have been very cooperative and very good at working with us to get us the information that is needed.

Personnel Issues

Six employees on light duty. In the month of December, there are generally six people off on vacations. Four in the academy. We are down 20 people with vacations and everything.

BOARD BUSINESS

Review of BPS Payroll

- a. Deputy Chief Qualters and Chief Moore agreed the payrolls were correct.

OTHER BUSINESS

The Board looked at the calendar for Spring Break. There is no need to reschedule the meeting during Spring Break. The regular scheduled meeting time was confirmed by the Board.

There has been an issue getting the bi-weekly claims signed by the Board Members. Board Attorney Chris Wheeler came up with several ideas in an email to help accommodate the Board Member's need to feel more comfortable in signing the claims. A lengthy discussion was held. The Board would like for Chris to look at the language on the signature page to see if it can be changed to indicate that they are relying on the duties of the people in charge that the expenses are correct. They would also like Police and Fire to let them know in advance when a large/unexpected or "out of the ordinary" expense is going to hit and what it is so when the Board sees it in the claims, they are aware of it.

Public Comment

None.

Gray moved to adjourn the meeting.

Respectfully submitted,

Renée Rose, Recording Secretary
Board of Public Safety

The minutes of the December 19, 2017 Board of Public Safety meeting are approved this 16th
day of January, 2018.

Susan Yorn

Marsha F. Zucchi

[Red Signature]

Maureen G. McAvoy

Bloomington Police Department

Board Of Safety

Statistical Report

December 2017



Bloomington Police Department Board of Public Safety Statistical Report

ARRESTEES (MISD. & FELONIES)		
MONTH	2016	2017
January	189	180
February	117	187
March	184	232
April	192	263
May	161	203
June	202	271
July	195	261
August	246	218
September	252	246
October	221	194
November	196	182
December	176	206
TOTALS:	2331	2643

JUV REFERRAL (MISD. & FELON)		
MONTH	2016	2017
January	8	14
February	10	11
March	18	18
April	10	18
May	16	16
June	16	19
July	19	21
August	22	21
September	16	31
October	12	38
November	22	14
December	12	11
TOTALS:	181	232

DOMESTIC VIOLENCE CASES		
MONTH	2016	2017
January	12	18
February	10	18
March	20	22
April	16	40
May	21	31
June	14	39
July	23	43
August	24	36
September	19	38
October	17	20
November	17	44
December	14	42
TOTALS:	207	391

UCR/IND. HATE CRIMES		
	2016	2017
Jan-Mar	2	1
Apr-June	1	4
July - Sept	2	3
Oct - Dec	4	
TOTALS:	9	8

CALLS FOR SERVICE		
MONTH	2016	2017
January	4177	3784
February	3629	3681
March	4229	4528
April	4365	4650
May	4275	4473
June	4309	4679
July	4449	4738
August	5217	4942
September	4482	4824
October	4700	4575
November	3929	4070
December	3556	3988
TOTALS:	51317	52932

NOISE CFS		
MONTH	2016	2017
January	132	135
February	147	152
March	148	169
April	267	253
May	158	113
June	93	81
July	98	75
August	137	164
September	191	203
October	222	250
November	131	139
December	122	87
TOTALS:	1846	1821

MUNICIPAL VIOLATION		
MONTH	2016	2017
January	13	4
February	8	5
March	9	21
April	25	56
May	15	4
June	3	7
July	3	7
August	22	29
September	20	42
October	15	16
November	5	8
December	0	5
TOTALS:	138	204

Bloomington Police Department Board of Public Safety Statistical Report

2017	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEP	OCT	NOV	DEC	TOTAL
HOMICIDE	0	1	0	0	0	0	0	0	0	1	0	1	3
ROBBERY	8	3	8	7	3	2	5	6	7	6	3	3	61
BURGLARY	45	34	32	38	48	60	45	47	36	46	40	31	502
LARCENY	135	121	156	137	151	163	149	194	249	195	182	162	1994
VEHICLE THEFT	13	10	10	21	18	18	12	20	31	18	16	13	200
ARSON	0	5	2	2	2	3	1	0	1	0	1	0	17
	201	174	208	205	222	246	212	267	324	266	242	210	2777

2016	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEP	OCT	NOV	DEC	TOTAL
HOMICIDE	0	0	0	0	0	0	0	1	0	0	0	1	2
ROBBERY	9	1	6	4	3	6	11	8	5	13	2	11	79
BURGLARY	52	31	48	34	50	51	56	62	58	48	47	49	586
LARCENY	167	142	176	158	152	204	164	220	149	219	195	161	2107
VEHICLE THEFT	11	16	15	10	14	15	20	24	17	16	15	5	178
ARSON	4	0	2	0	0	0	1	2	1	2	2	1	15
	243	190	247	206	219	276	252	317	230	298	261	228	2967

Disclaimers: ** Some monthly totals may change from previous calculations based on the date compiled and what data is available at that time. ** Case information listed above is NOT based on Uniformed Crime Reporting standards set by the Federal Bureau of Investigations. It is a compilation of crimes worked by the Bloomington Police Department during that month, regardless of the outcome. ** The definition of Domestic Battery changed in 2017.



City of Bloomington
Police Department
MEMORANDUM

To: Deputy Chief Qualters
From: Lieutenant Kovach
Date: January 2, 2018
Re: December Detective Division Monthly Report

Detective Division Assigned Cases:	64
Cyber Crimes	1
Death Investigations	2
White Collar/Fraud	16
Major Crimes	2
Missing Persons	2
Crimes against Persons	4
Property Crimes	23
Sex Crimes	10
Special Investigations	4
Cases Cleared By Arrest:	8
Criminal Charges:	9
Level I Felony	0
Level II Felony	0
Level III Felony	2
Level IV Felony	0
Level V Felony	2
Level VI Felony	0

Misdemeanors:	5
Cases Assigned to Other Agency:	1
Cleared by Exception Cases:	4
Probable Cause Filed:	1
WOW:	5
Unfounded Cases:	3
DPR:	106

Dates Trainings Attended	Total Training Hours	Number of Officers Trained
12/1/17-12/31/17	18.75	1
12/4/17-12/4/17	4	2
12/11/2017	8	1
12/11/17-12/12/17	16	8
12/17/17-12/20/17	1	60
12/18/17-12/22/17	10	1

Training Name/Description:	Total # of hours trained
Police Canine Training	18.75
CPR certification	8
Dive Team Training	8
Critical Incident Response Team Training	128
Pistol Range	60
Celluar Records Analysis & Mapping	10

232.75

Letters of Appreciation

and

Commendation



None



**City of Bloomington Fire Department
Board of Public Safety Report**

BLOOMINGTON



Established

February 17, 1900

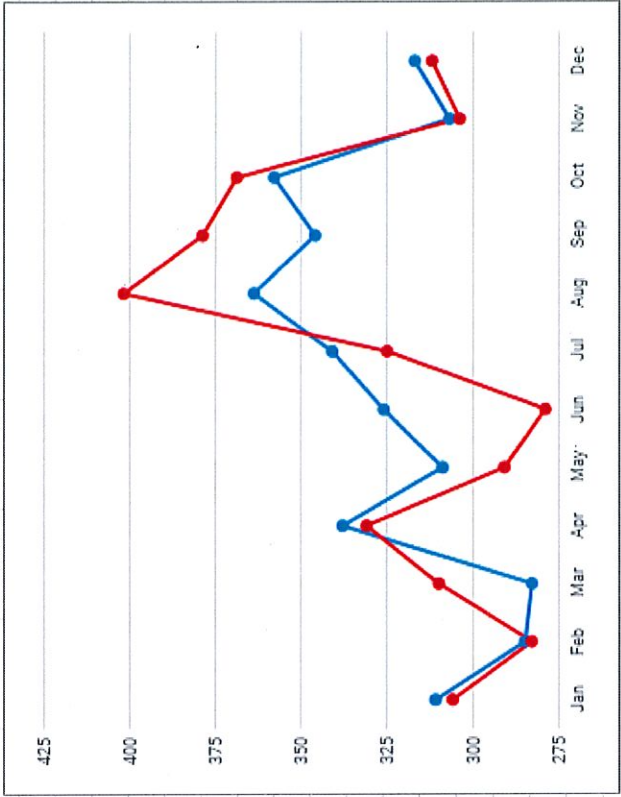
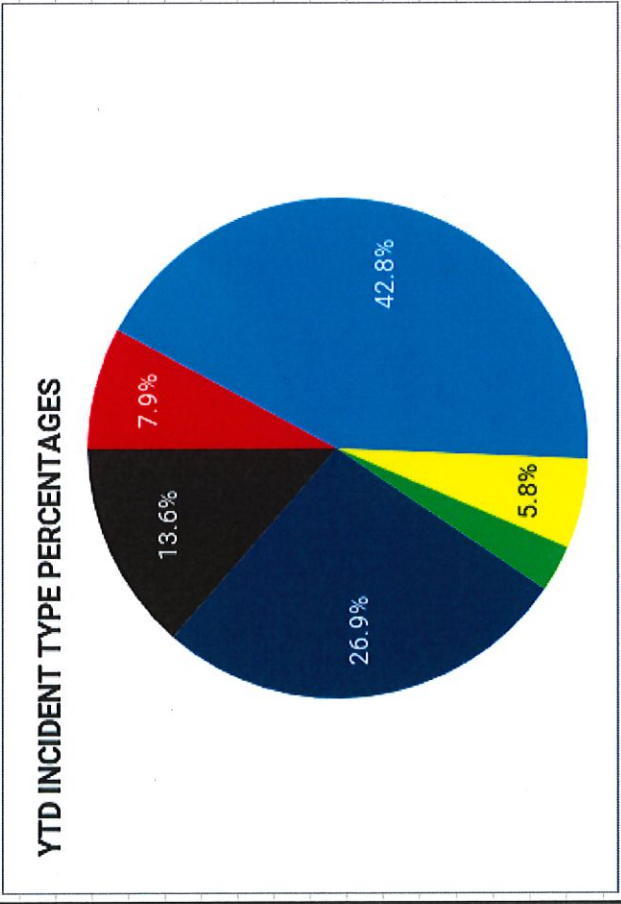
2017

Fire Operations

**Incident Type Summary, Response by Area Summary, I.U. Incident Type
Summary, Runs by District Percentage, Runs by Unit Summary, and
Response Time Analysis/Percentage**

**Bloomington Fire Department
Incident Type Summary**

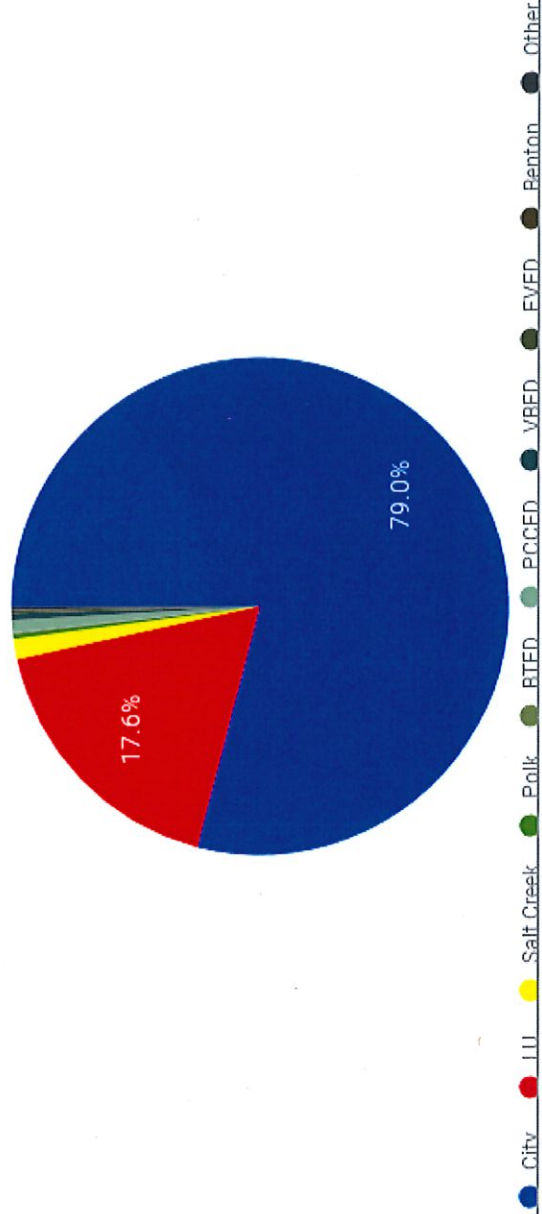
Call Types	YTD	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Fire	306	16	29	24	27	26	22	30	40	26	25	24	17
Rescue/EMS	1664	150	134	130	137	126	173	126	133	140	134	151	130
Hazardous Condition	226	21	12	21	24	25	10	12	23	21	15	23	19
Service Call	117	16	8	8	14	9	6	10	12	13	8	3	10
False Alarm	1045	71	67	63	89	87	71	114	110	89	111	71	102
Other	527	37	35	37	47	36	44	49	46	57	65	35	39
2017 Runs	3885	311	285	283	338	309	326	341	364	346	358	307	317
2016 Runs	3891	306	283	310	331	291	279	325	402	379	369	304	312



**Bloomington Fire Department
Response by Area Summary**

Call Types	YTD	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
City	3070	253	228	239	259	242	267	288	285	270	262	242	235
I.U.	683	49	49	38	68	52	40	44	75	64	81	54	69
Salt Creek	52	4	5	3	3	4	7	3	3	2	6	7	5
Polk	11	1	1	0	1	1	2	2	0	1	0	0	2
BTFD	4	1	0	1	0	1	0	1	0	0	0	0	0
PCCFD	31	3	1	1	4	4	5	3	0	3	3	1	3
VBFD	17	0	1	1	2	1	3	0	0	1	4	3	1
EVFD	7	0	0	0	0	2	0	0	0	2	1	0	2
Benton	2	0	0	0	0	2	0	0	0	0	0	0	0
Other	8	0	0	0	1	0	2	0	1	3	1	0	0
2017 Totals	3885	311	285	283	338	309	326	341	364	346	358	307	317
2016 Totals	3891	306	283	310	331	291	279	325	402	379	369	304	312

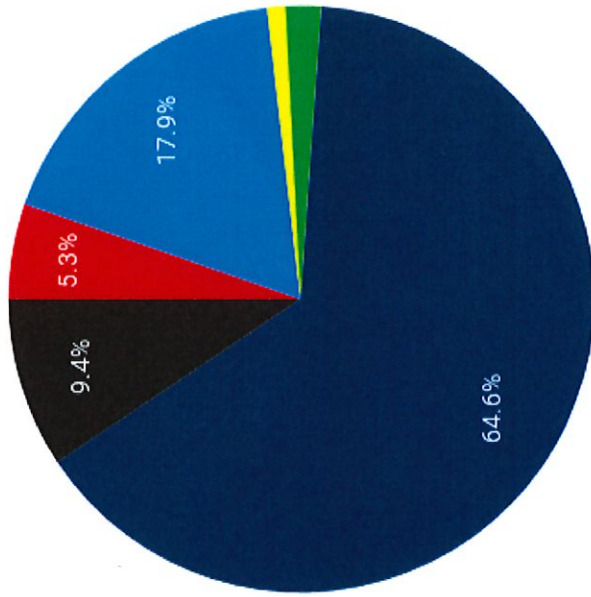
YTD Response by area percentages



**Bloomington Fire Department
I.U. Incident Type Summary**

Call Types	YTD	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Fire	36	1	1	4	4	3	2	1	3	3	5	3	6
Rescue/EMS	122	8	16	5	14	8	5	2	14	12	10	17	11
Hazardous Condition	7	0	0	1	0	0	0	2	3	0	0	0	1
Service Call	13	1	2	2	4	0	0	1	1	0	1	0	1
False Alarm	441	35	28	21	39	37	32	33	47	40	55	28	46
Other	64	4	2	5	7	4	1	5	7	9	10	6	4
2017 Runs	683	49	49	38	68	52	40	44	75	64	81	54	69
2016 Runs	748	50	56	67	54	81	56	45	79	74	73	58	55

YTD I.U. INCIDENT TYPE PERCENTAGES



100

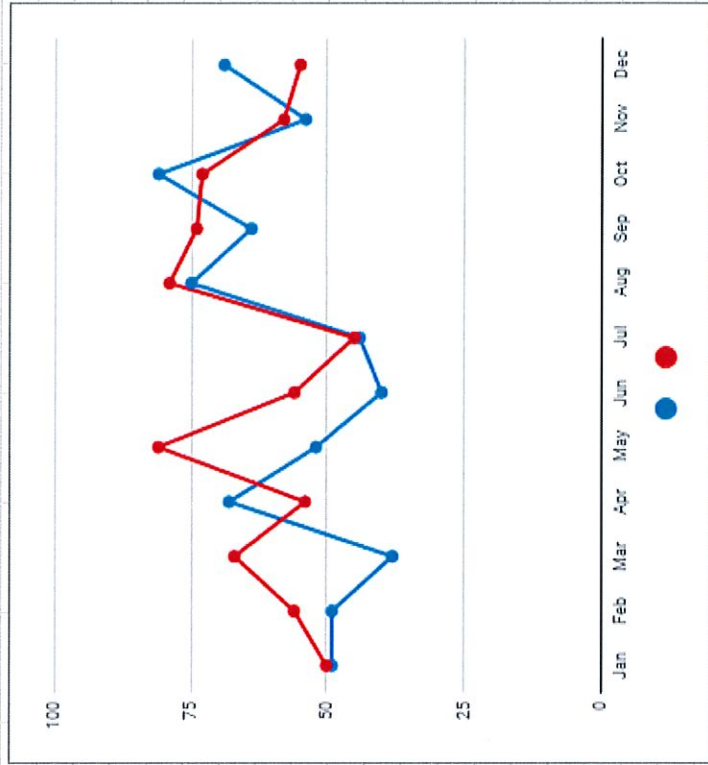
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50

25

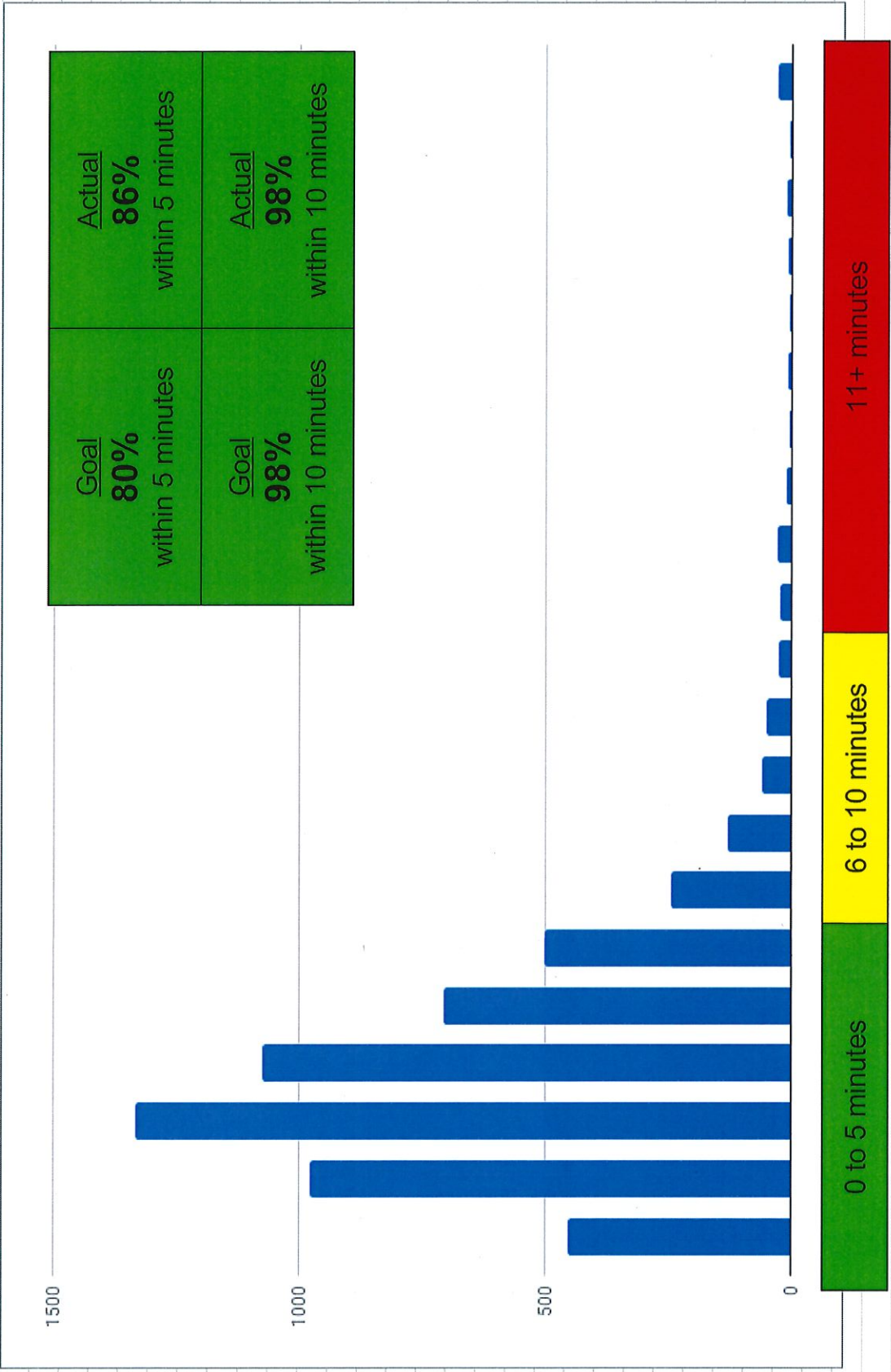
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Jan Feb Mar Apr May Jun Jul Aug Sep Oct Nov Dec



**Bloomington Fire Department
Response Time Analysis**

Response Times	YTD	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
< 1:00	451	32	41	40	36	46	52	36	38	36	44	23	27
1:00 to 1:59	980	79	75	84	86	73	67	86	93	82	102	67	86
2:00 to 2:59	1332	107	104	96	118	101	112	110	128	102	135	113	106
3:00 to 3:59	1075	89	97	104	104	97	73	83	97	94	77	91	69
4:00 to 4:59	706	64	48	54	57	47	62	67	78	60	60	45	64
5:00 to 5:59	499	42	38	37	47	39	35	43	51	36	42	36	53
6:00 to 6:59	244	26	25	13	18	19	10	22	18	27	13	26	27
7:00 to 7:59	129	12	13	3	8	11	8	19	9	8	11	11	16
8:00 to 8:59	58	7	4	3	4	5	7	5	3	8	2	2	8
9:00 to 9:59	49	5	3	2	3	9	4	6	2	6	2	6	1
10:00 to 10:59	24	0	2	3	2	0	0	3	0	4	4	2	4
11:00 to 11:59	23	0	1	3	2	4	4	1	3	0	3	0	2
12:00 to 12:59	29	4	2	2	2	0	3	6	0	2	3	3	2
13:00 to 13:59	9	2	1	1	2	0	2	0	0	0	0	0	1
14:00 to 14:59	4	1	1	0	0	0	0	0	0	0	1	1	0
15:00 to 15:59	5	0	1	1	0	0	2	0	0	0	0	0	1
16:00 to 16:59	3	0	0	0	0	0	3	0	0	0	0	0	0
17:00 to 17:59	5	0	0	0	0	0	0	0	0	0	4	0	1
18:00 to 18:59	9	0	0	1	0	2	3	0	0	1	0	1	1
19:00 to 19:59	3	0	0	0	0	1	0	1	0	0	0	0	1
20:00 +	28	3	3	1	1	1	3	2	1	5	4	3	1
2017 - 5 Minute Percentile	87%	87%	88%	93%	91%	89%	89%	87%	82%	87%	91%	87%	86%
2017 - 10 Minute Percentile	98%	98%	98%	98%	99%	98%	96%	98%	93%	98%	97%	98%	98%
Year		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2016 - 5 Minute Percentile	77%	68%	68%	70%	67%	67%	60%	61%	91%	89%	90%	89%	85%
2016 - 10 Minute Percentile	96%	96%	95%	97%	90%	96%	96%	93%	97%	98%	97%	99%	97%



Fire Prevention

**Fire Inspection Activity Summary and Public
Education/Social Media Reach Summary**

**Bloomington Fire Department
Fire Inspection Activity Summary**

Inspection Type	YTD	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Consultation	171	28	14	12	9	15	17	10	11	11	16	19	9
Database Updates	1250	0	0	0	0	0	0	0	0	0	658	217	375
Fire Investigations	64	12	15	7	0	3	4	5	2	2	5	5	4
Fire Inspections	1018	20	108	162	105	83	49	47	98	123	91	92	40
Inter-Dept Instruction	50	0	5	8	5	7	7	2	7	2	3	3	1
Knox-Box	80	0	13	9	3	9	13	2	5	13	5	5	3
Plan Review	225	8	12	26	23	23	19	15	25	13	23	26	12
Preplans	1318	0	0	4	64	127	133	153	140	127	197	204	169
All Other Types	81	0	3	6	6	3	19	5	0	34	5	0	0

TARGET GOAL FOR YEAR

3490

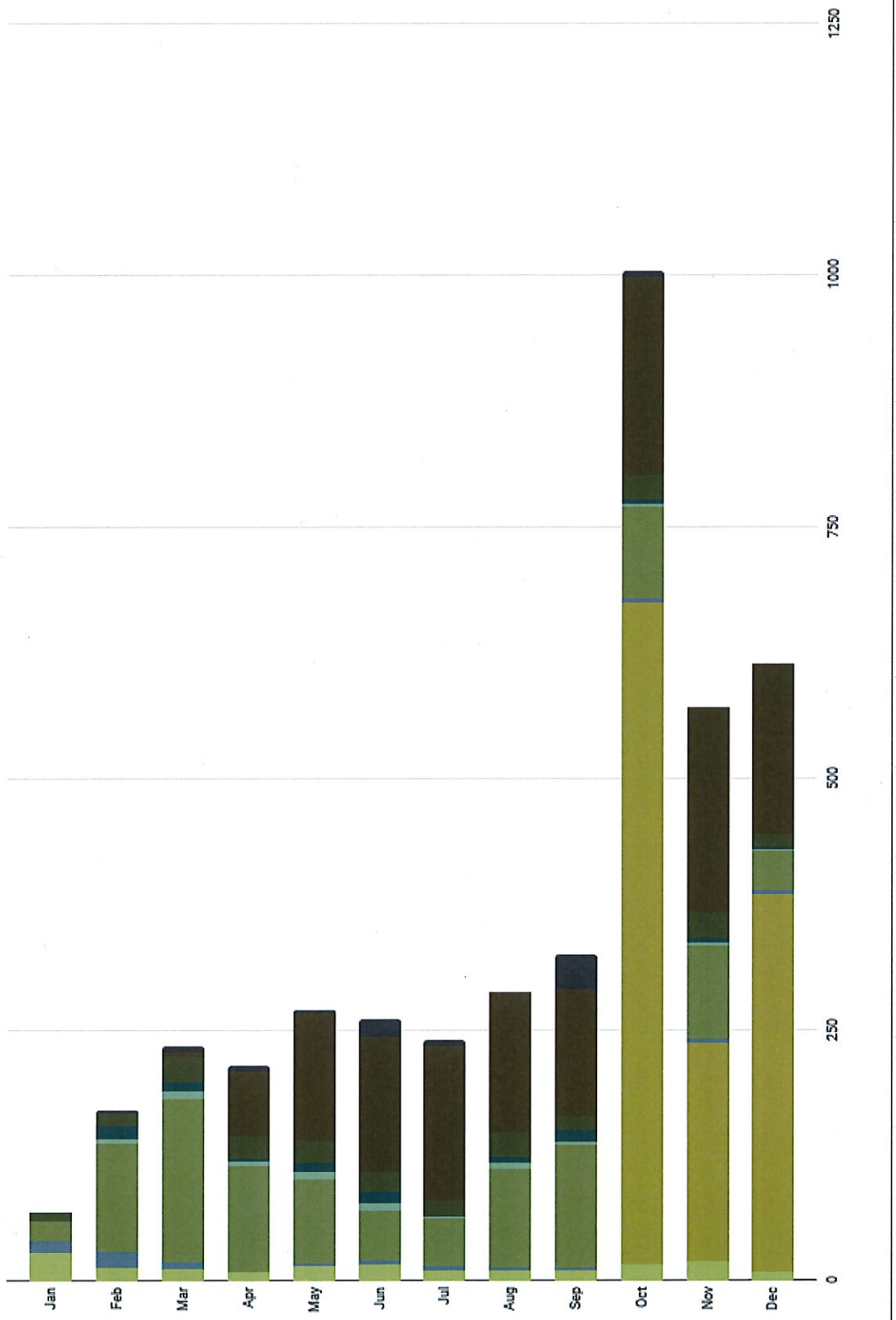
CURRENT PROGRESS

2813

PERCENTAGE

81%

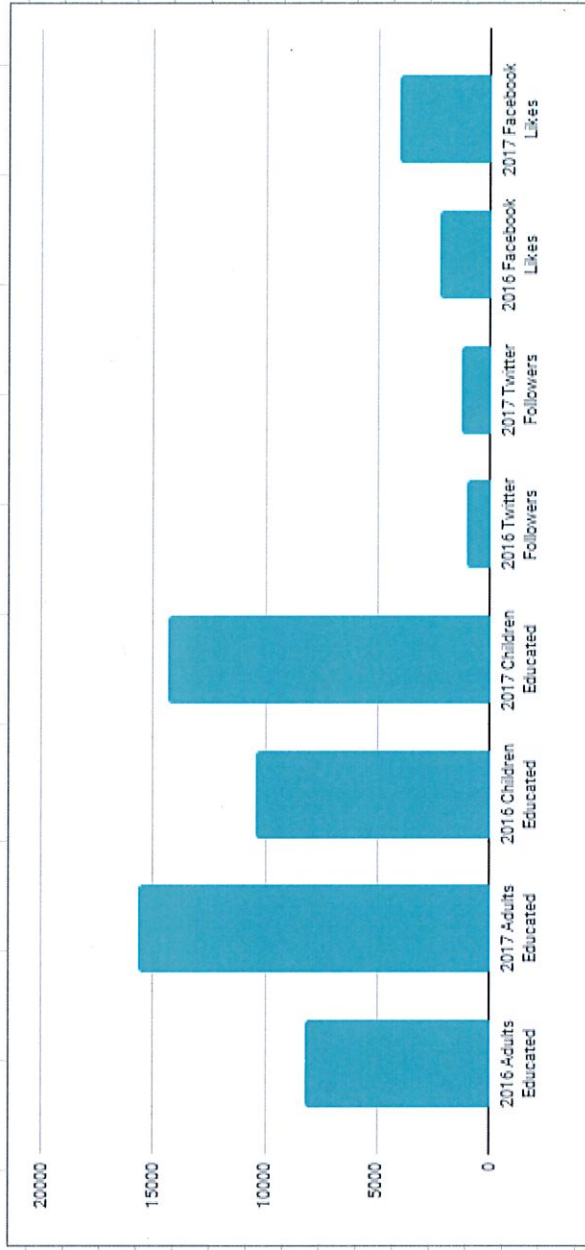
Fire Inspection Activity Summary



Bloomington Fire Department

Public Education (#of people) and Social Media Reach Summary

Type Of Public Interaction	YTD	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Public Education Adults	15662	259	2654	1257	335	1830	1347	3621	2038	1241	350	431	299
Public Education Children	14377	8	258	1535	1251	1161	1586	3427	1517	1594	858	1137	45
Juvenile Firesetter	0	0	0	0	0	0	0	0	0	0	0	0	0
CPR - Hands Only	109	0	0	0	4	0	0	87	18	0	0	0	0
CPR - Full Class	20	0	9	0	4	0	0	0	7	0	0	0	0
General First Aid	45	0	0	10	0	35	0	0	0	0	0	0	0
Citizen Academy	30	0	0	0	0	0	0	0	0	0	0	30	0
Station Tours	779	0	6	5	28	13	96	10	8	602	2	9	0
Public Events	10994	250	674	726	0	1003	537	814	1329	2134	1094	1952	481
All Other Types	1000	9	0	36	0	0	0	3	437	99	112	244	60
Twitter (followers)	1288	1087	1131	1165	1180	1188	1222	1240	1264	1268	1275	1278	1288
Facebook (likes)	4021	2214	3529	3540	3596	3636	3701	3741	3860	3953	3982	3987	4021



2016 Adults Educated 8207

2017 Adults Educated 15662

2016 Children Educated 10383

2017 Children Educated 14377

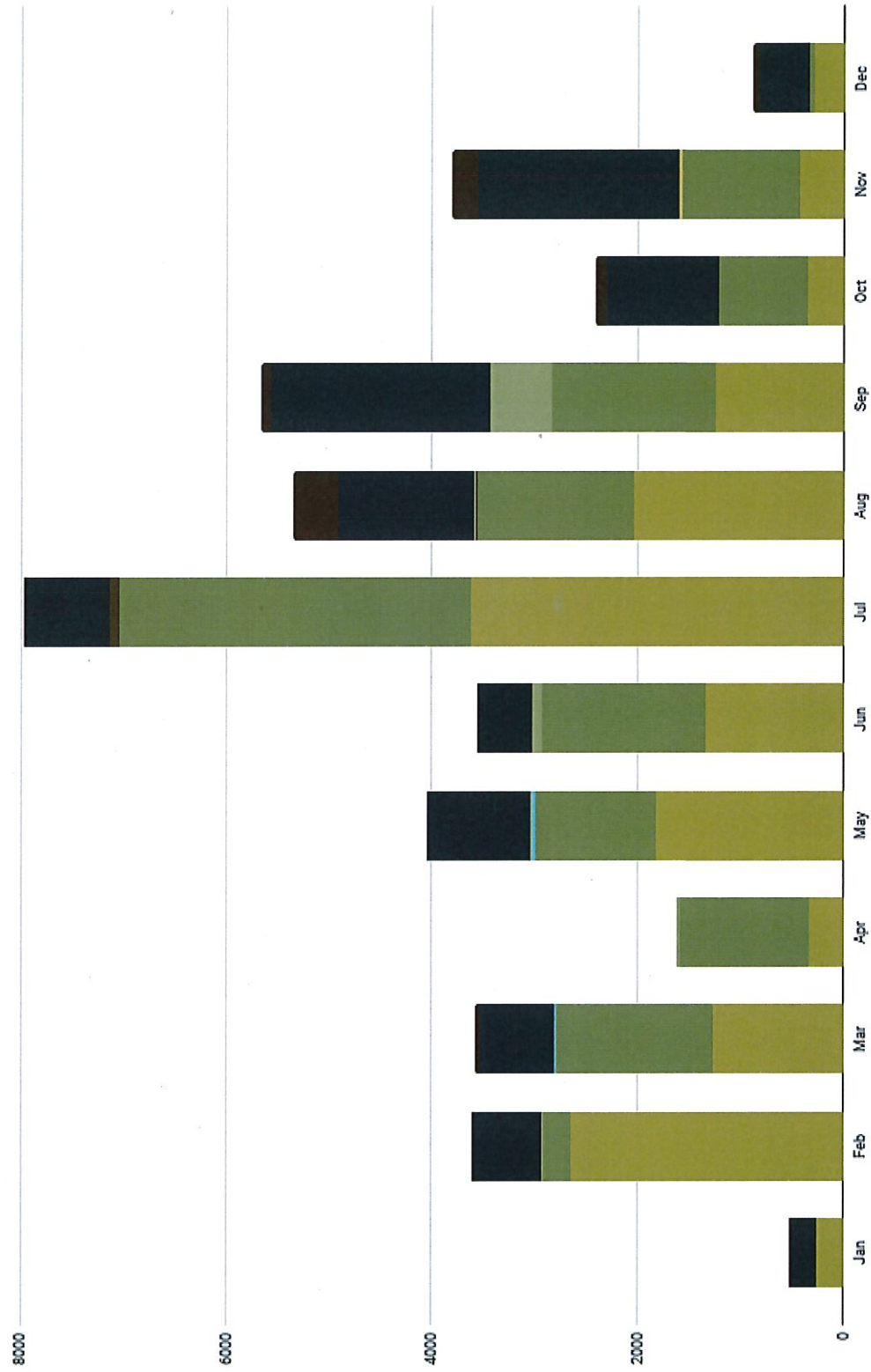
2016 Twitter Followers 1052

2017 Twitter Followers 1288

2016 Facebook Likes 2214

2017 Facebook Likes 4021

Public Education Summary



Training

Training and Certification Hours Summary

**Bloomington Fire Department
2017 Training and Certification Hours Summary**

Types Of Training	YTD	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
ISO Compliance (FF)	8986	482	678	820	885	620	1007	1085	686	709	691	658	666
ISO Compliance (Driver)	7348	795	551	624	500	629	496	952	688	481	393	661	581
ISO Compliance (Officer)	2152	201	399	220	86	170	163	156	120	126	267	153	94
Medical Training	2490	349	336	196	148	192	108	80	139	260	354	76	253
Officer Development	2046	165	48	109	140	222	124	41	304	95	283	408	109
Administrative	4723	436	537	659	322	462	283	167	239	421	392	464	342
SOG/SOP/Protocol	2494	263	244	208	217	170	175	179	494	209	113	111	114
Physical Fitness	11095	901	971	901	963	929	1092	941	964	898	866	822	849
Rescue/Extrication	896	65	18	37	154	83	127	57	94	15	93	144	10
Specialized Rescue	1211	15	338	0	106	303	11	26	48	48	27	103	189
Fire Prevention	3437	49	233	312	394	508	364	245	340	263	334	241	155
Public Education	191	0	0	0	0	0	0	0	54	51	22	38	26
Instructor Training	528	2	1	16	5	9	4	17	68	73	9	163	163
Certifications	2496	32	56	362	228	54	78	9	34	155	84	625	779
OSHA Required	468	77	106	82	23	32	29	5	28	14	8	24	41
Higher Education	151	18	22	9	22	38	9	0	12	18	4	0	0
Conference	284	0	0	15	72	14	0	81	56	19	27	0	0
	50997	3847	4536	4570	4260	4433	4070	4039	4366	3852	3964	4691	4368

OUR TRAINING GOAL FOR THE YEAR (3522 Hours per month x 12 months) 42264	50997	121%
	Total Hours	% of Goal
	2016 Hours	23946

Training and Certification Hours Summary



Letters Of Appreciation



&

Commendation

Tom-

I just wanted to let you know how grateful we are for all the clean up help you and your team gave us after our Menlep to Make a Difference event this year. On behalf of our club kids, and the community they had impact, thank you for your role in helping with this event.

Sincerely,
Lynn Waugh / Events Director



PAYROLL

ANY QUESTIONS?