



## Bayfield County Administrator

117 E 5<sup>th</sup> Street, PO Box 878, Washburn, WI 54891

Ph: 715-373-6181 Fx: 715-373-6153

Mark Abeles-Allison, *County Administrator*

Kristine Kavajecz, *Assistant*

Paige Terry, *Clerk*

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### BAYFIELD COUNTY PERSONNEL COMMITTEE MEETING

**Brett Rondeau, Chair**                      **Fred Strand**  
**Tom Snilsberg, Vice Chair**              **Dennis Pocernich**              **Marty Milanowski**

Dear County Board Members:

This letter is written to inform you of the Bayfield County Personnel Committee Meeting scheduled for **4:00pm Thursday, October 14, 2021**. **This meeting will be held Remotely and In Person at the Bayfield County Board Room, Bayfield County Courthouse, Washburn, WI. Supervisors and the public will be able to participate in the Meeting via voice either by using the internet link or phone number below.**

### Microsoft Teams meeting

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Please contact Bayfield County at 715-373-6181 or 715-373-6100 if you have access questions prior to the meeting. During the meeting if you have connection issues please email [mark.abeles-allison@bayfieldcounty.wi.gov](mailto:mark.abeles-allison@bayfieldcounty.wi.gov)

*Notice is hereby given that a majority of the Bayfield County Board may be present at the meeting to gather information about a subject over which they have decision-making responsibility. This constitutes a meeting of the Bayfield County Board pursuant to State ex rel. Badke v. Greendale Village Bd., 173 Wis. 2d 553, 494 N.W.2d 408(1993), and must be noticed as such, although the County Board will not take any formal action at this meeting.*

### AGENDA

1. Call to order
2. Discussion and Possible Action Regarding Approval of Minutes of September 2,

2021

3. Public Comment
4. Discussion and Possible Action regarding childcare services and Workforce Innovation Grant
5. Review COVID Personnel Policy and area updates
6. Discussion and Possible Action Regarding 2022 Wage Scale Cost of Living Adjustment
7. Discussion and Possible Action regarding personnel policy clarification for part time employees and health insurance.
8. Discussion and Possible Action regarding Board compensation in new term beginning April 2022.
9. Discussion regarding oversight committee role in personnel related matters.
10. Reports
  - a) Contract Employee update for 2022
  - b) Health Insurance Adjustments, 2022
  - c) Human Resources Report
  - d) Personnel Financial Report as of September 30, 2021
11. The committee may enter in and out of closed session pursuant to Wisconsin Statutes §19.85(1)(c)(e) to consider employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility and for deliberating or negotiating the purchasing of public properties, then investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session:
  - i. Approve Closed Session Minutes of September 2, 2021
  - ii. Discussion Regarding 2022 Contract for Teamsters Union
  - iii. Discussion and possible action regarding WPPA contract and side letter.
  - iv. Discussion Regarding Individual Performance Evaluations and

## Compensation

### 12. Adjourn

Should you have any questions in the meantime, please do not hesitate to contact the County Administrator's Office at 715 373-6181, mark.abeles-allison@bayfieldcounty.wi.gov

Sincerely,

**Mark Abeles-Allison**

Mark Abeles-Allison  
Bayfield County Administrator

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*Any person planning to attend a Bayfield County meeting that has a disability requiring special accommodations should contact 373-6100, 24-hours before the scheduled meeting, so appropriate arrangements can be made.*

cc: Ms. Lynn Divine, Bayfield County Clerk  
Bayfield County Board of Supervisors  
The Daily Press, via email

October 14, 2021, Personnel Narrative

Item 4: A shortage of childcare (daycare) services has been identified as a concern by several employers in our area in addition to for Bayfield County. The Ashland Area Development Agency, coordinated by Carver Harries, is formulating a grant application through the Wisconsin Workforce Innovation Grant program on behalf of Bayfield and Ashland County communities and employers.

Two grant tracks are under consideration for Bayfield County.

1. A physical space and additional staffing for childcare in or around the City of Washburn; and
2. Consideration of a Child Care Provider Coordinator program that would work to build the capacity in the County. The coordinator(s) would help to identify potential childcare providers and assist them with securing the required training, facilities, licensure, etc. The goal would be to coordinate/facilitate the creation of additional local day care provider facilities that could service multiple communities.

Several projects are under preliminary discussion including funds for construction or purchase of a new facility in the Washburn area and staffing for a coordinator position. The application is due October 25, information and details on the grant will be discussed. The application must have an applicant, recipient and sub-recipient in order to apply. Bayfield County may be asked to play one of these roles. More details are anticipated early this coming week and will be shared. There will be an Ashland County component to this application also.

Item 5: Communities in NW Wisconsin have implemented a variety of plans and policies to prepare and respond to COVID. We will share these with the committee for review.

Item 6: A motion was made and approved at the September 2, 2021 Personnel Committee meeting to set the wage schedule adjustment effective January 1, 2022 to be no less than 2% or equivalent to the CPI-U if higher. The CPI-U effective January 1, 2022 is 2.3%. Committee action to recommend to the Board an indexing of the wage scale by 2.3% to the full Board would be in order.

Item 7: Employees eligible for participation in the Wisconsin Retirement System are eligible for health insurance coverage.

We recommend including this clarification in the personnel manual, it is currently our practice to do this but we want to codify in the policy.

*The employee share of health insurance contributions is equal to the percentage of work time that the employee is hired to work as identified in the employment offer. Example: An employee is hired to work 24 hours per week in a position that their full-time equivalent co-worker would*

*work 37.5 hours per week, would be considered a 64% time employee. In this scenario, the employer would contribute 64% of the lowest cost health plan offered. The employee would be responsible for the balance of the premium dependent upon which network the employee selected. Part-time employees enrolled in the health insurance shall be eligible to participate in the wellness premium incentive program.*

*Here is the section we propose adding this to:*

### **3.13 Health Insurance**

3.13.1. Bayfield County offers two health insurance coverages: Teamster Health Plan for Highway Department Employees, and State of Wisconsin Health Insurance through the Wisconsin Employee Trust Fund for all other employees. The County pays a percentage of the single and family health insurance premiums for WRS eligible employees as determined by the Personnel Committee. Employees shall be eligible for health insurance coverage at the beginning of the month following receipt of the health insurance application. The employee will be eligible for the county's contribution toward the health insurance premium on the first day of the month following the employee's first full calendar month of employment. Employees electing health insurance coverage during the first month of employment are responsible for the full health insurance premium for that month.

3.13.2. The Teamster health insurance plan works in conjunction with a Health Reimbursement Arrangement (HRA). Employees enrolled in the Teamster health insurance plan are eligible for the HRA contribution.

3.13.4 To be eligible for the county's monthly contribution toward insurance premiums, the employee must work their assigned schedule or be on paid leave for at least ten (10) work days that month.

3.13.5 Eligibility for health insurance coverage upon retirement (effective January 1, 2020) is defined by the State of Wisconsin Employee Trust Fund:

- A) Employee may continue health insurance if they retire when eligible for retirement under WRS -AND-
  - 1) The employee receives an immediate annuity upon retirement. -OR-
  - 2) The employee retires with at least 20 years of creditable WRS service, but does not take an immediate annuity.

B) Teamster Health Plan member retiree eligibility is defined within the Teamster Health Plan.

Item 8. County Board member compensation must be established before candidates can take out papers for the upcoming term. For the terms beginning in April 2022, papers may begin being taken out beginning December 1, 2021.

In 2019 the County increased compensation for board members from \$50 to \$75 per committee meeting and from \$75 to \$100 for Board meetings.

Item 9: Discuss clarification of the role of the oversight committee when it comes to wage adjustments, reclassifications and working conditions. The ordinance currently reads that the oversight committee must first approve adjustments in salary, working conditions, or reclassifications before the Personnel Committee takes action. While it is important for oversight committees to be aware of what is happening in a department and to make recommendations intended to improve the operation, an oversight committee may not be aware of the overall impact of wage, reclassification or working condition decisions as they apply to the overall organization. Decisions regarding wages, reclassifications and working conditions at an oversight committee level can also result in conflicting recommendations from the Personnel Committee or Human Resources. We'd like to discuss how to streamline the decision-making process related to wage adjustments, reclassifications, and working conditions to eliminate potential conflicting recommendations. The goal of all is to provide equitable wages and benefits to all employees across the organization. By centralizing these decisions it may help to reduce potential conflict.

The county Personnel Committee ordinance reads:

**Duties. The Personnel Committee shall:**

- (1) Conduct labor negotiations on behalf of the County.**
- (2) Formulate and mediate personnel policy in conjunction with the unions representing County employees.**
- (3) Authorize new positions subject to the approval of the County Board as part of the budgetary process.**
- (4) Be responsible for the hiring and firing of County employees who do not serve under a department or office supervised by the County Board committee.**
- (5) Hear grievances which have not been settled by a department head or standing committee.**
- (6) Hear all requests for adjustments in salary or working conditions or for reclassifications, provided that if the department or office of the employee making such request is supervised by a standing committee, the request must first be approved by the standing committee.**
- (7) Develop, review annually and update as necessary a personnel policy encompassing the needs of the County and any union contracts to which the County is a party. The document shall be distributed to each department head and each County Board member.**

Item 10: Reports: Included in the meeting packet.

- In September, Bayfield County was notified that their current contract employee provider, Premier Solutions Group, will be dissolving at the end of 2021. Bayfield County currently contracts for three (3) positions: AIS Coordinator, GIS Technician, NCWMA Coordinator. The AIS Coordinator position was approved to be transitioned to a county position as part of the 2022 budget. A replacement provider at the same rate as present (32%) has been identified. Details are being worked out and will be available at the meeting.

- The county has two health insurance plans, one through the State of Wisconsin Employee Trust Fund (ETF) for General and WPPA (Deputy) employees and the Teamster Health Fund for Highway Department employees.

There are 17 Provider networks available through the state, with four of them providing coverage in the Bayfield County area. The lowest cost provider network is the GHC of Eau Claire, which is the network that the vast majority of employees choose. ETF has announced health insurance rates for 2022. The GHC of Eau Claire rates decreased approximately .4%. Coupled with the surcharge expiration, the county will receive a 17% decrease in premiums for the GHC of Eau Claire in 2022. Teamster plan details are expected in early November and will be shared once received.

- HR Report included in packet.
- Personnel financial included in the packet.

**Minutes of the  
Bayfield County Personnel Committee Meeting  
4:00 PM, September 2, 2021  
Meeting was Held Remotely through Microsoft Teams  
and In Person in the Bayfield County Board Room**

**Members Present:** Dennis Pocernich, Tom Snilsberg, Fred Strand, Marty Milanowski, Brett Rondeau

**Others Present:** Mark Abeles-Allison County Administrator, Kristine Kavajecz-Human Resources Director, Sara Wartman-Health Director, Chief Deputy Andy Runice-Chief Deputy, Val Dietrich-Confidential Secretary, Lynn Divine-County Clerk, Kim Mattson-Accountant

Meeting called to order at 4:00pm by Chairman Rondeau

**Approval of Minutes of August 5, 2021:** *Motion Milanowski, Pocernich to approve minutes of the August 5, 2021 Personnel Committee meeting. Motion Carried (5-0)*

**Public Comment:**

COVID-19 Updates, Guidelines and Recommendations: Review of memo that was distributed via email all staff outlining current status of cases, vaccination options, and upcoming booster shot availability.

County Position Market analyses: Data from Carlson-Dettmann was reviewed. Kavajecz provided an analysis of the Confidential Secretary position and a recommendation to retain the positions at the current Grade.

*Motion Strand, Snilsberg to approve the movement of Public Health Nurses from Grade L to Grade M effective January 1, 2022 and that existing employees be placed at the step that reflects no less than a 2.5% wage increase. Motion Carried. (5-0)*

No motion was made with relation to the Confidential Secretary wage adjustments. The wage grade for Confidential Secretaries will remain as is.

CPI-U for wages and wage scale indexing: *Motion Pocernich, Milanowski to set the wage scale index for 2022 at 2%. Set it at a higher amount if so designated by the CPI-U. Motion Carried (5-0)*

2022 Health Insurance: Figures have not been received yet for 2022 from the State or Teamster Health plans. Because the state surcharge will end in 2022, state health plan premiums are anticipated to drop.

Temporary COVID Nurse Operations Manager: Wartman reported that she is responsible for oversight of up to 30-40 persons when COVID staff are active. She is requesting assistance with oversight of Nurses during the COVID response. Designated staff will be assigned components of operations: Clinics, Vaccines, Disease Investigation. ARPA funds could be used for the supplemental wage for this position.

*Motion Milanowski, Snilsberg to designate a 1-year temporary COVID Nurse Case Manager*



*and pay for the position through ARPA funding. Motion Carried (4-1) with Pocernich opposed.*

Reports

- a) Human Resources Report
- b) Review Exit Interview Process
- c) Personnel Financial Report as of August 31, 2021:

*Motion, Pocernich, Milanowksi to enter into closed session pursuant to Wisconsin Statutes §19.85(1)(c) to consider employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises.*

- i. Approve Closed Session Minutes of August 5, 2021*

*Motion Carried. Entered Closed Session at 4:55pm. (5-0)*

*Motion Pocernich, Milanowski to approve closed session minutes of August 5, 2021. Motion Carried (5-0)*

*Motion Pocernich, Milanowski to return to open session. Motion Carried. Return to open session at 4:56 pm.*

Meeting adjourned at 4:56 pm

*Minutes respectfully submitted by Kristine Kavajecz*

## Human Resources Report / Kris Kavajecz

September 2021

ACTIVITY	MONTH	YEAR-TO-DATE
Retirements	1	14
Worker's Comp Claims	4	19
Resignations	1	18
Terminations	0	1
Other	0	1

HIRES	MONTH	YEAR-TO-DATE
Full-Time	3	19
Part-Time	1	7
Temporary/Seasonal	3	27
Interviews	12	118

### Recruitment / New Hire Snapshot

- Jim "JR" Mihalek-Mechanic
- Aaron Kalmon-Economic Support Specialist
- Franki Gross-Zoning Clerk
- Loretta Grupstra-PT Cook
- Scott Houlihan-Contact Tracer
- Emma Koleski-Contact Tracer
- Theresa Perry-Contact Tracer
- Becki Nelles has taken on the roll of COVID Nurse Operations Manager
- Brought back several of the vaccination nurses and registration staff to assist with COVID Booster and Flu Clinics.
- Hires in the works:
  - DHS Clerk-Receptionist (new employee will start 10/18)
  - PT Jailers (4)
  - Deputy Sheriff, testing and interviews coming up
- Currently recruiting for:
  - PT Jailers
  - Behavioral Health Social Worker or Case Manager
  - Youth Services Social Worker or Case Manager
  - Deputy Sheriff
  - PT Cook
- Other Activities:
  - Met with a Leadership Consultant to discuss potential leadership training program options.
  - Worked through several Leave of Absence/FMLA situations.
  - Conducted seven new-hire/benefit orientations.
  - Completed one exit interview.
  - Compiled and collated the 2022 Budget Proposal book.
  - Participated in a Department Head meeting, Personnel Committee and several Executive Committee meetings.

- Facilitated one 2022 Benefits Open Enrollment meeting with staff. Distributed information and developed a web page with links to pertinent information and forms. Contacted retirees currently on the plan with open enrollment details.
- Communicated with Worker's compensation on a couple of claims that required more in depth coordination.
- Met with a number of employees to check in on how things are going for them. Provided feedback to the Department managers when necessary.



# Personnel Financial Through September 30, 2021

Through 09/30/21  
 Prior Fiscal Year Activity Included  
 Summary Listing

Organization	Adopted Budget	Budget Amendments	Amended Budget	Current Month Transactions	YTD Encumbrances	YTD Transactions	Budget - YTD Transactions	% Used/ Rec'd	Prior Year YTD
<b>Fund 100 - General</b>									
<b>EXPENSE</b>									
Department 00 - General Fund	.00	.00	.00	.00	.00	681.37	(681.37)	+++	664.57
Department 01 - County Board	46,128.00	.00	46,128.00	4,330.86	.00	38,021.43	8,106.57	82	31,658.40
Department 02 - Clerk of Courts	354,045.00	.00	354,045.00	26,154.63	.00	254,257.22	99,787.78	72	260,855.50
Department 04 - Criminal Justice	179,141.00	.00	179,141.00	12,179.99	.00	105,307.18	73,833.82	59	98,969.22
Department 06 - Coroner	14,393.00	.00	14,393.00	527.48	.00	8,321.35	6,071.65	58	9,606.12
Department 07 - Administrator	277,521.00	.00	277,521.00	23,019.18	.00	212,451.75	65,069.25	77	203,183.60
Department 08 - District Attorney	172,292.00	.00	172,292.00	13,078.22	.00	122,718.95	49,573.05	71	125,806.06
Department 09 - Child Support	226,248.00	.00	226,248.00	15,272.23	.00	141,096.82	85,151.18	62	159,986.94
Department 10 - County Clerk	379,336.00	.00	379,336.00	28,105.82	.00	260,495.31	118,840.69	69	264,241.98
Department 12 - Treasurer	157,880.00	.00	157,880.00	12,513.12	.00	116,349.13	41,530.87	74	105,101.32
Department 13 - Land Records	408,641.00	.00	408,641.00	30,735.48	.00	293,599.32	115,041.68	72	278,050.65
Department 14 - Court House	262,591.00	.00	262,591.00	19,962.42	.00	184,329.09	78,261.91	70	184,848.57
Department 15 - Register of Deeds	170,851.00	.00	170,851.00	12,431.37	.00	110,380.90	60,470.10	65	119,052.65
Department 17 - Sheriff	3,847,480.00	.00	3,847,480.00	282,632.29	.00	2,660,772.11	1,186,707.89	69	2,796,221.18
Department 18 - Emergency Management	118,987.00	.00	118,987.00	8,500.63	.00	102,230.37	16,756.63	86	104,044.09
Department 19 - Veteran's Services	96,741.00	.00	96,741.00	7,503.00	.00	67,269.81	29,471.19	70	88,578.95
Department 20 - Health	960,747.00	2,537.00	963,284.00	52,899.16	.00	527,286.16	435,997.84	55	648,407.11
Department 22 - Fair	.00	.00	.00	.00	.00	.00	.00	+++	.00
Department 23 - Tourism	190,386.00	.00	190,386.00	14,904.37	.00	134,279.87	56,106.13	71	128,642.25
Department 25 - UW Extension	92,478.00	.00	92,478.00	6,976.88	.00	68,337.41	24,140.59	74	66,245.29
Department 26 - Zoning	386,350.00	.00	386,350.00	26,007.95	.00	275,383.36	110,966.64	71	280,214.95
Department 28 - Land Conservation	264,472.00	19,668.00	284,140.00	24,182.06	.00	215,891.83	68,248.17	76	191,370.91
Department 29 - Land Use Planning	.00	.00	.00	.00	.00	.00	.00	+++	.00
Department 31 - Information Services	309,839.00	.00	309,839.00	24,089.16	.00	222,600.00	87,239.00	72	225,922.27
Department 34 - Forestry	935,716.00	.00	935,716.00	71,483.64	.00	658,069.49	277,646.51	70	668,627.92
<b>EXPENSE TOTALS</b>	<b>\$9,852,263.00</b>	<b>\$22,205.00</b>	<b>\$9,874,468.00</b>	<b>\$717,489.94</b>	<b>\$0.00</b>	<b>\$6,780,130.23</b>	<b>\$3,094,337.77</b>	<b>69%</b>	<b>\$7,040,300.50</b>
<b>Fund 100 - General Totals</b>									
<b>EXPENSE TOTALS</b>	<b>9,852,263.00</b>	<b>22,205.00</b>	<b>9,874,468.00</b>	<b>717,489.94</b>	<b>.00</b>	<b>6,780,130.23</b>	<b>3,094,337.77</b>	<b>69%</b>	<b>7,040,300.50</b>
<b>Fund 100 - General Totals</b>	<b>(\$9,852,263.00)</b>	<b>(\$22,205.00)</b>	<b>(\$9,874,468.00)</b>	<b>(\$717,489.94)</b>	<b>\$0.00</b>	<b>(\$6,780,130.23)</b>	<b>(\$3,094,337.77)</b>		<b>(\$7,040,300.50)</b>
<b>Fund 235 - Human Services</b>									
<b>EXPENSE</b>									
Department 00 - General Fund	.00	.00	.00	.00	.00	1,516.51	(1,516.51)	+++	2,318.33
Department 47 - Comprehensive Community Support	.00	277,235.00	277,235.00	16,360.35	.00	167,166.74	110,068.26	60	.00
Department 48 - Community Support Program (CSP)	.00	.00	.00	.00	.00	.00	.00	+++	.00
Department 51 - Regional Crisis Initiative	3,850.00	.00	3,850.00	.00	.00	.00	3,850.00	0	.00
Department 52 - AMSO	612,005.00	.00	612,005.00	37,097.09	.00	440,500.91	171,504.09	72	450,076.62
Department 53 - Family Services	990,500.00	(277,235.00)	713,265.00	40,139.61	.00	404,513.04	308,751.96	57	556,808.95
Department 54 - Economic Support	390,909.00	.00	390,909.00	25,726.43	.00	282,530.18	108,378.82	72	292,482.78



# Personnel Financial Through September 30, 2021

Through 09/30/21  
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 Summary Listing

Organization	Adopted Budget	Budget Amendments	Amended Budget	Current Month Transactions	YTD Encumbrances	YTD Transactions	Budget - YTD Transactions	% Used/ Rec'd	Prior Year YTD
<b>Fund 235 - Human Services</b>									
<b>EXPENSE</b>									
Department <b>55 - Aging and Disabilities</b>	202,268.00	.00	202,268.00	17,594.28	.00	219,775.66	(17,507.66)	109	208,828.65
Department <b>56 - GWAAR</b>	298,744.00	.00	298,744.00	23,178.36	.00	193,312.98	105,431.02	65	217,414.84
Department <b>58 - ADRC-Bayfield Co</b>	108,508.00	.00	108,508.00	9,400.25	.00	80,254.40	28,253.60	74	79,699.11
Department <b>59 - ADRC-North</b>	118,268.00	.00	118,268.00	9,290.38	.00	85,715.35	32,552.65	72	87,674.93
<b>EXPENSE TOTALS</b>	<b>\$2,725,052.00</b>	<b>\$0.00</b>	<b>\$2,725,052.00</b>	<b>\$178,786.75</b>	<b>\$0.00</b>	<b>\$1,875,285.77</b>	<b>\$849,766.23</b>	<b>69%</b>	<b>\$1,895,304.21</b>
<b>Fund 235 - Human Services Totals</b>									
<b>EXPENSE TOTALS</b>	<b>2,725,052.00</b>	<b>.00</b>	<b>2,725,052.00</b>	<b>178,786.75</b>	<b>.00</b>	<b>1,875,285.77</b>	<b>849,766.23</b>	<b>69%</b>	<b>1,895,304.21</b>
<b>Fund 235 - Human Services Totals</b>	<b>(\$2,725,052.00)</b>	<b>\$0.00</b>	<b>(\$2,725,052.00)</b>	<b>(\$178,786.75)</b>	<b>\$0.00</b>	<b>(\$1,875,285.77)</b>	<b>(\$849,766.23)</b>		<b>(\$1,895,304.21)</b>
<b>Fund 710 - Highway</b>									
<b>EXPENSE</b>									
Department <b>71 - Highway Dept</b>	2,258,443.00	.00	2,258,443.00	186,884.24	.00	1,598,715.01	659,727.99	71	1,614,774.02
<b>EXPENSE TOTALS</b>	<b>\$2,258,443.00</b>	<b>\$0.00</b>	<b>\$2,258,443.00</b>	<b>\$186,884.24</b>	<b>\$0.00</b>	<b>\$1,598,715.01</b>	<b>\$659,727.99</b>	<b>71%</b>	<b>\$1,614,774.02</b>
<b>Fund 710 - Highway Totals</b>									
<b>EXPENSE TOTALS</b>	<b>2,258,443.00</b>	<b>.00</b>	<b>2,258,443.00</b>	<b>186,884.24</b>	<b>.00</b>	<b>1,598,715.01</b>	<b>659,727.99</b>	<b>71%</b>	<b>1,614,774.02</b>
<b>Fund 710 - Highway Totals</b>	<b>(\$2,258,443.00)</b>	<b>\$0.00</b>	<b>(\$2,258,443.00)</b>	<b>(\$186,884.24)</b>	<b>\$0.00</b>	<b>(\$1,598,715.01)</b>	<b>(\$659,727.99)</b>		<b>(\$1,614,774.02)</b>
<b>Grand Totals</b>									
<b>EXPENSE TOTALS</b>	<b>14,835,758.00</b>	<b>22,205.00</b>	<b>14,857,963.00</b>	<b>1,083,160.93</b>	<b>.00</b>	<b>10,254,131.01</b>	<b>4,603,831.99</b>	<b>69%</b>	<b>10,550,378.73</b>
<b>Grand Totals</b>	<b>(\$14,835,758.00)</b>	<b>(\$22,205.00)</b>	<b>(\$14,857,963.00)</b>	<b>(\$1,083,160.93)</b>	<b>\$0.00</b>	<b>(\$10,254,131.01)</b>	<b>(\$4,603,831.99)</b>		<b>(\$10,550,378.73)</b>