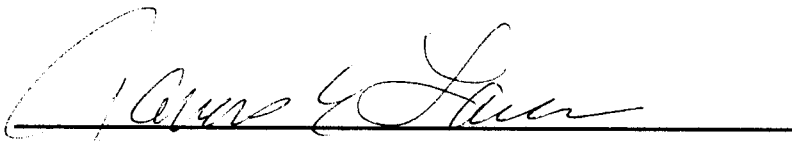


10/19/15

**Minutes
Meeting of the
Personnel Committee of the
Alabama Environmental Management Commission
Alabama Department of Environmental Management Building
1400 Coliseum Boulevard
Montgomery, Alabama 36110-2400
June 20, 2014**

This is to certify that the Minutes contained herein are a true and accurate account of actions taken by the Personnel Committee of the Alabama Environmental Management Commission on June 20, 2014.

A handwritten signature in black ink, appearing to read "James E. Laier", is written over a solid horizontal line.

James E. Laier

Chair

Personnel Committee

Alabama Environmental Management Commission

Certified this 16th day of October 2015.

**Minutes
Meeting of the
Personnel Committee of the
Alabama Environmental Management Commission
Alabama Department of Environmental Management Building
1400 Coliseum Boulevard
Montgomery, Alabama 36110-2400
June 20, 2014**

**Convened: 9:02 a.m.
Adjourned: 9:14 a.m.**

Part A

**Transcript
Word Index**

Part B

**Attachment Index
Attachment 1
Attachment 2**

Part A

Page 1

1 ALABAMA ENVIRONMENTAL MANAGEMENT COMMISSION
2 PERSONNEL COMMITTEE MEETING
3
4
5
6
7
8
9 ALABAMA DEPARTMENT OF ENVIRONMENTAL
10 MANAGEMENT
11 Alabama Room
12 1400 Coliseum Boulevard
13 Montgomery, Alabama 36110-2400
14 June 20, 2014
15 9:02 a.m.
16
17
18
19
20
21
22
23 Taken by: Victoria M. Castillo, CCR#17

Page 3

1 CHAIRMAN LAIER: I'd like to
2 call the meeting to order, and we do have a
3 quorum. I checked that with our counsel.
4 And so we're ready to proceed this
5 morning. And the first agenda item has to
6 do with the minutes that were developed in
7 December of 2009. Each of the Committee
8 members has received a copy of the minutes,
9 and what I'd like is a motion.
10 DR. MILLER: I move,
11 Mr. Chairman, that we adopt the minutes as
12 written.
13 DR. CARSON: Second.
14 CHAIRMAN LAIER: Any
15 discussion?
16 (No response)
17 CHAIRMAN LAIER: Then I will
18 call the question. All in favor?
19 (All Committee members
20 indicate "aye.")
21 CHAIRMAN LAIER: Any
22 opposed?
23 (No response)

Page 2

1 A P P E A R A N C E S
2
3 COMMITTEE MEMBERS:
4 James E. Laier, Ph.D., P.E., Chair
5 Samuel L. Miller, M.D.
6 Robert L. Carson, Jr., D.V.M.
7
8 ALSO PRESENT:
9 Robert Tambling, EMC Legal Counsel
10 Debi Thomas, EMC Executive Assistant
11
12
13
14
15
16
17
18
19
20
21
22
23

Page 4

1 CHAIRMAN LAIER: All right.
2 Motion is passed. Agenda item number two
3 deals with my -- the commitment to have a
4 summary of written comments received from
5 members of the Commission and from the
6 general public and from personnel at ADEM.
7 At our April 11th, 2014
8 Commission meeting, Commission Chairman
9 Brown directed the Personnel Committee --
10 and I happen to be the chair of the
11 Personnel Committee -- to obtain feedback
12 from members of the Commission and from the
13 general public regarding Director Lance
14 LeFleur's performance and to return to the
15 full Commission with consolidated feedback,
16 the details, and a report of the results of
17 our findings relative to Director LeFleur's
18 job performance.
19 At the meeting, Chairman Brown
20 specifically invited public participation
21 in the presentation of the data. The
22 Committee authorized, by memo, the
23 development of a Commission response to us

Page 5

1 that went out to the general public and
2 went out throughout the ADEM community with
3 a commencement time of 5 p.m. on May 30th,
4 2014, essentially meaning that that was the
5 drop dead date when all comments and
6 information relative to Lance LeFleur's
7 performance would be provided to us here at
8 ADEM.

9 The public was particularly
10 notified through ADEM's Web site and
11 through the circulation of our advanced
12 notification system for meeting times and
13 agendas. Reviewing the written comments
14 and the -- and the drafting of the summary
15 of the consolidated data for the Chair of
16 the Commission, I have shared the results
17 and the comments that were presented in the
18 documentation and we have prepared a
19 consolidated document.

20 And so do we have any
21 discussion, or can I ask for a motion?
22 DR. CARSON: I move we adopt
23 the draft summary of the written comments.

Page 7

1 information with our Director and any other
2 matters pertaining to his position as the
3 Director.

4 Particularly, I'm concerned with
5 the fact that the Director has been working
6 with us for five years. He came on board
7 in May of 2010, and he has not had a raise
8 in salary. His current salary level is
9 \$144,195.84. So I think there's room to
10 discuss the Director's salary, and the
11 Commission should consider authorizing me
12 as the Chairman of our Committee to talk
13 with Director LeFleur about his
14 performance.

15 The summary of his performance
16 characteristics, and the written
17 consolidation data would be used as a basis
18 of discussing with him the positives and
19 the negatives -- or the positive and the
20 constructive comments that were given
21 relative to his performance.

22 I will also need to have
23 executed a Verification of Understanding

Page 6

1 CHAIRMAN LAIER: Do we have
2 a second?
3 DR. MILLER: I second the
4 motion.
5 CHAIRMAN LAIER: We have a
6 motion and a second. Any further
7 discussion?
8 (No response)
9 CHAIRMAN LAIER: I call for
10 the question. All in favor?
11 (All Committee members
12 indicate "aye.")
13 CHAIRMAN LAIER: All
14 opposed?
15 (No response)
16 CHAIRMAN LAIER: The ayes
17 have it. The document of the consolidated
18 summary of the comments has been accepted
19 and approved.

20 Now, agenda item three is a
21 discussion of the Director's performance as
22 well as some comments regarding the
23 Commission and how we will discuss the

Page 8

1 document that will validate that I have met
2 with the Director and that he understands
3 the comments that were made about him and
4 any other matters pertaining to his job
5 performance.

6 So do either of the two
7 Commission members have any further
8 suggestions or comments about the
9 statements I've made?
10 DR. MILLER: Well, I think
11 that, you know, going for four, five years
12 on a flat salary is difficult for anyone.
13 And I think that when we set the salary, we
14 have to realize that not only are we
15 setting the Director's salary as Lance
16 LeFleur, but we're also setting a precedent
17 and a salary level. When Lance retires,
18 we're going to have to try to attract, you
19 know, a top flight person to be the
20 Director. And if our salary is not
21 competitive, that's going to severely
22 restrict that.

23 CHAIRMAN LAIER: I think so,

Page 9

1 too.
2 DR. MILLER: So I think
3 that, you know, that's another way to look
4 at it. But I think it's an important
5 thought from my standpoint.
6 DR. CARSON: I agree with
7 Dr. Miller that by putting it on a State
8 pay grade range, then we are assured as we
9 go forward in the future that at such time
10 that he retires or needs to be replaced,
11 then we are at a set State pay grade that
12 would be competitive and we could attract
13 someone to replace him.
14 CHAIRMAN LAIER: Well, thank
15 you. Do we have a motion?
16 DR. MILLER: Mr. Chairman, I
17 move to recommend that we request that the
18 State Personnel Board approve placing our
19 director, Mr. LeFleur, in the State pay
20 grade range of 90 at step 15 and that the
21 Commission request that the Board approve
22 an increase for Director LeFleur to have a
23 per year salary of \$152,618.40.

Page 10

1 MS. THOMAS: With
2 clarification, that would be you-all's
3 recommendation to the Commission?
4 DR. MILLER: I thought I
5 said that, but I probably didn't.
6 DR. CARSON: I second the
7 motion.
8 CHAIRMAN LAIER: Okay. We
9 have a motion and a second. Any further
10 discussion?
11 (No response)
12 CHAIRMAN LAIER: I call for
13 the question. All in favor?
14 (All Committee members
15 indicate "aye.")
16 CHAIRMAN LAIER: Opposed?
17 (No response)
18 CHAIRMAN LAIER: The ayes
19 have it.
20 DR. CARSON: Mr. Chairman,
21 I'd like to move that we as a Committee
22 recommend that the Commission approve the
23 practice of using pay grade range 90 for

Page 11

1 salary levels for the ADEM director
2 position, with the stipulation that placing
3 Director LeFleur in that pay range is
4 approved by the Board.
5 CHAIRMAN LAIER: Do I have a
6 second?
7 DR. MILLER: I second.
8 CHAIRMAN LAIER: I have a
9 motion and a second. Any further
10 discussion?
11 (No response)
12 CHAIRMAN LAIER: I call the
13 question. All in favor?
14 (All Committee members
15 indicate "aye.")
16 CHAIRMAN LAIER: Opposed?
17 (No response)
18 CHAIRMAN LAIER: The ayes
19 have it. I'd like a motion with respect to
20 my duties of meeting with the Director and
21 talking with him about the comments that
22 were made in getting the verification
23 certificate.

Page 12

1 DR. MILLER: Mr. Chairman, I
2 move that we recommend that the Commission
3 authorize you as our Personnel Committee
4 Chair to meet with Director LeFleur
5 regarding the summary of written comments
6 and recommendation adopted by the
7 Commission and to execute Verification of
8 Understanding between the Commission and
9 the Director regarding the results of his
10 performance evaluation.
11 DR. CARSON: I second the
12 motion.
13 CHAIRMAN LAIER: We have a
14 motion and a second. Any further
15 discussion?
16 DR. CARSON: I think this is
17 very appropriate, otherwise the Director
18 does not have a means of having feedback
19 if -- if this function is not carried out.
20 And, you know, for as far -- both the good
21 and bad of his performance needs to be
22 discussed with him so that he has the
23 opportunity to correct any deficiencies

Page 13

1 that might exist and he has the opportunity
2 to be recognize that he has done -- he has
3 done a well performance in some areas.
4 CHAIRMAN LAIER: I agree.
5 Any further?
6 (No response)
7 CHAIRMAN LAIER: Call the
8 question. All in favor?
9 (All Committee members
10 indicate "aye.")
11 CHAIRMAN LAIER: Opposed?
12 (No response)
13 CHAIRMAN LAIER: The ayes
14 have it. Agenda item number four, is there
15 any other business to come before the
16 Personnel Committee?
17 (No response)
18 CHAIRMAN LAIER: With no
19 other business, we will move on. There is
20 an agenda item five that deals with further
21 meetings. I don't believe we have any need
22 for any further meetings, so I will go on
23 to the adjournment. Do I have a motion to

Page 14

1 adjourn?
2 DR. MILLER: So moved.
3 CHAIRMAN LAIER: Second?
4 DR. CARSON: Second.
5 CHAIRMAN LAIER: We're
6 adjourned.
7 (The meeting adjourned at
8 9:14 a.m.)
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23

Page 15

1 STATE OF ALABAMA)
2 COUNTY OF MONTGOMERY)
3
4 I hereby certify that the above
5 proceedings were taken down by me and
6 transcribed by me using computer-aided
7 transcription and that the above is a true
8 and accurate transcript of said proceedings
9 taken down by me and transcribed by me.
10 I further certify that I am
11 neither of kin nor of counsel to any of the
12 parties nor in anywise financially
13 interested in the outcome of this case.
14 I further certify that I am duly
15 licensed by the Alabama Board of Court
16 Reporting as a Certified Court Reporter as
17 evidenced by the ACCR number following my
18 name found below.
19
20
21
22 VICTORIA CASTILLO, ACCR #17, 9/30/14
23 FREELANCE COURT REPORTER

1 STATE OF ALABAMA)

2 COUNTY OF MONTGOMERY)

3
4 I hereby certify that the above
5 proceedings were taken down by me and
6 transcribed by me using computer-aided
7 transcription and that the above is a true
8 and accurate transcript of said proceedings
9 taken down by me and transcribed by me.

10 I further certify that I am
11 neither of kin nor of counsel to any of the
12 parties nor in anywise financially
13 interested in the outcome of this case.

14 I further certify that I am duly
15 licensed by the Alabama Board of Court
16 Reporting as a Certified Court Reporter as
17 evidenced by the ACCR number following my
18 name found below.

19
20
21 Victoria Castillo

22 VICTORIA CASTILLO, ACCR #17, 9/30/14

23 FREELANCE COURT REPORTER

		6:11;7:12;10:14,21; 11:14;12:3;13:9,16	5:19;6:17;8:1	further (8) 6:6;8:7;10:9;11:9; 12:14;13:5,20,22
§	B	community (1) 5:2	documentation (1) 5:18	future (1) 9:9
\$144,195.84 (1) 7:9	bad (1) 12:21	competitive (2) 8:21;9:12	done (2) 13:2,3	
\$152,618.40 (1) 9:23	basis (1) 7:17	concerned (1) 7:4	DR (18) 3:10,13;5:22;6:3; 8:10;9:2,6,7,16;10:4,6, 20;11:7;12:1,11,16; 14:2,4	G
A	board (4) 7:6;9:18,21;11:4	consider (1) 7:11	draft (1) 5:23	general (3) 4:6,13;5:1
accepted (1) 6:18	both (1) 12:20	consolidated (4) 4:15;5:15,19;6:17	drafting (1) 5:14	given (1) 7:20
ADEM (4) 4:6;5:2,8;11:1	Brown (2) 4:9,19	consolidation (1) 7:17	drop (1) 5:5	good (1) 12:20
ADEM's (1) 5:10	business (2) 13:15,19	constructive (1) 7:20	duties (1) 11:20	grade (4) 9:8,11,20;10:23
adjourn (1) 14:1	C	copy (1) 3:8	E	H
adjourned (2) 14:6,7	call (6) 3:2,18;6:9;10:12; 11:12;13:7	counsel (1) 3:3	either (1) 8:6	happen (1) 4:10
adjournment (1) 13:23	came (1) 7:6	current (1) 7:8	essentially (1) 5:4	I
adopt (2) 3:11;5:22	can (1) 5:21	D	evaluation (1) 12:10	important (1) 9:4
adopted (1) 12:6	carried (1) 12:19	data (3) 4:21;5:15;7:17	execute (1) 12:7	increase (1) 9:22
advanced (1) 5:11	CARSON (8) 3:13;5:22;9:6;10:6, 20;12:11,16;14:4	date (1) 5:5	executed (1) 7:23	indicate (5) 3:20;6:12;10:15; 11:15;13:10
agenda (5) 3:5;4:2;6:20;13:14, 20	certificate (1) 11:23	dead (1) 5:5	exist (1) 13:1	information (2) 5:6;7:1
agendas (1) 5:13	chair (3) 4:10;5:15;12:4	deals (2) 4:3;13:20	F	invited (1) 4:20
agree (2) 9:6;13:4	CHAIRMAN (36) 3:1,11,14,17,21;4:1, 8,19;6:1,5,9,13,16; 7:12;8:23;9:14,16; 10:8,12,16,18,20;11:5, 8,12,16,18;12:1,13; 13:4,7,11,13,18;14:3,5	December (1) 3:7	fact (1) 7:5	item (5) 3:5;4:2;6:20;13:14, 20
appropriate (1) 12:17	characteristics (1) 7:16	deficiencies (1) 12:23	far (1) 12:20	J
approve (3) 9:18,21;10:22	checked (1) 3:3	details (1) 4:16	favor (5) 3:18;6:10;10:13; 11:13;13:8	job (2) 4:18;8:4
approved (2) 6:19;11:4	circulation (1) 5:11	developed (1) 3:6	feedback (3) 4:11,15;12:18	L
April (1) 4:7	clarification (1) 10:2	development (1) 4:23	findings (1) 4:17	LAIER (29) 3:1,14,17,21;4:1;6:1, 5,9,13,16;8:23;9:14; 10:8,12,16,18;11:5,8, 12,16,18;12:13;13:4,7, 11,13,18;14:3,5
areas (1) 13:3	commencement (1) 5:3	difficult (1) 8:12	first (1) 3:5	Lance (4) 4:13;5:6;8:15,17
assured (1) 9:8	comments (12) 4:4;5:5,13,17,23; 6:18,22;7:20;8:3,8; 11:21;12:5	directed (1) 4:9	five (3) 7:6;8:11;13:20	LeFleur (6) 7:13;8:16;9:19,22; 11:3;12:4
attract (2) 8:18;9:12	Commission (16) 4:5,8,8,12,15,23; 5:16;6:23;7:11;8:7; 9:21;10:3,22;12:2,7,8	Director (16) 4:13,17;7:1,3,5,13; 8:2,20;9:19,22;11:1,3, 20;12:4,9,17	flat (1) 8:12	LeFleur's (3) 4:14,17;5:6
authorize (1) 12:3	commitment (1) 4:3	Director's (3) 6:21;7:10;8:15	flight (1) 8:19	level (2) 7:8;8:17
authorized (1) 4:22	Committee (13) 3:7,19;4:9,11,22;	discuss (2) 6:23;7:10	forward (1) 9:9	levels (1) 11:1
authorizing (1) 7:11		discussed (1) 12:22	four (2) 8:11;13:14	
aye (5) 3:20;6:12;10:15; 11:15;13:10		discussing (1) 7:18	full (1) 4:15	
eyes (4) 6:16;10:18;11:18; 13:13		discussion (7) 3:15;5:21;6:7,21; 10:10;11:10;12:15	function (1) 12:19	

look (1) 9:3	obtain (1) 4:11	provided (1) 5:7		4:2;8:6
M	only (1) 8:14	public (5) 4:6,13,20;5:1,9	S	U
matters (2) 7:2;8:4	opportunity (2) 12:23;13:1	putting (1) 9:7	salary (10) 7:8,8,10;8:12,13,15, 17,20;9:23;11:1	understands (1) 8:2
May (2) 5:3;7:7	opposed (5) 3:22;6:14;10:16; 11:16;13:11	Q	Second (13) 3:13;6:2,3,6;10:6,9; 11:6,7,9;12:11,14;14:3, 4	used (1) 7:17
meaning (1) 5:4	order (1) 3:2	quorum (1) 3:3	set (2) 8:13;9:11	using (1) 10:23
means (1) 12:18	otherwise (1) 12:17	R	setting (2) 8:15,16	V
meet (1) 12:4	out (3) 5:1,2;12:19	raise (1) 7:7	severely (1) 8:21	validate (1) 8:1
meeting (6) 3:2;4:8,19;5:12; 11:20;14:7	P	range (4) 9:8,20;10:23;11:3	shared (1) 5:16	Verification (3) 7:23;11:22;12:7
meetings (2) 13:21,22	participation (1) 4:20	ready (1) 3:4	site (1) 5:10	W
members (9) 3:8,19;4:5,12;6:11; 8:7;10:14;11:14;13:9	particularly (2) 5:9;7:4	realize (1) 8:14	someone (1) 9:13	way (1) 9:3
memo (1) 4:22	passed (1) 4:2	received (2) 3:8;4:4	specifically (1) 4:20	Web (1) 5:10
met (1) 8:1	pay (5) 9:8,11,19;10:23;11:3	recognize (1) 13:2	standpoint (1) 9:5	working (1) 7:5
might (1) 13:1	per (1) 9:23	recommend (3) 9:17;10:22;12:2	State (4) 9:7,11,18,19	written (6) 3:12;4:4;5:13,23; 7:16;12:5
MILLER (10) 3:10;6:3;8:10;9:2,7, 16;10:4;11:7;12:1;14:2	performance (11) 4:14,18;5:7;6:21; 7:14,15,21;8:5;12:10, 21;13:3	recommendation (2) 10:3;12:6	statements (1) 8:9	Y
minutes (3) 3:6,8,11	person (1) 8:19	regarding (4) 4:13;6:22;12:5,9	step (1) 9:20	year (1) 9:23
morning (1) 3:5	personnel (6) 4:6,9,11;9:18;12:3; 13:16	relative (3) 4:17;5:6;7:21	stipulation (1) 11:2	years (2) 7:6;8:11
motion (13) 3:9;4:2;5:21;6:4,6; 9:15;10:7,9;11:9,19; 12:12,14;13:23	pertaining (2) 7:2;8:4	replace (1) 9:13	suggestions (1) 8:8	you-all's (1) 10:2
move (6) 3:10;5:22;9:17; 10:21;12:2;13:19	placing (2) 9:18;11:2	replaced (1) 9:10	summary (6) 4:4;5:14,23;6:18; 7:15;12:5	1
moved (1) 14:2	pm (1) 5:3	report (1) 4:16	system (1) 5:12	11th (1) 4:7
N	position (2) 7:2;11:2	request (2) 9:17,21	T	15 (1) 9:20
need (2) 7:22;13:21	positive (1) 7:19	respect (1) 11:19	talk (1) 7:12	2
needs (2) 9:10;12:21	positives (1) 7:18	response (12) 3:16,23;4:23;6:8,15; 10:11,17;11:11,17; 13:6,12,17	talking (1) 11:21	2009 (1) 3:7
negatives (1) 7:19	practice (1) 10:23	restrict (1) 8:22	THOMAS (1) 10:1	2010 (1) 7:7
notification (1) 5:12	precedent (1) 8:16	results (3) 4:16;5:16;12:9	thought (2) 9:5;10:4	2014 (2) 4:7;5:4
notified (1) 5:10	prepared (1) 5:18	retires (2) 8:17;9:10	three (1) 6:20	3
number (2) 4:2;13:14	presentation (1) 4:21	return (1) 4:14	throughout (1) 5:2	30th (1) 5:3
O	presented (1) 5:17	Reviewing (1) 5:13	times (1) 5:12	5
	probably (1) 10:5	right (1) 4:1	top (1) 8:19	5 (1)
	proceed (1) 3:4	room (1) 7:9	try (1) 8:18	
			two (2)	

5:3				
9				
9:14 (1) 14:8 90 (2) 9:20;10:23				

Part B

Attachment Index

Attachment 1

Agenda

Attachment 2

**Order to: (1) Adopt the Draft Summary of Written Comments on ADEM Director Performance Evaluation; (2) Recommend that the Commission request that the State Personnel Board (Board) approve placing Director LeFleur in the State Pay Plan Pay Grade Range (Pay Range) 90 at Step 15 and that the Commission request that the Board approve an increase for Director LeFleur to a per year salary of \$152,618.40; (3) Recommend that the Commission approve the practice of using Pay Range 90 for salary levels for the ADEM Director position with the stipulation that placing Director LeFleur in that Pay Range is approved by the Board; and (4) Recommend that the Commission authorize the Personnel Committee Chair to meet with Director LeFleur regarding the Summary of Written Comments on ADEM Director Performance Evaluation and recommendations of the Personnel Committee adopted by the Commission and to execute the verification of understanding between the Commission and the Director regarding the results of the Performance Evaluation.
(Agenda Items 2 and 3)**

Attachment 1

5/21/14

AGENDA*
MEETING OF THE
PERSONNEL COMMITTEE
OF THE
ALABAMA ENVIRONMENTAL MANAGEMENT COMMISSION

DATE: June 20, 2014

TIME: 9:00 a.m.

LOCATION: Alabama Department of Environmental Management (ADEM) Building
Alabama Room (Main Hearing Room)
1400 Coliseum Boulevard
Montgomery, Alabama 36110-2400

ITEMS

1. Consideration of minutes of meeting of the Personnel Committee held on December 23, 2009**
2. Discussion and consideration of Personnel Committee Chair's draft summary of written comments received from the members of the Commission and the public on the ADEM Director's job performance
3. Discussion and consideration of recommendations the Personnel Committee will present to the Commission for consideration on the ADEM Director Performance Evaluation
4. Other business
5. Future Personnel Committee meeting

* The Agenda for this meeting will be available on the ADEM website, www.adem.alabama.gov, under Environmental Management Commission.

** The minutes of this meeting will be available on the ADEM website under Environmental Management Commission.

Attachment 2

BEFORE THE
PERSONNEL COMMITTEE
OF THE
ALABAMA ENVIRONMENTAL MANAGEMENT COMMISSION

MOTIONS

- (1) Adopt the Draft Summary of Written Comments on ADEM Director Performance Evaluation.
- (2) Recommend that the Commission request that the State Personnel Board (Board) approve placing Director LeFleur in the State Pay Plan Pay Grade Range (Pay Range) 90 at Step 15 and that the Commission request that the Board approve an increase for Director LeFleur to a per year salary of \$152,618.40.
- (3) Recommend that the Commission approve the practice of using Pay Range 90 for salary levels for the ADEM Director position with the stipulation that placing Director LeFleur in that Pay Range is approved by the Board.
- (4) Recommend that the Commission authorize the Personnel Committee Chair to meet with Director LeFleur regarding the Summary of Written Comments on ADEM Director Performance Evaluation and recommendations of the Personnel Committee adopted by the Commission and to execute the verification of understanding between the Commission and the Director regarding the results of the Performance Evaluation.

ORDER

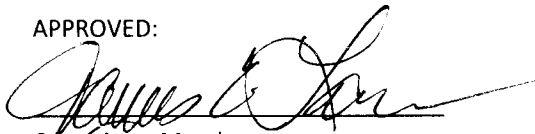
This cause having come before the Personnel Committee pursuant to the above motions, and having considered the same, the Committee hereby ORDERS, ADJUDGES, and DECREES as follows:

1. That the above motions are hereby adopted; and
2. That this action has been taken and this Order shall be deemed rendered effective as of

the date shown below.

Issued this 20th day of June 2014.

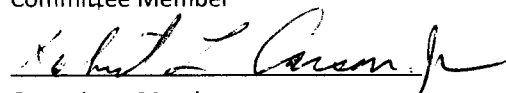
APPROVED:



Committee Member

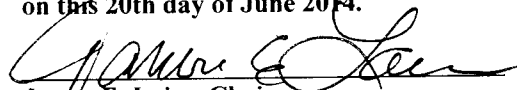


Committee Member



Committee Member

This is to certify that this Order is a true and accurate account of the actions taken by the Personnel Committee on this 20th day of June 2014.



James E. Laier, Chair
Personnel Committee
Certified this 20th day of June 2014