

~~XXXXXXXXXX~~

From: Roederer, David [IDOM]
Sent: Monday, July 16, 2012 2:52 PM
To: Ponsetto, Steve [DPS]; Boeyink, Jeffrey [IGOV]; Hart, Dennis [IDOM]; Stopulos, Ted [IGOV]
Subject: RE: Follow-Up - FY13 Budget

Great. Thanks!

From: Ponsetto, Steve [DPS]
Sent: Monday, July 16, 2012 2:45 PM
To: Boeyink, Jeffrey [IGOV]; Roederer, David [IDOM]; Hart, Dennis [IDOM]; Stopulos, Ted [IGOV]
Subject: Follow-Up - FY13 Budget

Good Afternoon – Since we last met as a group last Thursday – 12th, I have met with the DPS Division Directors. We jointly evaluated our options and I hope to have a plan for your review on Tuesday (July 17th).

I will plan to contact Tammy Winters to coordinate schedules and a Capitol meeting location?

Thanks Steve

SAC Steve Ponsetto, Executive Officer
Office of the Commissioner
Iowa Department of Public Safety
215 E. 7th St.
Des Moines, Iowa 50319
515-725-6181 (o)
515-725-6195 (f)
ponsetto@dps.state.ia.us
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Corridor Business Journal

From: Miller-Meeks, Mariannette [IDPH]
Sent: Wednesday, July 18, 2012 11:40 AM
To: Boussetot, Michael [IGOV]; Boeyink, Jeffrey [IGOV]; Roederer, David [IDOM]
Subject: FW: Request for Dr. Miller-Meeks to be an expert panelist on Aug. 7 in Cedar Rapids

Mike, Jeff and Dave,

I am probably being a little overly cautious, and I do realize that you may be traveling, so my apologies for the interruption.

I just wanted your thoughts on this request. Feel free to call me at the office or my mobile.

I realize there is also a funding sponsorship, but I don't know that we have funds within the department to sponsor, so that is doubtful.

Dr. Miller-Meeks

From: John Lohman [<mailto:JohnL@corridorbusiness.com>]
Sent: Tuesday, July 17, 2012 4:12 PM
To: Miller-Meeks, Mariannette [IDPH]
Cc: Ginty, Natalie [IDPH]; Kristin@corridorbusiness.com
Subject: Request for Dr. Miller-Meeks to be an expert panelist on Aug. 7 in Cedar Rapids

Dr. Miller-Meeks,

This is John Lohman, publisher of the weekly *Corridor Business Journal*—covering business in the Cedar Rapids/Iowa City region. We are hosting a HealthCare Reform Breakfast on Aug. 7 that will examine and discuss the recent Supreme Court's Decision on Healthcare Reform. The event includes a networking breakfast and an expert panel discussion. We wanted to see if you would be willing to participate as an expert panelist and also see if the IDPH would consider being a sponsor of the event at \$2500.00.

Here are the details:

Date: August 7, 2012

Time: 7:30 a.m. – 9:30 a.m.

Location: The Hotel at Kirkwood Center in Cedar Rapids

Agenda:

7:30-8:00 Breakfast Buffett and Networking

8:00-8:10 Welcome & Sponsor Recognition

8:10-9:25 Panel Discussion

1). Introductory remarks by each panelists

2). Q&A with panelists (prepared questions and will take questions from audience).

9:25: Concluding Remarks

We now have three confirmed sponsors/names provided so far for the panel.

1. TrueNorth Companies = Bob Mreen, Account Manager, Employee Benefits
2. Wellmark = Laura Jackson, Executive Vice President, Health Care Strategy & Policy
3. Honkamp Krueger = Douglas D. Funke, CPA, Partner
4. Nyemaster Goode = Bill Boyd (**NOT CONFIRMED YET**)

Panel Moderator:
Scott Fisher, President, McCrossen Consulting

Please note that we host many events throughout the year including a HealthCare Summit in Feb. The Governor spoke at our event in Feb., which attracted over 400 people. We're not sure how many people will attend this event, but expect between 200-400 people.

Thank you for your attention to this request.

Sincerely,
John

John F. Lohman
President & Publisher
corridormediagroup
Corridor Business Journal
845 Quarry Road, Suite 125
Coralville, IA 52241
(319) 887-2251
(319) 887-2252 (fax)

Note the new e-mail address: johnl@corridorbusiness.com

Don't Miss These Upcoming CBJ Events:

Largest Privately-Held Companies Supplement - Aug. 13 (NEW)
Commercial Real Estate Trends Luncheon - Sept. 21
Forty Under 40 - Oct. 23

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K **David [IDOM]**

From: Roederer, David [IDOM]
Sent: Wednesday, July 18, 2012 11:54 AM
To: Miller-Meeks, Mariannette [IDPH]; Boussetot, Michael [IGOV]; Boeyink, Jeffrey [IGOV]
Subject: RE: Request for Dr. Miller-Meeks to be an expert panelist on Aug. 7 in Cedar Rapids

\$25000 to speak?

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From: Boeyink, Jeffrey [IGOV]
Sent: Tuesday, July 31, 2012 11:52 AM
To: Schipper, James [IDOB]; Roederer, David [IDOM]
Cc: Mabie, Kathy [IDOM]; Vande Hoef, Julie [IGOV]
Subject: RE: Request for approval-settlement fund

This looks fine to me, Jim.

Jeffrey Boeyink
Chief of Staff
Office of the Governor
515.725.3511

From: Schipper, James [IDOB]
Sent: Tuesday, July 31, 2012 11:18 AM
To: Roederer, David [IDOM]; Boeyink, Jeffrey [IGOV]
Cc: Mabie, Kathy [IDOM]; Vande Hoef, Julie [IGOV]
Subject: Request for approval-settlement fund

David and Jeff,

Attached is a spreadsheet of proposed line item expenditures from the multi- state mortgage servicing settlement fund. I believe the request is consistent with the authorized uses in the Standings Bill. As I had discussed with Kathy Mabie, we would like to submit requests for approval in six month intervals. This request is for the first six month period, through 12-31-2012. We will submit a report to the legislature each year of what we have spent from the settlement fund, as required in the language of the Standings Bill.

Please call me or reply with any questions or clarification. I can provide quite a bit of detail behind each line item if necessary.

Jim Schipper
Iowa Superintendent of Banking
200 E. Grand Ave., Suite 300
Des Moines, IA 50309
515-281-4014

~~CONFIDENTIAL~~

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Sent: Tuesday, July 31, 2012 5:44 PM
To: Boeyink, Jeffrey [IGOV]; Schipper, James [IDOB]
Cc: Mabie, Kathy [IDOM]; Vande Hoef, Julie [IGOV]; Mabie, Kathy [IDOM]
Subject: RE: Request for approval-settlement fund

We will review.
Thanks
Dave

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200 E. Grand Ave., Suite 300
Des Moines, IA 50309
515-281-4014

~~Local Deb [REDACTED]~~

From: Miller-Meeks, Mariannette [IDPH]
Sent: Friday, August 10, 2012 8:11 AM
To: Roederer, David [IDOM]
Cc: Boeyink, Jeffrey [IGOV]
Subject: RE: Progress Review meetings for August 2012 - 2 meetings RE-SCHEDULED

Dave and Jeff,

I know that I was attending HHS Region 7 meeting when you held our last progress review, and this change in the date for Strong and Healthy Families has been altered to a day where I am returning from vacation for Labor Day. Should I try to alter my plane tickets to come back earlier? Please advise.

Mariannette Miller-Meeks

From: Winters, Tammy [IDOM] **On Behalf Of** Roederer, David [IDOM]
Sent: Tuesday, August 07, 2012 3:47 PM
To: Boeyink, Jeffrey [IGOV]; Cownie, Mary [DCA]; Decker, Courtney [IDR]; Durham, Debi [IEDA]; Gipp, Chuck [DNR]; Goel, Shashi [IDOM]; Hackbarth, Heather [IDOM]; Jacobs, Libby [IUB]; Jamison, Dave [IFA]; Johnson, JoAnn [IDCU]; Mabie, Kathy [IDOM]; Rich, Terry [ILOT]; Schipper, James [IDOB]; Trombino III, Paul [DOT]; Voss, Susan [IID]; Wahlert, Teresa [IWD]; Harvey, Donna [IDA]; Hurtado-Peters, Sandra [IDOM]; Miller-Meeks, Mariannette [IDPH]; Palmer, Charles [DHS]; Roberts, Rod [DIA]; Tymeson, Jodi [IDVA]; Worley, David [IVH]
Cc: Roederer, David [IDOM]; Leto, Linda [IDOM]; Maslikowski, Steve [IDOM]; Vander Hart, Scott [IDOM]
Subject: Progress Review meetings for August 2012 - 2 meetings RE-SCHEDULED

Due to a change in the Governor's schedule, the Strong & Healthy Families and Economic Growth Progress Review Team meetings have been re-scheduled. These meetings will be held in the Governor's Office Large Conference Room.

Tuesday, September 4, 4:00-5:00 p.m. Strong and
Healthy Families Team

Monday, September 10, 4:00-5:00 p.m. Economic
Growth Team

As stated below, there will be no formal agenda. Each department will have an opportunity to discuss one or two issues of its choice with the Governor. Please email me your topic(s) prior to your team's meeting date. Handouts are not necessary, but if you choose to have a handout please send a copy to Tammy Winters in advance of the meeting and bring 15 copies to the meeting.

Please contact Tammy Winters (281-3322 or tammy.winters@iowa.gov) if you will not be available to attend your team's meeting with the Governor.

Thank you

From: Winters, Tammy [IDOM] **On Behalf Of** Roederer, David [IDOM]

Sent: Friday, August 03, 2012 8:50 AM

To: Boeyink, Jeffrey [IGOV]; Carroll, Mike [DAS]; Fardal, David [IDOM]; Lingren, Dave [ICN]; Lunde, Joel [IDOM]; Mabie, Kathy [IDOM]; Mueller, Donna [IPERS]; Roederer, David [IDOM]; Timmins, Steve [IDOM]; von Wolfradt, Robert [IDOM]; Cownie, Mary [DCA]; Decker, Courtney [IDR]; Durham, Debi [IEDA]; Gipp, Chuck [DNR]; Goel, Shashi [IDOM]; Hackbarth, Heather [IDOM]; Jacobs, Libby [IUB]; Jamison, Dave [IFA]; Johnson, JoAnn [IDCU]; Rich, Terry [ILOT]; Schipper, James [IDOB]; Trombino III, Paul [DOT]; Voss, Susan [IID]; Wahlert, Teresa [IWD]; Donley, Bob [Regents]; Glass, Jason [ED]; Misjak, Karen [ICSAC]; Sorey, Richard [BLIND]; Wong, San [DHR]; Baldwin, John [DOC]; Ciechanowski, Arlen [ILEA]; Hart, Dennis [IDOM]; Kelley, Doris [IBOP]; Langholz, Samuel [SPD]; Lukan, Steven [ODCP]; Noble, Larry [DPS]; Orr, Timothy [IANG]; Schouten, Mark [HSEMD]; Townsend, Beth [ICRC]; Harvey, Donna [IDA]; Hurtado-Peters, Sandra [IDOM]; Miller-Meeks, Mariannette [IDPH]; Palmer, Charles [DHS]; Roberts, Rod [DIA]; Tymeson, Jodi [IDVA]; Worley, David [IVH]

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[REDACTED]

From: Roederer, David [IDOM]
Sent: Friday, August 10, 2012 9:25 AM
To: Miller-Meeks, Mariannette [IDPH]
Cc: Boeyink, Jeffrey [IGOV]
Subject: RE: Progress Review meetings for August 2012 - 2 meetings RE-SCHEDULED

Stay with your schedule.

From: Miller-Meeks, Mariannette [IDPH]
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[REDACTED]

From: Boeyink, Jeffrey [IGOV]
Sent: Monday, August 20, 2012 5:22 PM
To: Roederer, David [IDOM]
Subject: FW: Insurance Division comments regarding Draft Lease Agreement
Attachments: MEMO re Ruan draft lease 8-20-12.docx

Jeffrey Boeyink
Chief of Staff
Office of the Governor
515.725.3511

From: Goettsch, Craig [IID]
Sent: Monday, August 20, 2012 4:41 PM
To: Carroll, Mike [DAS]; Brackett, Ben [DAS]
Cc: Voss, Susan [IID]
Subject: Insurance Division comments regarding Draft Lease Agreement

Greetings –

Susan is out of the office, but in light of Ben's request, I am sending our comments on the draft lease agreement. We are also sending the draft and comments to our assistant attorney for her to review.

Thank you.

Craig Goettsch



Please consider the environment before printing this email.

TERRY E. BRANSTAD
GOVERNOR

SUSAN E. VOSS
COMMISSIONER OF INSURANCE

KIM REYNOLDS
LT. GOVERNOR

MEMORANDUM

TO: Mike Carroll and Ben Brackett, Department of Administrative Services
FROM: Susan Voss, Iowa Insurance Commissioner
DATE: August 20, 2012
RE: Comments Regarding Draft of Lease Agreement

The Insurance Division has reviewed the draft of the Lease Agreement which you provided to us Friday. We have several specific and some general comments, concerns and questions.

General concerns:

Overall, we observe that, based on our experience with prior contracts we have had reviewed by the Attorney General's office, the Agreement does not include some of the language which we thought was required by DAS in administrative contracts. We have previously been advised that the language is required to protect the State, so we are concerned that it is not present. It is standard boilerplate language included in the sample contracts available from the DAS website.

Also, the term "Tenant" seems to be used sometimes to refer to DAS and sometimes to refer to the Iowa Insurance Division. This should be clarified throughout the Agreement, perhaps by developing two separate defined terms. A couple of examples of the confusion are pointed out in this memo.

Further, aside from our concerns about this Agreement, we would like to have in writing an agreement with you (DAS) concerning the waiver of certain state space requirements. While Director Carroll in our most recent meeting indicated a willingness to agree to waivers, we would appreciate more certainty than currently exists.

Specific concerns:

1. The Division has agreed in principle to accept space in Two Ruan, despite the fact it is clearly not the optimal location in terms of customer service or fulfilling the Division's mission. Also, the lease provides for higher costs in many provisions which raise financial concerns.
2. We disagree with a process that provides for signing a lease when there is no floor plan in place. Compare the uncertainty and vagueness of this approach with Section 2 of our current lease (see attached pdf). That lease was executed with the specificity of a floor plan, drawing of improvements, and performance specifications. The space survey form we submitted lists a number of concerns including the SHIIP call center, space for SHIIP volunteers who work for us daily, separate SHIIP storage area adjacent to their offices, the commissioner's need for a

dedicated conference room, a separate and secure area for our Fraud Unit, the reception area, and public access.

3. The parties to the lease are the landlord and tenant. The tenant appears to be DAS "on behalf of the Division". We note that the signatories to the lease are Ruan and DAS as their signatures are notarized. The Commissioner signs under "Approved as to content and form". However, throughout the document, at times the tenant seems to be DAS, and in other places it is the Division. The Division should be added as a party, and the proper party should be named in the proper places.
4. Section 2.1 should provide that the Division is leasing space on floors 4 and 5. The actual square footage is to be established in "a subsequent amendment mutually agreed to by both parties." To the extent the parties are Ruan and DAS, this is totally unacceptable. The Division requires language that provides for the Commissioner to sign and approve the floor plan and any other aspects of our leased space. See paragraph 2, above.
5. Section 2.1 mentions "rentable area". The floor plans we have indicate that the useable area is 723 sq ft less per floor. What space is included in the unusable space for which we are charged rent? We should receive a floor plan showing unusable space. If we do not rent all of the two floors, for what percentage of the unusable space are we charged rent? There is no date provided (left blank) for by when the "mutually acceptable amendment" must be attached. See paragraph 2, above.
6. We have previously expressed our desire to rent two floors, all of 4 and 5. The contract calls for a maximum of 28,000 sq ft, which would leave roughly 6,400 sq ft of unused space. This is not what we agreed.
7. Section 3 uses the term "Commencement Date" but does not define it. The vagueness of the term creates additional uncertainty. There is a reference to a subsequent amendment, but no details for its adoption are mentioned. The Commencement Date is tied to the availability date as described in a later paragraph (16.1). However, availability could be met by the landlord before we even finalize a floor plan and before the required amendments are executed. There is no date provided (number of days left blank) after the Commencement Date for the lease to commence. The Division will want this number to be larger in order to provide flexibility for the physical move from its current space. Note that in Section 3 the "Tenant" shall move in, i.e. the "Tenant" in this context is clearly the Division, not DAS. See also comment number 19.
8. Section 3.1 provides for two five year options to renew to the Tenant. This is inconsistent with Director Carroll's stated reason for moving us to the Two Ruan Building as part of a greater plan to renovate the Wallace Building. Is the Tenant in this clause DAS or the Division? If we renew after year 6 for 5 years, what happens if space becomes available on the Capitol complex in year 8 or 9? The last part of section 3.1, beginning with the first full sentence on page 2, is not part of the "Term of Lease;" it belongs in section 6 with the other price details. And note that the rent terms in sections 3.1 and 6.2 do not seem to mesh. Which prices control?
9. In Section 5, the "Tenant" has the right to put other state agencies in this space; i.e., the "Tenant" here is DAS.

10. In Section 6.1, the \$13.07 rent for year two is more than we would have paid at Aviva, and can go up from there (see sections 3.1 and 6.2). We are concerned that the legislature might be unwilling to give us any more money with which to pay this in later years.
11. Section 6.2 provides for 3% rent increases. The Division must also agree to any increase. The whole idea of getting a lease now is the favorable terms so what justification is there for an automatic 3% raise? The Division should be provided with a copy of any tax authority property valuations (current lease section 7.3 requires this).
12. In section 6.3 we request the deletion of the "ten (10)" day delinquent payment reference and insert 60 days (the same as our current lease).
13. In section 10, how will the Divisions usage of gas, water electricity, etc. be measured as opposed to the other floors? Will we be charged for outside lighting? Will we be charged 100% for snow removal if we are the sole tenant in the building? What percentage of the real estate taxes will we be assessed to the Division?
14. Section 11 provides that the Landlord will make available telephone and internet service. Does that mean we will not use ICN? We object to the lack of our ability to approve of costs, to have no input on the provider, and apparently no ability to resolve problems of poor service.
15. In Section 12, the Landlord is to complete and return the disabilities questionnaire that is to be attached to the contract. What good is the questionnaire after the contract has been signed? We think it should be completed and submitted ahead of time especially given the phrase "Landlord shall be solely responsible for the cost of any alterations...."
16. In Section 13.2, the same issue exists regarding the certificate of insurance. We think it should be completed for review prior to execution of the lease.
17. Section 14.1 provides for confidentiality. We have mentioned that we have extensive confidential information, including law enforcement documents and terminals used by our Fraud Unit. When they contacted the information security officer for DPS, he recommended we add the following language: "Landlord and /or contractors MUST be accompanied at all times when on the Leased Premises due to confidential information on the Leased Premises."
18. Section 15.4 requires written approval of the landlord for signs. This is impracticable if SHIIP needs to provide temporary signage to assist trainees in finding the Division offices or in other directions.
19. Section 16.2 provides that the latest Commencement Date is 12-1-12. This conflicts with Director Carroll's statements in our recent meeting to the effect that we have until 6-30-13 to move. Our SHIIP Unit has annual renewal in the late Fall which makes moving during late fall through early winter problematic. Our SHIIP Unit Director wrote: "our busiest time of the year is from mid-September through mid-December during the Part D open enrollment. It is critical that our staff services including the consumer 800# and volunteer 800# provided uninterrupted service during this time. All staff is needed to assist with calls during this time and we cannot have staff down time to move or prepare for a move."

20. Section 17 provides for Tenant Improvements in an amendment. The Division must be able to approve the suggested improvements and costs prior to the signing of the Agreement and the Division must be a signatory to this. The date is again left blank so we cannot assess whether it is workable or not.
21. Section 18 provides for parking. There is no description of what "reserved" means. Will there be signage per space designating Division only parking? How will we be able to accommodate our visitors in this space? Will there be a validation process? If others park in reserved space, how will conflicts be resolved? There is NO reference to the three underground spaces per floor verbally promised during the site visit. The section does not address handicapped employees or visitors. On our tour Ron said handicap parking for employees was in ramp across the street. The Division wants to be able to use those for the handicapped SHIIP volunteers. Could spaces underground be designated as handicapped? We are concerned with being ADA compliant.
22. Under Section 19, we request language that provides that the Landlord pay for any temporary space we might need if the premises are damaged.
23. In Section 21.1, the Landlord is supposed to cure any issue in 30 days, but then somehow gets 120 days to "diligently pursue such cure to completion". We presume it is something that they start to cure in 30 days and it takes longer. We think it should just say "fails to complete," not a vague standard like "diligently pursue". We observe that in 21.2, the Tenant does not get that same 120-day cushion. We trust that was just an oversight. The last sentence of 21.2.2 is a repeat of the prior sentence.
24. Sections 21.3, 21.4 and possibly 21.5 should all be one section related to reduction in funding or change of law. In Sections 21.3.1 and 21.3.2, it is not specified whether the reduction in funds would be for the Tenant (DAS) or us (IID). We think both should be specifically stated. And do the last sentence of Section 21.3 and the whole of Section 21.4 work together?
25. Section 32.13 provides for notice. The Division address should probably be 601 Locust, not 666 Grand. Note the 50319 zip code for the Division. Will we continue to use the state mail system?
26. The document fails to address the "free" use of conference space mentioned during our recent site visit. Also mentioned was free use of cafeteria as lunch room but it is not addressed in the lease..
27. The document fails to address the issue of storage space needed (in the Ruan Center) and any costs there for.
28. Our current lease has an "option to terminate" with 9 months' notice. We suggest adding a similar provision (could provide for a longer timeframe). Attached is a pdf from the current lease.
29. The document fails to address loading or dock access.
30. The document fails to address after hours or weekend access. The SHIIP staff has trips that involve leaving before 7 a.m. and returning late in the evening (after 8 or 9 p.m.). We need easy and safe/secure access to the office and our supplies during these times.

From: Carroll, Mike [DAS]
Sent: Tuesday, August 21, 2012 3:24 PM
To: Boeyink, Jeffrey [IGOV]
Subject: Ruan II Lease - response to IID concerns
Attachments: IID Memo Response - 8 21 2012.docx

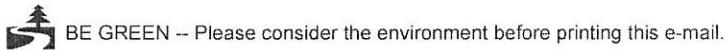
Jeff:

We have not shared the attached with Insurance as we are waiting on their attorney's comments so we can address everything at once.

As you can see this is basically much to do about nothing, but we will be gentle.



Mike Carroll, Director
Iowa Department of Administrative Services
Office: (515) 281-3273
Cell: (515) 868-2038
FAX: (515) 281-6140
mike.carroll@iowa.gov



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TERRY E. BRANSTAD
GOVERNOR

SUSAN E. VOSS
COMMISSIONER OF INSURANCE

KIM REYNOLDS
LT. GOVERNOR

MEMORANDUM

TO: Mike Carroll and Ben Brackett, Department of Administrative Services
FROM: Susan Voss, Iowa Insurance Commissioner
DATE: August 20, 2012
RE: Comments Regarding Draft of Lease Agreement

The Insurance Division has reviewed the draft of the Lease Agreement which you provided to us Friday. We have several specific and some general comments, concerns and questions.

General concerns:

Overall, we observe that, based on our experience with prior contracts we have had reviewed by the Attorney General's office, the Agreement does not include some of the language which we thought was required by DAS in administrative contracts. We have previously been advised that the language is required to protect the State, so we are concerned that it is not present. It is standard boilerplate language included in the sample contracts available from the DAS website.

Also, the term "Tenant" seems to be used sometimes to refer to DAS and sometimes to refer to the Iowa Insurance Division. This should be clarified throughout the Agreement, perhaps by developing two separate defined terms. A couple of examples of the confusion are pointed out in this memo.

Further, aside from our concerns about this Agreement, we would like to have in writing an agreement with you (DAS) concerning the waiver of certain state space requirements. While Director Carroll in our most recent meeting indicated a willingness to agree to waivers, we would appreciate more certainty than currently exists.

Specific concerns:

1. The Division has agreed in principle to accept space in Two Ruan, despite the fact it is clearly not the optimal location in terms of customer service or fulfilling the Division's mission. Also, the lease provides for higher costs in many provisions which raise financial concerns. We understand that members of the Insurance Division do not agree that Ruan is an optimal location and it's been made clear that we respectfully agree to disagree.

We do not agree that the lease provides for higher costs in many provisions. The rate and size of space decrease compared with the current IID lease. The current Owner is moving to demolish the property and redevelop the office park, so the move cost is unavoidable. We are not aware of other ways that the costs will increase.

2. We disagree with a process that provides for signing a lease when there is no floor plan in place. Compare the uncertainty and vagueness of this approach with Section 2 of our current lease (see attached pdf). That lease was executed with the specificity of a floor plan, drawing of improvements, and performance specifications. The space survey form we submitted lists a number of concerns including the SHIIP call center, space for SHIIP volunteers who work for us daily, separate SHIIP storage area adjacent to their offices, the commissioner's need for a dedicated conference room, a separate and secure area for our Fraud Unit, the reception area, and public access. DAS is in the final stages of awarding an RFP to a project management/space design firm. Upon this award, IID's space plan will be the first priority and DAS will move quickly to finalize the details related to this project.
3. The parties to the lease are the landlord and tenant. The tenant appears to be DAS "on behalf of the Division". We note that the signatories to the lease are Ruan and DAS as their signatures are notarized. The Commissioner signs under "Approved as to content and form". However, throughout the document, at times the tenant seems to be DAS, and in other places it is the Division. The Division should be added as a party, and the proper party should be named in the proper places. The legislative mandate authorizes DAS as the Tenant. DAS can remove the language that reads "Approved to content and form," however this allows DAS to ignore any business needs as they pertain to the customer, in this case IID. DAS is the administrator while IID is the physical Tenant and DAS has made clear its desire to work together as partners with each agency.
4. Section 2.1 should provide that the Division is leasing space on floors 4 and 5. The actual square footage is to be established in "a subsequent amendment mutually agreed to by both parties." To the extent the parties are Ruan and DAS, this is totally unacceptable. The Division requires language that provides for the Commissioner to sign and approve the floor plan and any other aspects of our leased space. See paragraph 2, above. The Moves/Adds/Changes Coordinator will work with IID to work with a space planner in determining the correct size of space. This will be done based around a standard of 220/SF/FTE and the space allocation document that has been completed by IID.
5. Section 2.1 mentions "rentable area". The floor plans we have indicate that the useable area is 723 sq ft less per floor. What space is included in the unusable space for which we are charged rent? We should receive a floor plan showing unusable space. If we do not rent all of the two floors, for what percentage of the unusable space are we charged rent? There is no date provided (left blank) for by when the "mutually acceptable amendment" must be attached. See paragraph 2, above. This will be remedied by the space planning exercise.
6. We have previously expressed our desire to rent two floors, all of 4 and 5. The contract calls for a maximum of 28,000 sq ft, which would leave roughly 6,400 sq ft of unused space. This is not what we agreed. IID's desire for two floors is unreasonable. The Landlord has indicated the ability to effectively demise the space so that it is appropriately sized for IID's square footage needs. Currently, IID occupies 28,781 SF, which includes numerous private floor-to-ceiling offices, multiple large conference rooms, and a cafeteria. These needs will go away as there will be significantly less private offices, no need for a dedicated in-office 75 person conference room, and no need for a dedicated in-office cafeteria.
7. Section 3 uses the term "Commencement Date" but does not define it. The vagueness of the term creates additional uncertainty. There is a reference to a subsequent amendment, but no details for

its adoption are mentioned. The Commencement Date is tied to the availability date as described in a later paragraph (16.1). However, availability could be met by the landlord before we even finalize a floor plan and before the required amendments are executed. There is no date provided (number of days left blank) after the Commencement Date for the lease to commence. The Division will want this number to be larger in order to provide flexibility for the physical move from its current space. Note that in Section 3 the "Tenant" shall move in, i.e. the "Tenant" in this context is clearly the Division, not DAS. See also comment number 19. Understood – commencement date has been left up in the air due to the number of unsolved details. With a space plan, we will be able to determine any tenant improvement needs and as a result, design, construction, and move schedule. This will help us back into the exact date of commencement, along with IID's input regarding their SHIP requirements this winter.

8. Section 3.1 provides for two five year options to renew to the Tenant. This is inconsistent with Director Carroll's stated reason for moving us to the Two Ruan Building as part of a greater plan to renovate the Wallace Building. Is the Tenant in this clause DAS or the Division? If we renew after year 6 for 5 years, what happens if space becomes available on the Capitol complex in year 8 or 9? The last part of section 3.1, beginning with the first full sentence on page 2, is not part of the "Term of Lease;" it belongs in section 6 with the other price details. And note that the rent terms in sections 3.1 and 6.2 do not seem to mesh. Which prices control? The renewal language is standard and included to provide an appropriate starting point for negotiations upon expiration of the initial term.

We *will* amend it to provide IID a termination option consistent with any State sponsored move back to on-complex space, specifically related to the renovation of the Wallace Building. This would likely be a 90-120 day notice.

9. In Section 5, the "Tenant" has the right to put other state agencies in this space; i.e., the "Tenant" here is DAS. Correct.
10. In Section 6.1, the \$13.07 rent for year two is more than we would have paid at Aviva, and can go up from there (see sections 3.1 and 6.2). We are concerned that the legislature might be unwilling to give us any more money with which to pay this in later years. This is not necessarily true as Aviva's rates were provided on a triple net basis. Both the \$13.07 and \$11.50 are below the current rate IID pays and with our assumption of a smaller footprint, the cost continues to decrease.

I'm not aware of how IID is appropriated funding, but perhaps some elaboration would help me understand why this is an issue when any increase in rates will be established 6 months prior to the lease year and based off the previous 12 months. This should allow the cost to be predictable.

11. Section 6.2 provides for 3% rent increases. The Division must also agree to any increase. The whole idea of getting a lease now is the favorable terms so what justification is there for an automatic 3% raise? The Division should be provided with a copy of any tax authority property valuations (current lease section 7.3 requires this). There is no automatic 3% raise and DAS/IID have the capability to audit Landlord's operating expenses to include CAM, insurance, and taxes. There is language in the lease that details this: "Landlord will provide a good faith effort to maintain the rate of these costs throughout the lease term and upon Tenant's request, Landlord will provide to Tenant evidence of Landlord's attempt to minimize any increase in these costs. Evidence will include, but not be limited to competitive bidding of services, bundling services for

similar types of property, and protesting tax assessments when appropriate. Landlord will keep books and records showing the Insurance and CAM expenses in accordance with generally accepted accounting principles. Upon (5) five-business days' notice, Tenant shall have the right to inspect Landlord's books and records relating to said adjustments in order to verify Landlord's statement."

12. In section 6.3 we request the deletion of the "ten (10)" day delinquent payment reference and insert 60 days (the same as our current lease). We can address this. What is the payment standard that IID operates within? For example, DHS has an agency standard of 45 days, but traditionally pays within 30.
13. In section 10, how will the Divisions usage of gas, water electricity, etc. be measured as opposed to the other floors? Will we be charged for outside lighting? Will we be charged 100% for snow removal if we are the sole tenant in the building? What percentage of the real estate taxes will we be assessed to the Division? The II Ruan building is separately metered for all utilities. Outside lighting, snow removal, and real estate taxes are all assessed based on the percentage of square feet occupied. The percentage will be provided upon clarification of IID's exact square footage.
14. Section 11 provides that the Landlord will make available telephone and internet service. Does that mean we will not use ICN? We object to the lack of our ability to approve of costs, to have no input on the provider, and apparently no ability to resolve problems of poor service. This simply means that the Landlord will make it possible to use telephone and internet – as in confirming they have the proper fiber optic connections in place, as well as internet bandwidth.
15. In Section 12, the Landlord is to complete and return the disabilities questionnaire that is to be attached to the contract. What good is the questionnaire after the contract has been signed? We think it should be completed and submitted ahead of time especially given the phrase "Landlord shall be solely responsible for the cost of any alterations...." Landlord has already confirmed their ADA compliance, but is working on the ADA survey currently. It will be completed upon execution of the lease.
16. In Section 13.2, the same issue exists regarding the certificate of insurance. We think it should be completed for review prior to execution of the lease. We will arrange for this.
17. Section 14.1 provides for confidentiality. We have mentioned that we have extensive confidential information, including law enforcement documents and terminals used by our Fraud Unit. When they contacted the information security officer for DPS, he recommended we add the following language: "Landlord and /or contractors MUST be accompanied at all times when on the Leased Premises due to confidential information on the Leased Premises." I was not made aware of the need for this language, but will add to 14.1.
18. Section 15.4 requires written approval of the landlord for signs. This is impracticable if SHIIP needs to provide temporary signage to assist trainees in finding the Division offices or in other directions. Intent of this section is for permanent signage. We can amend the language to read that verbal/email communication is acceptable for temporary signage.
19. Section 16.2 provides that the latest Commencement Date is 12-1-12. This conflicts with Director Carroll's statements in our recent meeting to the effect that we have until 6-30-13 to move. Our SHIIP Unit has annual renewal in the late Fall which makes moving during late fall through early

winter problematic. Our SHIP Unit Director wrote: "our busiest time of the year is from mid-September through mid-December during the Part D open enrollment. It is critical that our staff services including the consumer 800# and volunteer 800# provided uninterrupted service during this time. All staff is needed to assist with calls during this time and we cannot have staff down time to move or prepare for a move." Please be clear on your preferred commencement date. DAS has expressed flexibility, but the IID's current lease expires 11/31/12. In our most recent meeting, there was mention that winter time was not great, but the reasoning was not communicated.

20. Section 17 provides for Tenant Improvements in an amendment. The Division must be able to approve the suggested improvements and costs prior to the signing of the Agreement and the Division must be a signatory to this. The date is again left blank so we cannot assess whether it is workable or not. This will be handled as a part of the space plan. The space plan will determine any tenant improvement needs.
21. Section 18 provides for parking. There is no description of what "reserved" means. Will there be signage per space designating Division only parking? How will we be able to accommodate our visitors in this space? Will there be a validation process? If others park in reserved space, how will conflicts be resolved? There is NO reference to the three underground spaces per floor verbally promised during the site visit. The section does not address handicapped employees or visitors. On our tour Ron said handicap parking for employees was in ramp across the street. The Division wants to be able to use those for the handicapped SHIP volunteers. Could spaces underground be designated as handicapped? We are concerned with being ADA compliant. A description of "reserved" is not defined because then we would have to include an Exhibit that defines every arbitrary word in the lease.

We *can* request signage to designate parking.

There will be a validation process that we can spell out in the lease if IID prefers.

We will include the request for three underground parking spaces, however DAS would request the reasoning for the need and what level of employee would use it.

All parking is in the 4th and Grand ramp, which is ADA compliant and connects directly to II Ruan. IID should not be concerned that the parking provided is not ADA compliant. It would concern me to designate underground handicapped spaces due to numbers – if 3 spots are offered per floor and at most, IID occupies 2 floors, IID has 6 underground spaces. Assuming at least 1 goes to the Commissioner, providing 5 special handicapped spaces seems less fair than providing all handicapped parking in the same location.

22. Under Section 19, we request language that provides that the Landlord pay for any temporary space we might need if the premises are damaged. Per the lease language, because the Rent shall be apportioned in amounts equal to the percentage of the Leased Premises that is unusable, we can amend the language to read that the Landlord will pay for any cost above and beyond the apportioned Rent that does not cover the Tenant's reasonable needs.
23. In Section 21.1, the Landlord is supposed to cure any issue in 30 days, but then somehow gets 120 days to "diligently pursue such cure to completion". We presume it is something that they start to cure in 30 days and it takes longer. We think it should just say "fails to complete," not a vague standard like "diligently pursue". We observe that in 21.2, the Tenant does not get that same 120-

day cushion. We trust that was just an oversight. The last sentence of 21.2.2 is a repeat of the prior sentence. Your assumption is correct – the premise is that if an “act of god” required significant improvement to the space that they weren’t able to remedy in 120 days. We can change to say “fails to complete.”

We can provide the same language in 21.2 for the Tenant.

Section 21.2.2 will be edited.

24. Sections 21.3, 21.4 and possibly 21.5 should all be one section related to reduction in funding or change of law. In Sections 21.3.1 and 21.3.2, it is not specified whether the reduction in funds would be for the Tenant (DAS) or us (IID). We think both should be specifically stated. And do the last sentence of Section 21.3 and the whole of Section 21.4 work together? Section 21.3, 21.4, and 21.5 all fall under the termination section. There is no need for them to be grouped again.

We can clarify that that references to funding pertain to IID, not DAS.

Section 21.3 and 21.4 work together just fine because they are terminations due to entirely separate funding issues.

25. Section 32.13 provides for notice. The Division address should probably be 601 Locust, not 666 Grand. Note the 50319 zip code for the Division. Will we continue to use the state mail system? Addresses will be corrected.

IID will likely not continue on the state mail system unless/until more state tenants fill the building.

26. The document fails to address the “free” use of conference space mentioned during our recent site visit. Also mentioned was free use of cafeteria as lunch room but it is not addressed in the lease.. This will be included, but in order to do so, requires a tentative schedule (i.e. one monthly meeting in auditorium, bi-weekly meeting for SHIIP volunteers for 40 people each time, etc.). We will include use of the cafeteria/lunch room.
27. The document fails to address the issue of storage space needed (in the Ruan Center) and any costs there for. This will be included. It was not included due to its relation to the space planning needs.
28. Our current lease has an “option to terminate” with 9 months’ notice. We suggest adding a similar provision (could provide for a longer timeframe). Attached is a pdf from the current lease. A 9 month option to terminate was included as an amendment to the current lease agreement as a mutual termination requested by the Owner, who has been planning the phased demolition of the River Hills Office Park. Under those considerations, it is unnecessary to provide a 9 month termination.
29. The document fails to address loading or dock access. Loading or dock access is an amenity to the building, but we can address it specifically if that is important
30. The document fails to address after hours or weekend access. The SHIIP staff has trips that involve leaving before 7 a.m. and returning late in the evening (after 8 or 9 p.m.). We need easy and safe/secure access to the office and our supplies during these times. Section 7 addresses this

issue: **Covenant of quiet enjoyment:** So long as Tenant pays the rents reserved by this Lease and performs and observes all the covenants and provisions hereof, Tenant shall quietly enjoy the Leased Premises and have *unobstructed access to said Leased Premises at all times, Saturdays, Sundays, and holidays included.*

From: Granger, Tera [DAS] on behalf of Carroll, Mike [DAS]
Sent: Wednesday, August 22, 2012 4:06 PM
To: IA Dept Directors - Executive Branch; IA Chief Financial Officers; IA Elected Officials; Batts, David [PLD]; Tooker, Megan [IECD]; Riordan, James [PERB]; Tymeson, Jodi [IDVA]; Mitchell, David [DVRS]; Kelley, Doris [IBOP]; Boyd, David [JB]; Marshall, Michael [LEGIS]; Smithson, Charlie [LEGIS]; Dickinson, Glen [LEGIS]
Cc: DAS Executive Leadership Team; Fischer, Kirk [DAS]
Subject: Director's Meeting Regarding P-Card Usage

TO: Department Directors, Elected Officials and Chief Financial Officers
FR: Mike Carroll, Director
RE: P-Card Program

Please join us Thursday, September 6 to learn more about a tremendous opportunity for potential savings to your department through an increased use of the P-Card program. This meeting will include presentations from US Bank, DAS procurement and accounting staff, and a question and answer session.

What: Director's Meeting Regarding P-Card Usage
When: Thursday, September 6, 2012
Where: Hoover, Level A, Conference Rooms 5 & 6
Time: 1:00 p.m. – 3:00 p.m.

I encourage you to bring members of your team that would be involved in this process.

Here is a list of potential rebate opportunities for your department based off of your FY 12 annual spend.

Rebate Opportunity against Department Spend: Goods & Services FY 12

	Department Spend FY 12	Rebate Opportunity
Administrative Services	\$96,522,784	\$1,685,288
Agriculture & Land Stewardship	\$8,318,658	\$145,244
Treasurer – Agricultural Development	\$103,672	\$1,810
Justice	\$6,943,926	\$121,241
Justice – Advocate Office	\$196,070	\$3,423
Auditor	\$315,739	\$5,513
Blind	\$908,637	\$15,865
Ethics & Campaign Disclosure	\$92,938	\$1,623
Civil Rights	\$249,985	\$4,365
Commerce – Alcoholic Beverages	\$162,250,654	\$2,832,896
Commerce – Banking	\$419,941	\$7,332
Commerce – Credit Union	\$52,536	\$917
Commerce – Insurance	\$1,573,687	\$27,477
Commerce – Professional Licensing	\$381,024	\$6,653
Commerce – Utilities	\$2,629,125	\$45,905
Corrections – Central Office/Capitals	\$5,389,583	\$94,102
Corrections – State Penitentiary – Fort Madison	\$6,942,388	\$121,214

Corrections – Anamosa State Penitentiary	\$6,915,984	\$120,753
Corrections – Medical/Classification Center	\$14,518,841	\$70,499
Corrections – Correctional Release Center	\$5,847,875	\$102,104
Corrections – Correctional Facility	\$4,384,581	\$76,555
Corrections – North Central Facility–Rockwell City	\$1,758,445	\$30,702
Corrections – Correctional Facility	\$5,400,583	\$94,294
Corrections – Institute for Women – Mitchellville	\$2,857,721	\$49,896
Corrections – Industries	\$15,448,087	\$269,724
Corrections – Farm Account	\$1,018,560	\$17,784
Corrections – Fort Dodge Correctional Facility	\$5,204,637	\$90,873
Cultural Affairs	\$1,156,138	\$20,186
Economic Development	\$7,534,103	\$131,545
Finance Authority	\$6,375,339	\$111,313
Education	\$19,678,455	\$343,586
Education – Vocational Rehabilitation	\$2,615,996	\$45,675
College Student Aid	\$7,397,583	\$129,162
Iowa Public Television/Capitals	\$6,888,261	\$120,269
Iowa Department of Aging	\$600,762	\$10,489
Iowa Workforce Development	\$128,621,399	\$2,245,730
Iowa Communications Network	\$20,156,641	\$351,935
Governor	\$244,632	\$4,271
Human Rights	\$93,440,437	\$1,631,470
Human Services	\$23,147,280	\$404,152
Human Services – Community Services	\$12,661,046	\$221,062
Human Services – Iowa Juvenile Home	1,761,919	\$30,763
Human Services – State Training School	\$2,107,161	\$36,791
Human Services – Marshalltown	\$358,788	\$6,264
Human Services – Mental Health Institute	\$2,856,322	\$49,871
Human Services – Mental Health Institute	\$733,663	\$12,810
Human Services – Mental Health Institute	\$2,526,129	\$44,106
Human Services – Mental Health Institute	\$1,357,078	\$23,695
Human Services – Glenwood Resource Center	\$11,987,310	\$209,298
Human Services – Woodward Resource Center	\$16,597,128	\$289,786
Human Services – Central Office	\$86,695,959	\$1,513,711
Inspections & Appeals	\$1,437,678	\$25,102
Inspections & Appeals – Appellate Defender	\$32,389,693	\$565,524
Inspections & Appeals – Racing Commission	\$648,158	\$11,317
Judicial	\$23,164,610	\$404,454
Iowa Law Enforcement Academy	\$463,807	\$8,098
Legislative – House	\$400,683	\$6,996
Legislative – Senate	\$291,200	\$5,084
Legislative – Joint Expense	\$86,144	\$1,504
Legislative – Citizens' Aide	\$22,151	\$387
Legislative Services Agency	\$303,451	\$5,298
Management	\$51,242,343	\$894,691
Natural Resources/Capital	\$35,747,371	\$624,149
Parole	\$60,098	\$1,049
Iowa Public Employment Retirement System	\$33,093,194	\$577,807
Public Employment Relations Board	\$74,620	\$1,303

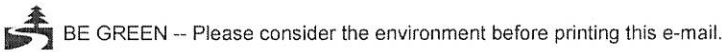
Public Defense	\$16,784,090	\$293,050
Public Defense – Emergency Management/Disaster Services	\$38,003,507	\$663,541
Public Health	\$116,508,088	\$2,034,231
Public Safety/Capitals	\$26,622,967	\$464,837
Revenue	\$9,713,748	\$169,602
Lottery	\$39,647,390	\$692,243
Secretary of State	\$1,745,432	\$30,475
Governor’s Office of Drug Control Policy	\$4,499,334	\$78,558
Transportation	\$260,094,236	\$4,541,245
Treasurer/Executive Council	10,656,554	\$186,063
Veteran’s Affairs	\$1,249,926	\$21,824
Veterans’ Home/Capitals	\$13,314,428	\$232,470

If you have any questions prior to the meeting please do not hesitate to contact me.

Thanks,
Mike Carroll



Mike Carroll, Director
Iowa Department of Administrative Services
Office: (515) 281-3273
Cell: (515) 868-2038
FAX: (515) 281-6140
mike.carroll@iowa.gov



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~~Internal Use Only~~

From: Ginty, Natalie [IDPH] on behalf of Miller-Meeks, Mariannette [IDPH]
Sent: Tuesday, August 28, 2012 8:23 AM
To: Boeyink, Jeffrey [IGOV]
Subject: Accepted: Conference call on Executive Order 80

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From: Miller-Meeks, Mariannette [IDPH]
Sent: Tuesday, August 28, 2012 9:49 AM
To: Boeyink, Jeffrey [IGOV]
Cc: IA Cabinet; Findley, Brenna [IGOV]; Johnson, Larry [IGOV]
Subject: Re: Conference call on Executive Order 80

Jeff,
Thank you. I will be participating.

Mariannette

On Aug 28, 2012, at 8:17 AM, "Boeyink, Jeffrey [IGOV]" <Jeffrey.Boeyink@iowa.gov> wrote:

Good morning.

You will be receiving an invitation from me to participate in a conference call for Department / Agency heads for the following:

Wednesday, September 5
8:30 ??? 9:00 a.m.

The primary purpose of the call will be to discuss implementation of Governor Branstad's Executive Order 80, concerning the establishment of stakeholder groups to assist our regulatory reform/review process.

Brenna Findley and Larry Johnson from our office will join the call to walk all of us through how this process can work to improve our regulatory environment.

Also, David Roederer and I will likely have a few other agenda items to discuss while we have the group gathered on the call.

Please attempt to make your schedules work so we can have maximum participation.

Thank you.

Jeffrey Boeyink
Chief of Staff
Office of the Governor
515.725.3511

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[REDACTED]

From: Carlson, Paul [DAS]
Sent: Tuesday, August 28, 2012 1:16 PM
To: Boeyink, Jeffrey [IGOV]; Roederer, David [IDOM]; Paulsen, Kraig [LEGIS]; Gronstal, Mike [LEGIS]
Cc: Carroll, Mike [DAS]; Anderson, Lon [DAS]; Hunter, Caleb [DAS]; Lamb, T. Ryan [DAS]
Subject: DAS - Annual Report Fiscal Year 2011-12.docx
Attachments: DAS - Annual Report Fiscal Year 2011-12.docx

Attached and per Code of Iowa Chapter 7A.3, please find the biennial report for the Department of Administrative Services. If you have any questions, please call me at 281-3101. Thank you.



Iowa Department of Administrative Services

Government's Partner in Achieving Results

Governor Terry E. Branstad
Lt. Governor Kim Reynolds

Mike Carroll, Director

DAS Annual Report for Fiscal Year 2011 and 2012

In Compliance with Iowa Code Section 7A.3

DAS OVERVIEW

DAS submits this annual report in compliance with Iowa Code Section 7A.3.

Vision Statement:

Providing Iowans unified, comprehensive, value driven administrative services.

Mission Statement:

The Department of Administrative Services provides comprehensive leadership and management for support of governmental operations. The Department will enhance overall operational and cost efficiency by providing progressive and measurable business value.

Divisions:

- Core (Director's Office and Finance)
- General Services Enterprise
- Human Resources Enterprise
- Information Technology Enterprise
- State Accounting Enterprise

Employees:

In January, 2011 DAS had 385 employees, in July, 2012 DAS had 362 employees

DAS STRATEGIC INITIATIVES

Governor Branstad's four major strategic goals of creating 200,000 new jobs, increasing incomes in the state by 25%, decreasing the cost of government by 15%, and making Iowa number one in the country in education will be at the forefront of the strategic efforts of the Department of Administrative Services (DAS). DAS believes the department will have the greatest impact on decreasing the cost of government by 15%, and most of the strategic efforts within this plan are geared toward that goal. Successful implementation of the DAS strategic initiatives and increasing DAS operational efficiencies will facilitate successful outcomes for the Governor's overall strategic goals.

Fundamental to all the initiatives within this plan are value versus cost, business case analysis, statewide reduction of the cost of government, and the effect they may have on statewide efforts to create jobs, increase incomes, and improve education. Business case analysis and long term effects of any DAS initiative will precede implementation of the initiatives within this plan.

Strategic initiatives included within the DAS strategic plan include:

- Consolidation of State services
- Review and improvement of health insurance benefits for state employees
- Comprehensive review of services
- Improved labor relations, negotiations, and contracts
- Re-structuring of the DAS organization for efficiency and value

- Minimization of the general fund appropriation for DAS

These initiatives are outlined below including basic action steps and timeframes anticipated for their implementation.

Goal:

To increase the efficiency and value of the Department of Administrative Services by controlling costs and assisting state government in reducing expenditures by a targeted minimum of 15%.

Execution Plan:

Essential to the achievement of the goal for this strategic plan will be a long term commitment from the Governor's administration and genuine ownership of the implementation and outcomes of the plan by DAS management and staff. The following are the major items guiding the overall realization of the strategic goal:

- Consolidate state services
- Review existing DAS structure and services for cost versus value based upon business case analysis, and re-build organization around business case outcomes
- Improve labor relations and negotiations
- Review and improve health insurance
- Adjust policy and procedures for efficient and user oriented delivery
- Use technology to do more with less
- Minimize the need for a general fund appropriation for DAS

Opportunities:

Through the strategic initiatives outlined in this plan, and incorporation of those initiatives into the department's business plans, DAS believes other departments will be able to concentrate their resources on core missions and rely on DAS for the administrative expertise for their operations. This realignment of effort will result in both an increase in efficiency and a reduction in overall cost to State government. Areas of human resources, information technology, financial services, and general services will be provided statewide in a comprehensive, cohesive, and manageable form with opportunity to make those services available to other public entities outside of state government where efficiency and economics support that cooperation.

The vision of the state as a large corporate structure with departmental responsibility and accountability in lieu of many independent companies doing business together will bring a more manageable, cohesive, efficient, and cost effective approach to the delivery of services to the citizens of Iowa.

Results:

Amount billed to customer agencies by DAS decreased by \$2,870,762.60 from Fiscal Year 2011 to Fiscal Year 2012. This decrease amounts to a 6.38% reduction in fees.

Filled positions at DAS decreased by 26 from 2011 to 2012. This amounts to a 6.91% decrease in the number of full time employees at DAS.

DAS General Overhead will decrease by \$213,000 in fiscal year 2013. This amounts to an 8.65% reduction in the cost of overhead.

ENTERPRISE RESULTS

General Services

Iowa Energy Bank

The General Services Enterprise executed a memo of understanding with the Iowa Economic Development Authority to operate the Iowa Energy Bank. The Energy Bank was previously under the Office of Energy Independence. The Energy Bank offers low interest loans to state agencies and political subdivisions to undertake energy efficiency upgrades to their facilities and to pay the loan back from the savings the entity receives from lower utility bills. Demand for this program is high and the initial returns have been positive.

Statewide Leasing Authority

In 2011 DAS obtained statewide leasing authority for all of state government except for institutions under the control of the Board of Regents and the Department of Public Defense. DAS is assembling and identifying opportunities to improve the state's position with regards to both operational efficiencies and cost savings for all state agencies.

Design and Construction Reorganization

Due to the fluctuation of available infrastructure funding DAS undertook a reorganization of the Design and Construction area of General Services. This reorganization reduced staffing levels and increased knowledge and skill available to state agencies by partnering with private sector firms to provide greater scalability and subject matter knowledge to best represent the state in its efforts to renovate and build high quality, lasting infrastructure to meet the state's needs. In FY 2012 DAS estimates managing approximately \$470,000,000 in total construction budgets.

Fleet analysis (double click on next page)

Final Report on

Cost Comparison of Alternative Fleet Vehicle Provision Methods

for the

Iowa Department of
Administrative Services



DAS

February 2012

MERCURY ASSOCIATES, INC.

MERCURY

Human Resources

Contract compliance and grievances

DAS approached the implementation of the collective bargaining contracts and merit system in a clearer, more defined and consistent effort. This methodological change required a transition period to overcome some of the obstacles in place through prior practice placing management in a challenging position.

Teleworking policy

DAS developed a teleworking policy which can be viewed by clicking on the image below.

SECTION 18.05 TELEWORK PROGRAM
Last Update: 1/12

Purpose

The purpose of this program is to provide parameters for using telework opportunities for State of Iowa contract and non-contract employees and managers. It is designed to provide the structure needed for effective implementation and operation of telework for the State.

Program

The State of Iowa will provide its employees with the opportunity to participate in telework when practical and consistent with the agency mission.

Definitions

Agency – the state agency entering into a telework agreement.

Management – a person in the chain of command at a level of program manager or higher.

Manager – a manager with the authority to enter into telework agreements with subordinate employees.

Official Work Site – the official physical address established as the place of business for the state agency, division or program for which a telework arrangement has been approved or an alternate location identified within the terms of the telework agreement.

The Telework Program – an employee-initiated or employer-mandated pre-approved arrangement to work at a location away from the employee's regular work site.

Telework Agreement – a written agreement between an employee and manager requiring each to adhere to applicable guidelines of this program and any other terms required by management.

Telework Site (alternative work site) – the management approved physical address(es) from which the employee engaged in the telework agreement conducts state business.

Teleworker – the employee engaging in the telework agreement.

Guidelines of the Telework Program

1. Use of the Telework Program is for those projects/duties that are well-suited for completion at an alternative work site. An employee may be allowed to participate in the telework program if management decides the employee's duties are appropriate for offsite work and the employee meets all criteria for eligibility established by this policy.
2. Telework is a management option. Approval for participation in the Telework Program is within management's authority and is not an employee entitlement. The operational needs of the State, the mission of the agency, and the goals and responsibilities of a particular program and its employees determine how often and to what extent telework is approved.
3. Participation in the Telework Program may be voluntary or mandated and employees must meet agency eligibility criteria to participate in the Telework Program.
4. Prior to telework commencing, the employee must have a suitable workspace, utilities adequate for installing equipment and a general work environment that is free from interruptions and provides reasonable security and protection of state property and information.
5. An employee's participation in the Telework Program must not adversely affect the workload or performance of other employees in the office.
6. Teleworkers must report to their official work site on scheduled telework days if requested by the manager. A request by the

Information Technology (double click to open)



Iowa Department of Administrative Services
Government's Partner in Achieving Results

Governor Terry E. Branstad
Lt. Governor Kim Reynolds
Mike Carroll, Director

Presentation to the Administration and Regulations Joint Appropriations Subcommittee
February 7, 2012

<http://itredesign.iowa.gov/>
www.das.iowa.gov

In support of Senate File 2088 and now Chapter 8A.201 of the Code of Iowa, this is a status report of information technology consolidation.

Background

State agencies have tremendous expertise in all technical areas that can be leveraged to create a single technical support structure. Information Technology (IT) in government has evolved into many silos of excellence throughout the state. Our vision continues to be to combine, re-architect and focus this excellence into one seamless IT model that leverages shared resources to serve government and citizens alike.

Our *mission* is to provide unified, comprehensive, value driven IT services to Iowans with the *goal* of increasing the efficiency and value of these services.

The scope of action encompasses human resource planning, financial accountability, project management, performance metrics, vendor management, customer engagement, IT governance and transforming state technology roles.

Expected *results* are to effectively manage and leverage technology investments for the State of Iowa to capitalize on IT best practices, purchasing, contracting, service provisioning and business processes in meeting State agencies missions. Such as:

- ✓ Data Security – Expanded capabilities
 - Integrated disaster recovery to meet agencies and state-wide business needs and priorities
 - Consistency with state-wide policies and processes to secure and protect assets and sensitive information to support data privacy and information security
 - Cyber security management and state-wide oversight with fewer points of entry
 - Greater opportunities for interconnectivity - share data seamlessly across departmental lines where necessary
- ✓ Efficiencies
 - Remove network and server architecture complexities
 - Data Sharing
 - Enterprise Applications – remove duplication
 - Efficient use of expensive data center space
 - "Green" efficiencies with reduced power generation and carbon emissions

State Accounting

The State Accounting Enterprise (SAE) played an integral role in support of the online database for State of Iowa expenditure data available at the website <http://data.iowa.gov/>. This data is assembled for the Integrated Information for Iowa (I3) system. SAE provides support and management of this database and also monthly provides current information to be made available to the taxpayers of Iowa.

SAE also prepares the Comprehensive Annual Financial Report for the State of Iowa. In 2011 the Certificate of Achievement for Excellence in Financial Reporting has been awarded to the State of Iowa by the Government Finance Officers Association of the United States and Canada for its Comprehensive Annual Financial Report (CAFR) for the fiscal year ended June 30, 2011. The Certificate of Achievement is the highest form of recognition in the area of governmental accounting and financial reporting, and its attainment represents a significant accomplishment by a government and its management.

2011 Senate File 533 required DAS to report on the potential for payroll system centralization. That report is available here by double clicking the image on the next page.



TO: The Honorable Senator Pam Jochum
The Honorable Representative Ralph C. Watts

FROM: Mike Carroll, Director, Department of Administrative Services

DATE: January 20, 2012

RE: Senate File 533 - Study of Merging All State Payroll Systems into the Centralized Payroll System

The Department of Administrative Services respectfully submits this report as required by Senate File 533, Section 116 and passed by the 2011 General Assembly. Senate File 533 directed the Department of Administrative Services (DAS) to examine the possibility of merging all state payroll systems into the centralized payroll system operated by DAS. Consultation with the entities of state government not utilizing the systems was required and identified as the eight Community Based Corrections (CBC's), five Regents Institutions, the Department of Transportation (DOT), the State Fair Board and the Supreme Court Commission.

In order to facilitate the consultation directive, a survey was created and sent to each entity, including the administrators of the centralized payroll system. The information in this report is a summary of the survey, which received 100% participation.

SUMMARY OF CENTRALIZED PAYROLL STUDY

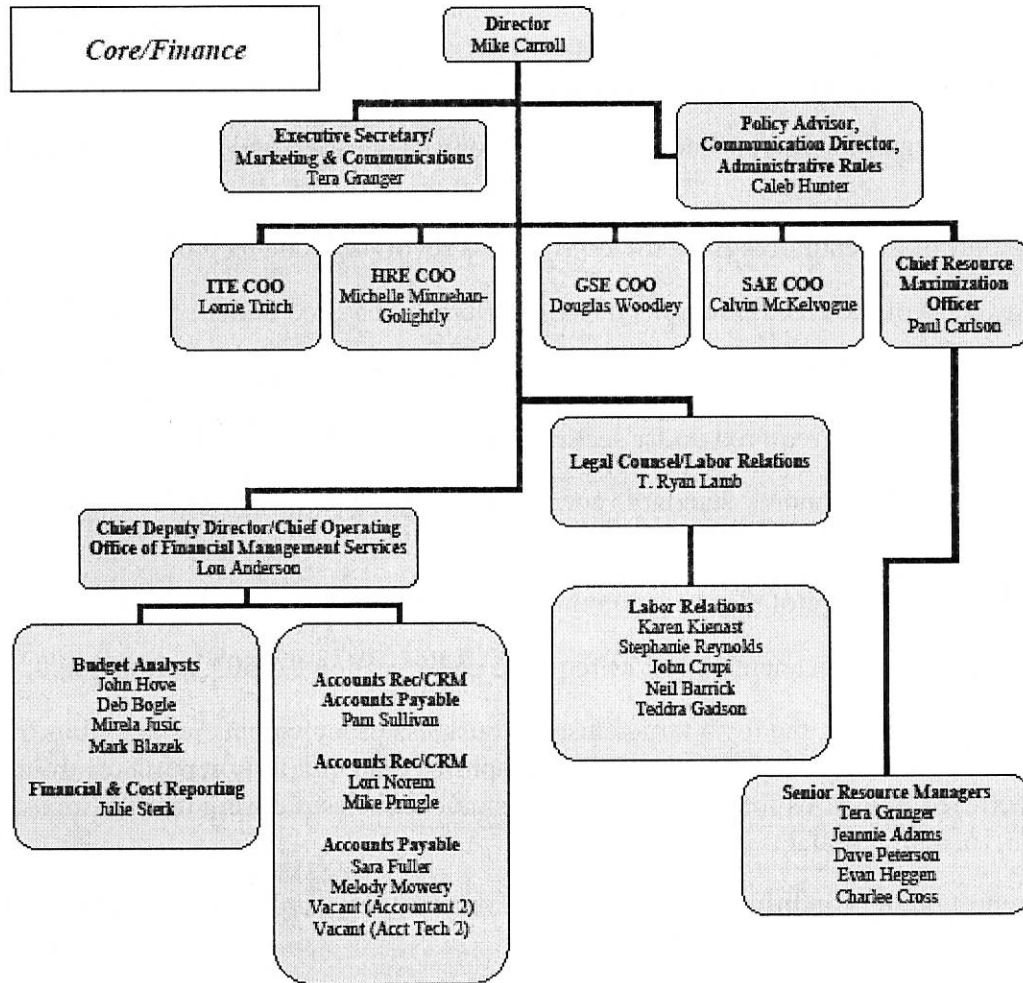
The final points of the study are summarized here, with detailed information that includes input from the non-centralized entities. It was determined "payroll" systems included both the payroll and personnel systems, as one is dependent on the other for payroll information. The personnel system used by the Centralized Payroll system is the Human Resource Information System (HRIS).

Advantages of Consolidation

- Central repository of data would improve accountability while providing accurate, timely, and overall-statewide information to internal and external citizens and customers.
- One centralized reporting entity to the federal government, IPERS, and for Unemployment Reporting.
- Self-reporting information to a centralized system would be eliminated.
- Employee information and cost provided by one system will result in consistency in application and execution.
- Sharing one central system will eliminate duplicated efforts and maintenance costs.
- May allow smaller entities to offer services or deduction options not currently offered to employees.
- Collective Bargaining costs would be easier to draw from one system.

DAS TABLE OF ORGANIZATION (DOUBLE CLICK TO OPEN)

IOWA DEPARTMENT OF ADMINISTRATIVE SERVICES Table of Organization



August 2, 2012

REPORTS

The following reports are required per Iowa Code and Executive Order:

1. An annual report of the department as required under section 7A.3An annual report of the department as required under section 7E.3, subsection 4.
2. Internal service fund service business plans and financial reports as required under section 8A.123, subsection 5, paragraph "a", and an annual internal service fund expenditure report as required under section 8A.123, subsection 5, paragraph "b".
3. An annual report regarding total spending on technology as required under section 8A.204, subsection 3, paragraph "a".
4. An annual report of expenditures from the IOWAcess revolving fund as provided in section 8A.224.
5. A technology audit of the electronic transmission system as required under section 8A.223.
6. An annual report on the status of capital projects as required under section 8A.321, subsection 11.
7. An annual salary report as required under section 8A.341, subsection 2.
8. An annual average fuel economy standards compliance report as required under section 8A.362, subsection 4, paragraph "c".
9. An annual report of the capitol planning commission as required under section 8A.373.
10. A comprehensive annual financial report as required under section 8A.502, subsection 8.
11. An annual report regarding the Iowa targeted small business procurement Act activities of the department as required under section 15.108, subsection 7, paragraph "c", and quarterly reports regarding the total dollar amount of certified purchases for certified targeted small businesses during the previous quarter as required in section 73.16, subsection 2.
12. An annual report on the condition of affirmative action, diversity, and multicultural programs as provided under section 19B.5, subsection 2.
13. An unpaid warrants report as required under section 25.2, subsection 3, paragraph "b".
14. A report on educational leave as provided under section 70A.25.
15. A monthly report regarding the revitalize Iowa's sound economy fund as required under section 315.7.
16. An annual report of the Vertical Infrastructure Advisory Committee as required by Vilsack Executive
17. Order 3.
18. An annual report of the regulatory plan of the agency as required by Vilsack Executive Order 9.

From: Miller-Meeks, Mariannette [IDPH]
Sent: Wednesday, August 29, 2012 10:45 AM
To: Boeyink, Jeffrey [IGOV]
Subject: Declined: Conference call on Executive Order 80

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~~CONFIDENTIAL~~

From: Miller-Meeks, Mariannette [IDPH]
Sent: Wednesday, August 29, 2012 10:48 AM
To: Boeyink, Jeffrey [IGOV]
Subject: Re: Conference call on Executive Order 80

I accidentally declined the invite for Sept 5th. Could you resend the calendar invite.
Thank you!

On Aug 28, 2012, at 8:17 AM, "Boeyink, Jeffrey [IGOV]" <Jeffrey.Boeyink@iowa.gov> wrote:

Good morning.

You will be receiving an invitation from me to participate in a conference call for Department / Agency heads for the following:

Wednesday, September 5
8:30 ??? 9:00 a.m.

The primary purpose of the call will be to discuss implementation of Governor Branstad???'s Executive Order 80, concerning the establishment of stakeholder groups to assist our regulatory reform/review process.

Brenna Findley and Larry Johnson from our office will join the call to walk all of us through how this process can work to improve our regulatory environment.

Also, David Roederer and I will likely have a few other agenda items to discuss while we have the group gathered on the call.

Please attempt to make your schedules work so we can have maximum participation.

Thank you.

Jeffrey Boeyink
Chief of Staff
Office of the Governor
515.725.3511

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From: Miller-Meeks, Mariannette [IDPH]
Sent: Wednesday, August 29, 2012 12:51 PM
To: Boeyink, Jeffrey [IGOV]
Subject: Accepted: FW: Conference call on Executive Order 80

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[REDACTED]

From: Miller-Meeks, Mariannette [IDPH]
Sent: Thursday, September 06, 2012 5:28 PM
To: Roederer, David [IDOM]
Cc: Boeyink, Jeffrey [IGOV]; Roederer, David [IDOM]; Harvey, Donna [IDA]; Hurtado-Peters, Sandra [IDOM]; Mabie, Kathy [IDOM]; Palmer, Charles [DHS]; Roberts, Rod [DIA]; Tymeson, Jodi [IDVA]; Worley, David [IVH]; Leto, Linda [IDOM]; Maslikowski, Steve [IDOM]
Subject: Re: September 13 Strong & Healthy Families Progress Review meeting agenda

Dave and Jeff,

I promise I am not avoiding you all, but again I am not available this date. It is the Association of State and Territorial Health Officer annual meeting and I have a panel presentation on the 13th.

My apologies.

Mariannette

On Sep 4, 2012, at 4:57 PM, "Roederer, David [IDOM]" <David.Roederer@iowa.gov> wrote:

Attached is a copy of the agenda for the September 13th meeting of the Strong & Healthy Families Progress Review Team. As stated below, and if you haven't already done so, please forward your topics to me prior to the meeting. If you plan to bring handouts, please email a copy to Tammy Winters in advance of the meeting, and bring 15 copies of your handouts to the meeting.

If you are unable to attend, please contact Tammy Winters.

Thank you

From: Winters, Tammy [IDOM] **On Behalf Of** Roederer, David [IDOM]
Sent: Friday, August 03, 2012 8:50 AM
To: Boeyink, Jeffrey [IGOV]; Carroll, Mike [DAS]; Fardal, David [IDOM]; Lingren, Dave [ICN]; Lunde, Joel [IDOM]; Mabie, Kathy [IDOM]; Mueller, Donna [IPERS]; Roederer, David [IDOM]; Timmins, Steve [IDOM]; von Wolffrad, Robert [IDOM]; Cownie, Mary [DCA]; Decker, Courtney [IDR]; Durham, Debi [IEDA]; Gipp, Chuck [DNR]; Goel, Shashi [IDOM]; Hackbarth, Heather [IDOM]; Jacobs, Libby [IUB]; Jamison, Dave [IFA]; Johnson, JoAnn [IDCU]; Rich, Terry [ILOT]; Schipper, James [IDOB]; Trombino III, Paul [DOT]; Voss, Susan [IID]; Wahlert, Teresa [IWD]; Donley, Bob [Regents]; Glass, Jason [ED]; Misjak, Karen [ICSAC]; Sorey, Richard [BLIND]; Wong, San [DHR]; Baldwin, John [DOC]; Ciechanowski, Arlen [ILEA]; Hart, Dennis [IDOM]; Kelley, Doris [IBOP]; Langholz, Samuel [SPD]; Lukan, Steven [ODCP]; Noble, Larry [DPS]; Orr, Timothy [IANG]; Schouten, Mark [HSEMD]; Townsend, Beth [ICRC]; Harvey,

Donna [IDA]; Hurtado-Peters, Sandra [IDOM]; Miller-Meeks, Mariannette [IDPH]; Palmer, Charles [DHS]; Roberts, Rod [DIA]; Tymeson, Jodi [IDVA]; Worley, David [IVH]

Cc: Roederer, David [IDOM]; Freed, Alicia [IGOV]; Leto, Linda [IDOM]; Maslikowski, Steve [IDOM]; Vander Hart, Scott [IDOM]

Subject: Progress Review meetings for August 2012

Following are the dates and times for the August Progress Review meetings to be held in the Governor's Office Large Conference Room.

??	Tuesday August 14, 4:00-5:00 p.m.	Best Managed State Team
??	Thursday August 16, 4:00-5:00 p.m.	Education Team
??	Monday August 20, 2:30-3:30 p.m.	Public Protection Team
??	Tuesday August 28, 4:00-5:00 p.m.	Strong and Healthy Families Team
??	Thursday August 30, 4:00-5:00 p.m.	Economic Growth Team

We will not have a formal agenda for this month. Instead, we will provide each of you with an opportunity to discuss one or two issues of your choice with the Governor. Please e mail me with your topic(s) one week prior to your team's meeting date. Handouts are not necessary, but if you choose to have a handout, please send a copy to Tammy Winters in advance of the meeting and bring 15 copies to the meeting.

Please contact Tammy Winters (281-3322 or tammy.winters@iowa.gov) if you will not be available to attend your team's meeting with the Governor.

Thank you

<Agenda & Topics_9-13-12 Strong Healthy Families final.docx>

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[REDACTED]

From: Hunter, Caleb [DAS]
Sent: Monday, September 10, 2012 1:38 PM
To: Clayworth, Jason (jclaywor@desmoine.gannett.com)
Cc: Lamb, T. Ryan [DAS]; Carlson, Paul [DAS]
Subject: Terminations
Attachments: FY08-FY12 Just Cause Terms (3).pdf

Jason,

Attached are the documents you requested.

Thanks,
Caleb

Department Name	Fname	Lname	TermCode
DIA-APPELLATE DEF	MICHAEL	OBRIEN	Just Cause-nonmerit
PUBLIC SAFETY	JODENE	COLLINS	Just Cause-nonmerit
AGRI	BRIAN	RICE	Just Cause-merit
AGRI	DAWN	WHEELER	Just Cause-merit
DOC-FT MADISON	FRANCES	GRAHAM	Just Cause-merit
DOC-FT MADISON	MICHAEL	WELLENDFORF	Just Cause-merit
DOC-FT MADISON	RYAN	HENDRIX	Just Cause-merit
DOC-FT MADISON	STEPHEN	SULLIVAN	Just Cause-merit
DOC-FT MADISON	JUSTIN	WOOLEVER	Just Cause-merit
DOC-FT MADISON	KRIS	NEWMAN	Just Cause-merit
DOC-FT MADISON	COLLEEN	REMPE	Just Cause-merit
DOC-FT MADISON	RICHARD	HENDRICKSMEYER	Just Cause-merit
DOC-FT MADISON	JEFF	HOBSON	Just Cause-merit
DOC-OAKDALE	LAURA	SUNSDAHL	Just Cause-merit
DOC-MT PLEASANT	DOUGLAS	VORHIES	Just Cause-merit
DOC-MT PLEASANT	MICHELLE	RODGERS	Just Cause-merit
DOC-MITCHELLVILLE	PEGGY	PRIMM	Just Cause-merit
DOC-MITCHELLVILLE	HOYT	GRIMES	Just Cause-merit
DOC-MITCHELLVILLE	JOHN	MASSEY	Just Cause-merit
DOC-FT DODGE	JUDY	BENNETT	Just Cause-merit
WORKFORCE DEV	JOYCE	RUBLACK	Just Cause-merit
DHS-COMM SERV	HEATHER	MILLER	Just Cause-merit
DHS-TOLEDO	RODNEY	GALE	Just Cause-merit
DHS-ELDORA	RUSSELL	NICHOLS	Just Cause-merit
DHS-ELDORA	KIMBERLY	GRAHAM	Just Cause-merit
DHS-CCUSO	MICHAEL	URE	Just Cause-merit
DHS-CCUSO	KENNETH	RASMUSSEN	Just Cause-merit
DHS-INDEPENDENCE	DEVIN	BERKES	Just Cause-merit
DHS-GLENWOOD	DAVID	RUMERY	Just Cause-merit
DHS-GLENWOOD	JEANETTE	MITCHELL	Just Cause-merit
DHS-GLENWOOD	JEFFREY	REIGLE	Just Cause-merit
DHS-GLENWOOD	JEENLEE	MCALPIN	Just Cause-merit
DHS-GLENWOOD	NICHOLAS	CONN	Just Cause-merit
DHS-GLENWOOD	MICHELLE	KALKAS	Just Cause-merit
DHS-GLENWOOD	KEVIN	KREPS	Just Cause-merit
DHS-GLENWOOD	SANDRA	CROM	Just Cause-merit
DHS-GLENWOOD	ANDREA	GYLORD	Just Cause-merit
DHS-GLENWOOD	KINI	EPLER	Just Cause-merit
DHS-GLENWOOD	KRISTEN	GODSEY	Just Cause-merit
DHS-WOODWARD	JAMES	WOODWORTH	Just Cause-merit
DHS-WOODWARD	FAIRNESS	SMITH	Just Cause-merit
DHS-WOODWARD	VICKI	LAWRENCE	Just Cause-merit
DHS-WOODWARD	REBECCA	MILLER	Just Cause-merit

Department Name	Fname	Lname	TermCode
DHS-WOODWARD	JOHN	BETTEN	Just Cause-merit
DHS-WOODWARD	JAMES	GOUGH	Just Cause-merit
NAT RESOURCES	PAUL	KAY	Just Cause-merit
NAT RESOURCES	BASIL	NIMRY	Just Cause-merit
NAT RESOURCES	LINDA	HOWARD	Just Cause-merit
PUBLIC DEFENSE	FRANK	BAXTER	Just Cause-merit
PUBLIC DEFENSE	BRADLEY	ANDERSON	Just Cause-merit
TRANSPORTATION	RONALD	GLEISER	Just Cause-merit
TRANSPORTATION	SHEILA	HOFBAUER	Just Cause-merit
TRANSPORTATION	BRADFORD	YODER	Just Cause-merit
TRANSPORTATION	THOMAS	DORAN	Just Cause-merit
TRANSPORTATION	LANCE	HOLMES	Just Cause-merit
TRANSPORTATION	DONALD	HUBER	Just Cause-merit
TRANSPORTATION	MICHAEL	BOLIN	Just Cause-merit
VETERANS HOME	ANGELA	TUMAX	Just Cause-merit
VETERANS HOME	TRUDY	FRICKE	Just Cause-merit
VETERANS HOME	CHARLENE	FOX	Just Cause-merit
VETERANS HOME	LOIS	KRIEGEL	Just Cause-merit
VETERANS HOME	COLLEEN	ARNEY	Just Cause-merit
VETERANS HOME	JENNIFER	HUSTON	Just Cause-merit

Department Name	Fname	M ini	Lname	TermCode
FINANCE AUTHORITY	ROSE	M	CREASON	Just Cause-nonmerit
EDUCATION	DEBORAH	S	SCHROEDER	Just Cause-nonmerit
ADMINISTRATIVE SERVICES	GRACE	C	MARINO	Just Cause-merit
ADMINISTRATIVE SERVICES	MICHAEL	E	FROST	Just Cause-merit
ADMINISTRATIVE SERVICES	GEORGE	M	CARR	Just Cause-merit
ADMINISTRATIVE SERVICES	TONY	D	ORTGIES	Just Cause-merit
COMMERCE - ALCOHOLIC BEVERAGES	CHASE	M	BROWN	Just Cause-merit
COMMERCE - ALCOHOLIC BEVERAGES	JOHN	S	HICKS	Just Cause-merit
CORRECTIONS - STATE PENITENTIARY - FT MADISON	MARK	P	SPRING	Just Cause-merit
CORRECTIONS - STATE PENITENTIARY - FT MADISON	STEPHEN	W	MORGAN	Just Cause-merit
CORRECTIONS - MEDICAL/CLASSIFICATION CTR - OAKDALE	DEANNE		LEGRAND	Just Cause-merit
CORRECTIONS - MEDICAL/CLASSIFICATION CTR - OAKDALE	DEREK	L	WHITE	Just Cause-merit
CORRECTIONS - MEDICAL/CLASSIFICATION CTR - OAKDALE	ANDREW	R	LOUVAR	Just Cause-merit
CORRECTIONS - MEDICAL/CLASSIFICATION CTR - OAKDALE	BILLY	J	ARMENTO	Just Cause-merit
CORRECTIONS - CORRECTIONAL RELEASE CTR - NEWTON	TRICIA	N	RANDOL	Just Cause-merit
CORRECTIONS - CORRECTIONAL RELEASE CTR - NEWTON	JEREMY	A	DIERS	Just Cause-merit
CORRECTIONS - CORRECTIONAL RELEASE CTR - NEWTON	PAULINE	M	HAMPTON	Just Cause-merit
CORRECTIONS - CORRECTIONAL FACILITY - CLARINDA	ISHA	N	PULLEN	Just Cause-merit
CORRECTIONS - INSTITUTE FOR WOMEN - MITCHELVILLE	TERESA	LYNN	BRUMER	Just Cause-merit
CORRECTIONS - INSTITUTE FOR WOMEN - MITCHELVILLE	TRACY	L	DICKERSON	Just Cause-merit
CORRECTIONS - FORT DODGE CORRECTIONAL FACILITY	GEORGE	F	MISTER	Just Cause-merit
CORRECTIONS - FORT DODGE CORRECTIONAL FACILITY	JOLENE	M	HORTON	Just Cause-merit
CULTURAL AFFAIRS	DAVID	E	MARON	Just Cause-merit
HUMAN SERVICES - COMMUNITY SERVICES	LISA	P.	JONES	Just Cause-merit
HUMAN SERVICES - COMMUNITY SERVICES	SUSAN	M	FAUQUIER	Just Cause-merit
HUMAN SERVICES - COMMUNITY SERVICES	KAREN	S	NEIROUZ	Just Cause-merit
HUMAN SERVICES - COMMUNITY SERVICES	CHAD	R	PLIESTER	Just Cause-merit
HUMAN SERVICES - COMMUNITY SERVICES	LORI	A	PETERS	Just Cause-merit
HUMAN SERVICES - COMMUNITY SERVICES	CINDY	L	OHLENDORF	Just Cause-merit
HUMAN SERVICES - MENTAL HEALTH INST - CLARINDA	MARY	A.	TOMKINSON	Just Cause-merit
HUMAN SERVICES - MENTAL HEALTH INST - INDEPENDENCE	JOSEPH		RAWSON	Just Cause-merit
HUMAN SERVICES - MENTAL HEALTH INST - INDEPENDENCE	NOEL	C	KURT	Just Cause-merit
HUMAN SERVICES - MENTAL HEALTH INST - MT PLEASANT	JUDY	M	REED	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	STACIE	R	KNOP	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	DAVID	M	RICHTER	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	ASHLEY	N	SYNACEK	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	JOHN	S	DELL	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	JACOB	M	MORRISON	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	BRIDGET	S	LONG	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	JEANETTE	L	MITCHELL	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	NATHAN	D	ROBBINS	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	ROBERT	B	TAENZLER	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	GARY	LEE	HUSTAK	Just Cause-merit
HUMAN SERVICES - WOODWARD RESOURCE CENTER	MARK	A	BOLEY	Just Cause-merit

Department Name	Fname	M ini	Lname	TermCode
HUMAN SERVICES - WOODWARD RESOURCE CENTER	KATHLEEN		GINGERY	Just Cause-merit
HUMAN SERVICES - WOODWARD RESOURCE CENTER	LAURENCE	H	SMITH JR	Just Cause-merit
HUMAN SERVICES - WOODWARD RESOURCE CENTER	NATHAN	S	EVELAND	Just Cause-merit
HUMAN SERVICES - WOODWARD RESOURCE CENTER	BRANDI	N	LINGNER	Just Cause-merit
HUMAN SERVICES - WOODWARD RESOURCE CENTER	DAVID	R	LILE	Just Cause-merit
HUMAN SERVICES - WOODWARD RESOURCE CENTER	CAROL	L	HINMAN	Just Cause-merit
HUMAN SERVICES - WOODWARD RESOURCE CENTER	KIMBERLY	J	LINDHOLM	Just Cause-merit
NATURAL RESOURCES	JODI	M	JEANES	Just Cause-merit
NATURAL RESOURCES	PAUL	C	KAY	Just Cause-merit
PAROLE	TINA	S	DELONG	Just Cause-merit
PUBLIC DEFENSE	DONOVAN	B	LONG	Just Cause-merit
REVENUE	JERRI	L	SHIPP	Just Cause-merit
REVENUE	TONYA	KAY	VOSS	Just Cause-merit
TRANSPORTATION	VICKI	J	MASTIN	Just Cause-merit
TRANSPORTATION	MELISSA	M.	GRIMES	Just Cause-merit
TRANSPORTATION	TODD	E	HUJU	Just Cause-merit
TRANSPORTATION	DAVID	C	HELLICKSON	Just Cause-merit
TRANSPORTATION	RHONDA	DEE	ALLEN	Just Cause-merit
TRANSPORTATION	JOSEPH	M	SALAZAR	Just Cause-merit
VETERANS HOME	JOAN	B	WILCOX	Just Cause-merit
VETERANS HOME	KRISTIN	L	JOHNSON	Just Cause-merit
VETERANS HOME	RUBEN		ARCE	Just Cause-merit
VETERANS HOME	DEBRA	L	BROWN	Just Cause-merit
VETERANS HOME	REUBEN	A	CANADE	Just Cause-merit
VETERANS HOME	LISA	A	CERDA	Just Cause-merit

Department Name	Fname	M ini	Lname	TermCode
EDUCATION	PETER	I	GREEN	Just Cause-nonmerit
EDUCATION	MARIETTA	G	RIVES	Just Cause-nonmerit
EDUCATION - VOCATIONAL REHABILITATION	KAREN	J	HENDRICKSON	Just Cause-nonmerit
ADMINISTRATIVE SERVICES	DOUGLAS	W	MCGILLIVRAY	Just Cause-merit
CORRECTIONS - STATE PENITENTIARY - FT MADISON	FRANK	D	CAREY, JR.	Just Cause-merit
CORRECTIONS - STATE PENITENTIARY - FT MADISON	DOROTHY	K	ELLIOTT	Just Cause-merit
CORRECTIONS - MEN'S REFORMATORY - ANAMOSA	JOSEPH	A	FESSEY	Just Cause-merit
CORRECTIONS - MEDICAL/CLASSIFICATION CTR - OAKDALE	JENNIFER	ANN	FISHER	Just Cause-merit
CORRECTIONS - MEDICAL/CLASSIFICATION CTR - OAKDALE	CHRISTINE	L	DAVISON	Just Cause-merit
CORRECTIONS - MEDICAL/CLASSIFICATION CTR - OAKDALE	JEREMY	G	MILLER	Just Cause-merit
CORRECTIONS - MEDICAL/CLASSIFICATION CTR - OAKDALE	DOUGLAS	D	CLARK	Just Cause-merit
CORRECTIONS - MEDICAL/CLASSIFICATION CTR - OAKDALE	STEVEN	M	GLASS	Just Cause-merit
CORRECTIONS - MEDICAL/CLASSIFICATION CTR - OAKDALE	ALLEN	E	WILLMAN	Just Cause-merit
CORRECTIONS - CORRECTIONAL RELEASE CTR - NEWTON	SHERRIE	L	TENNIS-BULLIS	Just Cause-merit
CORRECTIONS - CORRECTIONAL RELEASE CTR - NEWTON	AMBER	A	SINCLAIR	Just Cause-merit
CORRECTIONS - CORRECTIONAL RELEASE CTR - NEWTON	AARON	L	MELINE	Just Cause-merit
CORRECTIONS - CORRECTIONAL FACILITY - MT PLEASANT	JILL	L	TUTTLE	Just Cause-merit
CORRECTIONS - CORRECTIONAL FACILITY - MT PLEASANT	MICHELLE	D	RODGERS	Just Cause-merit
CORRECTIONS - INSTITUTE FOR WOMEN - MITCHELVILLE	BEN	T	VEACH	Just Cause-merit
CORRECTIONS - INSTITUTE FOR WOMEN - MITCHELVILLE	RYAN	W	TREASE	Just Cause-merit
CORRECTIONS - INSTITUTE FOR WOMEN - MITCHELVILLE	ABBEY	L	HERIFORD	Just Cause-merit
CORRECTIONS - FORT DODGE CORRECTIONAL FACILITY	MICHAEL	P	SLIFE, JR	Just Cause-merit
CORRECTIONS - FORT DODGE CORRECTIONAL FACILITY	DONNA	K	PIPAL	Just Cause-merit
IOWA WORKFORCE DEVELOPMENT	JENNIFER	N	WINN	Just Cause-merit
HUMAN SERVICES - COMMUNITY SERVICES	LORI	B	MCNAUGHTON	Just Cause-merit
HUMAN SERVICES - COMMUNITY SERVICES	ADAM	M	MARINOVICH	Just Cause-merit
HUMAN SERVICES - COMMUNITY SERVICES	MICHELLE	C	SHRYOCK	Just Cause-merit
HUMAN SERVICES - COMMUNITY SERVICES	DEBRA	L	WORDEN	Just Cause-merit
HUMAN SERVICES - COMMUNITY SERVICES	RENALDO	G.	JOHNSON	Just Cause-merit
HUMAN SERVICES - COMMUNITY SERVICES	STANLEY	D	JOHNSON	Just Cause-merit
HUMAN SERVICES - COMMUNITY SERVICES	LISA	M	MCCLENNY	Just Cause-merit
HUMAN SERVICES - COMMUNITY SERVICES	NICOLE	L	MINGO	Just Cause-merit
HUMAN SERVICES - COMMUNITY SERVICES	WENDY	N	THOMPSON	Just Cause-merit
HUMAN SERVICES - STATE TRAINING SCHOOL - ELDORA	MARC	A	HAVENS	Just Cause-merit
HUMAN SERVICES - STATE TRAINING SCHOOL - ELDORA	KIMBERLY	K	BLAKESLEY	Just Cause-merit
HUMAN SERVICES - MENTAL HEALTH INST - CLARINDA	SHANNON	R.	DANIELSON	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	MICHAEL	L.	JONES	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	LYNNETTE	K	LINKENHOKER	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	JULIA	E	WOODS	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	MICHAEL	L	WINGERD	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	BRENDA	M	DELASHMUTT	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	KATHRYN	M.	HARTLEY	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	STACI	M.	WALLACE	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	JESSICA	A.	MITCHELL	Just Cause-merit

Department Name	Fname	M ini	Lname	TermCode
HUMAN SERVICES - WOODWARD RESOURCE CENTER	AARON	A	SCHLIMMER	Just Cause-merit
HUMAN SERVICES - WOODWARD RESOURCE CENTER	TRACY	D	MICHEL	Just Cause-merit
HUMAN SERVICES - WOODWARD RESOURCE CENTER	VICKY	J	HOOD	Just Cause-merit
HUMAN SERVICES - WOODWARD RESOURCE CENTER	BRADLEY	E	BOOTH	Just Cause-merit
HUMAN SERVICES - WOODWARD RESOURCE CENTER	LISA	J	EASTMAN	Just Cause-merit
HUMAN SERVICES - WOODWARD RESOURCE CENTER	JULIA	T	EDSON	Just Cause-merit
HUMAN SERVICES - WOODWARD RESOURCE CENTER	LAURIE	K	RICHARDSON	Just Cause-merit
HUMAN SERVICES - WOODWARD RESOURCE CENTER	STEVEN	E	MARSHALL	Just Cause-merit
HUMAN SERVICES - WOODWARD RESOURCE CENTER	CLEMENTINE	J	KARL	Just Cause-merit
HUMAN SERVICES - WOODWARD RESOURCE CENTER	RICK		TOLLE	Just Cause-merit
HUMAN SERVICES - WOODWARD RESOURCE CENTER	RONALDO	R	MORALES	Just Cause-merit
HUMAN SERVICES - WOODWARD RESOURCE CENTER	KAREN	M	CALLISON	Just Cause-merit
HUMAN SERVICES - WOODWARD RESOURCE CENTER	MEGAN	E	HOGUEISON	Just Cause-merit
HUMAN SERVICES - WOODWARD RESOURCE CENTER	TREVOR	T	HINES	Just Cause-merit
HUMAN SERVICES - WOODWARD RESOURCE CENTER	TANYA	S	STEPHENSON	Just Cause-merit
HUMAN SERVICES - WOODWARD RESOURCE CENTER	MEGAN	M	SMITH	Just Cause-merit
HUMAN SERVICES - WOODWARD RESOURCE CENTER	MATTHEW	S	CARLSON	Just Cause-merit
NATURAL RESOURCES	YAWTZUU	MICHAEL	CHYI	Just Cause-merit
PUBLIC DEFENSE	ROBERT	D	WELCH	Just Cause-merit
PUBLIC HEALTH	KATHY	S	BEAUCHAMP	Just Cause-merit
PUBLIC SAFETY	SANDRA	K	DEACON	Just Cause-merit
TRANSPORTATION	CHRISTINE	JEAN	MANZER	Just Cause-merit
TRANSPORTATION	CRAIG	E	MANSFIELD	Just Cause-merit
TRANSPORTATION	DENNIS		DOBSON	Just Cause-merit
TRANSPORTATION	TIMOTHY	R	TEDROW	Just Cause-merit
VETERANS HOME	LAURA	L	GALBREATH	Just Cause-merit
VETERANS HOME	MARSHA	A	LEE	Just Cause-merit
VETERANS HOME	BETHANY	LEIGH	BRANT	Just Cause-merit
VETERANS HOME	KRISTEN	LYNN	HAZEN	Just Cause-merit
VETERANS HOME	TERESA	LYNNE	WILLIAMS	Just Cause-merit
VETERANS HOME	AMY	SUE	CORSE	Just Cause-merit

Department Name	Fname	M ini	Lname	TermCode
DIA-APPELLATE DEF	CYNTHIA	J	FOOS	Just Cause-nonmerit
DIA-APPELLATE DEF	DAVID	R	FIESTER	Just Cause-nonmerit
ADMIN SERV	GRACE	C	MARINO	Just Cause-merit
CIVIL RIGHTS	ANNETTE	S	FLAHERTY	Just Cause-merit
CIVIL RIGHTS	WENDY	K	BUENGER	Just Cause-merit
DOC-FT MADISON	MATTHEW	R	THORNTON	Just Cause-merit
DOC-FT MADISON	AMOS	D	WRIGHT	Just Cause-merit
DOC-OAKDALE	DEREK	C	SUMMERS	Just Cause-merit
DOC-OAKDALE	KRISTINA	E	AKERS	Just Cause-merit
DOC-OAKDALE	EMMA	J	WELCHER	Just Cause-merit
DOC-OAKDALE	CATINA	R	FRANTZ	Just Cause-merit
DOC-OAKDALE	ETHAN	J	DARROW	Just Cause-merit
DOC-NEWTON	ISMAEL	M	ORTIZ	Just Cause-merit
DOC-NEWTON	CHRISTINE	T	HUFFAKER	Just Cause-merit
DOC-NEWTON	JIMMY	W	EDWARDS JR	Just Cause-merit
DOC-NEWTON	PAUL	D	PEARSON	Just Cause-merit
DOC-NEWTON	BRIAN	K	TERRY	Just Cause-merit
DOC-NEWTON	DENNIS	E	LAWRENCE	Just Cause-merit
DOC-NEWTON	KRISTOFOR	N	SUIT	Just Cause-merit
DOC-CLARINDA	JASON	O	BOYD	Just Cause-merit
DOC-MITCHELLVILLE	DAWN	LEANN	CORY	Just Cause-merit
DOC-FT DODGE	ROBERT	W	MARTIN	Just Cause-merit
DOC-FT DODGE	MARLENE	M	BYGNESS	Just Cause-merit
WORKFORCE DEV	YVETTE	M	HARRIS	Just Cause-merit
WORKFORCE DEV	JOSHUA	A	GOOD	Just Cause-merit
WORKFORCE DEV	PEGGY	E	UNDERWOOD	Just Cause-merit
WORKFORCE DEV	LINDA	F	PIPPEN	Just Cause-merit
DHS-COMM SERV	AMY	M	SKINNER	Just Cause-merit
DHS-COMM SERV	BRENDA	S	SWEARINGEN	Just Cause-merit
DHS-COMM SERV	JAMAAL	R	CLARKSON	Just Cause-merit
DHS-COMM SERV	DEBRA	M	LOUDON	Just Cause-merit
DHS-COMM SERV	RACHEL	S	GARDNER	Just Cause-merit
DHS-COMM SERV	BOB	D	LONG	Just Cause-merit
DHS-COMM SERV	DEANNA	L	EDMOND	Just Cause-merit
DHS-TOLEDO	GARY	S	NOVAK	Just Cause-merit
DHS-CHEROKEE	DANIEL	W	GILLETTE	Just Cause-merit
DHS-CLARINDA	TRACI	A.	WOOD	Just Cause-merit
DHS-CLARINDA	SHANNON	R.	DANIELSON	Just Cause-merit
DHS-CLARINDA	BARBARA	A	GRAY	Just Cause-merit
DHS-INDEPENDENCE	CHANTELL	M	BURCO	Just Cause-merit
DHS-INDEPENDENCE	KIM	M	FOSTER	Just Cause-merit
DHS-GLENWOOD	THOMAS	E	JENSEN	Just Cause-merit
DHS-GLENWOOD	MICHAEL	D.	BURGESS	Just Cause-merit
DHS-GLENWOOD	HOPE	D	RODWELL	Just Cause-merit

Department Name	Fname	M ini	Lname	TermCode
DHS-GLENWOOD	CHRISTOPHER	D.	SIMPSON	Just Cause-merit
DHS-GLENWOOD	JOSEPH	P	BREMKEN	Just Cause-merit
DHS-GLENWOOD	JOSEPH	A	LAUENROTH	Just Cause-merit
DHS-GLENWOOD	MICHAEL	A	HOUSER	Just Cause-merit
DHS-GLENWOOD	TINA	M	MORRISON	Just Cause-merit
DHS-GLENWOOD	TERESA	A.	ORME	Just Cause-merit
DHS-WOODWARD	DAVE	R	KIEFER	Just Cause-merit
DHS-WOODWARD	TERRI	A	SOMMER	Just Cause-merit
DHS-WOODWARD	KRISTINE	K	HARDISTY	Just Cause-merit
DHS-WOODWARD	LISA	J	EASTMAN	Just Cause-merit
DHS-WOODWARD	RUSTY	D	WELDER	Just Cause-merit
DHS-WOODWARD	DOUGLAS	M	MONAHAN	Just Cause-merit
PUBLIC DEFENSE	MYLES	E	TAYLOR	Just Cause-merit
TRANSPORTATION	JESS	C	HOYT	Just Cause-merit
TRANSPORTATION	ADAM	D	ANDERSON	Just Cause-merit
TRANSPORTATION	JOE	L	OWEN	Just Cause-merit
TRANSPORTATION	GARY	L	STEFFENS	Just Cause-merit
TRANSPORTATION	NICHOLAS	C	MEURER	Just Cause-merit
TRANSPORTATION	PATRICK	R	JOHNSON	Just Cause-merit
VETERANS HOME	TERESA	A	BLOOMQUIST	Just Cause-merit
VETERANS HOME	TRISHA	MARIE	WERNER	Just Cause-merit
VETERANS HOME	LINDSAY	M	LAUER	Just Cause-merit
VETERANS HOME	AMBER	MARIE	BENDLAGE	Just Cause-merit
VETERANS HOME	AMBER	NICOLE	WEATHERLY	Just Cause-merit
VETERANS HOME	MALINDA	SUE	LUTES	Just Cause-merit
VETERANS HOME	VALERIE	LYNN	REISSETTER	Just Cause-merit
VETERANS HOME	DOROTHY	ANN	HAMMER	Just Cause-merit
VETERANS HOME	MISTY	R	LEEPER	Just Cause-merit
VETERANS HOME	KERRY	LEA	JEFFERSON	Just Cause-merit
VETERANS HOME	CHELSEA	RENEE	MENUEY	Just Cause-merit
VETERANS HOME	ERNEST	DONAL	RUNYON JR	Just Cause-merit
VETERANS HOME	CORRIE	J	BROWN	Just Cause-merit

Department Name	Fname	M ini	Lname	TermCode
EDUCATION - VOCATIONAL REHABILITATION	JAMES	L	ARENZ	Just Cause-nonmerit
EDUCATION	MICHELLE		COCHRANE	Just Cause-nonmerit
VETERANS HOME	KARA	MARIE	MILLER	Just Cause-merit
VETERANS HOME	KRISTINE	D	GEORGE	Just Cause-merit
VETERANS HOME	TANYA	MARIE	LEVERETTE SANCHEZ	Just Cause-merit
VETERANS HOME	MICKIE	JEAN	HEALEY	Just Cause-merit
VETERANS HOME	JACQUELINE	M	SCHMITZ	Just Cause-merit
VETERANS HOME	PAMELA	L	HARVEY HOGLAN	Just Cause-merit
VETERANS HOME	MICHELLE	RENEE	HOAG	Just Cause-merit
VETERANS HOME	MYRA	A	RAMIREZ	Just Cause-merit
VETERANS HOME	JESSICA	ANN	JIMENEZ	Just Cause-merit
VETERANS HOME	KRISTEN	ALICIA	RHODES	Just Cause-merit
VETERANS HOME	KELLY	THELMA	KOESTERER	Just Cause-merit
VETERANS HOME	ALEXUS	CAROLINE	THOMPSON	Just Cause-merit
TRANSPORTATION	JEFF	D	STRUTZENBERG	Just Cause-merit
TRANSPORTATION	STEVE		BANKS	Just Cause-merit
TRANSPORTATION	CAROL	ANN	WATTERS	Just Cause-merit
LOTTERY	JAMI	J	JOHNSON	Just Cause-merit
REVENUE	THOMAS	R	BURGETT	Just Cause-merit
INSPECTIONS & APPEALS - RACING COMMISSION	ROBERT		WASHBURN	Just Cause-merit
INSPECTIONS & APPEALS	DEVIN	C	JANSSSEN	Just Cause-merit
HUMAN SERVICES - WOODWARD RESOURCE CENTER	TRACY	R	PEAVY-RILEY	Just Cause-merit
HUMAN SERVICES - WOODWARD RESOURCE CENTER	ANNEMARIE	E	GOGERTY	Just Cause-merit
HUMAN SERVICES - WOODWARD RESOURCE CENTER	MICHAEL	R	WHITON	Just Cause-merit
HUMAN SERVICES - WOODWARD RESOURCE CENTER	SHIRLEY	M	PENNER	Just Cause-merit
HUMAN SERVICES - WOODWARD RESOURCE CENTER	STEPHANIE	A	WALKER	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	RICHARD	L	MILAN	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	VICKY	R.	BANDERAS	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	ASHLEY	L	SWINFORD	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	NICOLE	D	MEIER	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	ADAM	W	BARTLES	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	KASIE	M	HAVEN	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	TERRY	L	MUELLER	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	ERIN	M	MARTIN	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	LISA	R.	MEYER	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	PAUL	M	HUGHES	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	TIFFANY	M	ARMSTRONG	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	MICHELLE	L.	KALKAS	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	JAMES	L	STRICKLAND	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	MANDY	R	GILLESPIE	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	LISA	M.	BOLAN	Just Cause-merit
HUMAN SERVICES - MENTAL HEALTH INST - MT PLEASANT	PAULA	J	CLATT	Just Cause-merit
HUMAN SERVICES - MENTAL HEALTH INST - INDEPENDENCE	TRAVIS	D	VOSHELL	Just Cause-merit
HUMAN SERVICES - COMMUNITY SERVICES	HOLLIE	J	ALLEN	Just Cause-merit

Department Name	Fname	M ini	Lname	TermCode
IOWA WORKFORCE DEVELOPMENT	APRIL	L	STOCKBAUER	Just Cause-merit
IOWA WORKFORCE DEVELOPMENT	JASON	T	NEU	Just Cause-merit
IOWA WORKFORCE DEVELOPMENT	JUDITH	M	BURCH	Just Cause-merit
COLLEGE STUDENT AID	MINDY	RAE	COLYER	Just Cause-merit
CORRECTIONS - INSTITUTE FOR WOMEN - MITCHELVILLE	TROY	L	HAMMER	Just Cause-merit
CORRECTIONS - CORRECTIONAL FACILITY - MT PLEASANT	JAMES	MICHAEL	NUPP	Just Cause-merit
CORRECTIONS - CORRECTIONAL RELEASE CTR - NEWTON	GREGORY	A	HOLMES	Just Cause-merit
CORRECTIONS - CORRECTIONAL RELEASE CTR - NEWTON	KENNETH	MARK	UNTRAUER	Just Cause-merit
CORRECTIONS - MEDICAL/CLASSIFICATION CTR - OAKDALE	RALPH		WASHINGTON	Just Cause-merit
CORRECTIONS - MEN'S REFORMATORY - ANAMOSA	BRETT	E	TAYLOR	Just Cause-merit
CORRECTIONS - STATE PENITENTIARY - FT MADISON	CHRISTOPHER	R	CONLEE	Just Cause-merit
CORRECTIONS - STATE PENITENTIARY - FT MADISON	JAMES	P	TENNANT	Just Cause-merit

~~Legal Deb [LEGIS]~~

From: Roederer, David [IDOM]
Sent: Tuesday, September 11, 2012 10:37 AM
To: Hunter, Caleb [DAS]; Minnehan Golightly, Michelle [DAS]
Cc: Albrecht, Tim [IGOV]
Subject: FW: Terminations
Attachments: FY08-FY12 Just Cause Terms (3).pdf

? Please call

From: Lunde, Joel [IDOM]
Sent: Tuesday, September 11, 2012 10:21 AM
To: Roederer, David [IDOM]
Cc: Timmins, Steve [IDOM]
Subject: FW: Terminations

Not sure why I got this, did you get it?

From: Hunter, Caleb [DAS]
Sent: Monday, September 10, 2012 1:38 PM
To: Clayworth, Jason (jclaywor@desmoine.gannett.com)
Cc: Lamb, T. Ryan [DAS]; Carlson, Paul [DAS]
Subject: Terminations

Jason,

Attached are the documents you requested.

Thanks,
Caleb

Department Name	Fname	Lname	TermCode
DIA-APPELLATE DEF	MICHAEL	OBRIEN	Just Cause-nonmerit
PUBLIC SAFETY	JODENE	COLLINS	Just Cause-nonmerit
AGRI	BRIAN	RICE	Just Cause-merit
AGRI	DAWN	WHEELER	Just Cause-merit
DOC-FT MADISON	FRANCES	GRAHAM	Just Cause-merit
DOC-FT MADISON	MICHAEL	WELLENDORF	Just Cause-merit
DOC-FT MADISON	RYAN	HENDRIX	Just Cause-merit
DOC-FT MADISON	STEPHEN	SULLIVAN	Just Cause-merit
DOC-FT MADISON	JUSTIN	WOOLEVER	Just Cause-merit
DOC-FT MADISON	KRIS	NEWMAN	Just Cause-merit
DOC-FT MADISON	COLLEEN	REMPE	Just Cause-merit
DOC-FT MADISON	RICHARD	HENDRICKSMEYER	Just Cause-merit
DOC-FT MADISON	JEFF	HOBSON	Just Cause-merit
DOC-OAKDALE	LAURA	SUNSDAHL	Just Cause-merit
DOC-MT PLEASANT	DOUGLAS	VORHIES	Just Cause-merit
DOC-MT PLEASANT	MICHELLE	RODGERS	Just Cause-merit
DOC-MITCHELLVILLE	PEGGY	PRIMM	Just Cause-merit
DOC-MITCHELLVILLE	HOYT	GRIMES	Just Cause-merit
DOC-MITCHELLVILLE	JOHN	MASSEY	Just Cause-merit
DOC-FT DODGE	JUDY	BENNETT	Just Cause-merit
WORKFORCE DEV	JOYCE	RUBLACK	Just Cause-merit
DHS-COMM SERV	HEATHER	MILLER	Just Cause-merit
DHS-TOLEDO	RODNEY	GALE	Just Cause-merit
DHS-ELDORA	RUSSELL	NICHOLS	Just Cause-merit
DHS-ELDORA	KIMBERLY	GRAHAM	Just Cause-merit
DHS-CCUSO	MICHAEL	URE	Just Cause-merit
DHS-CCUSO	KENNETH	RASMUSSEN	Just Cause-merit
DHS-INDEPENDENCE	DEVIN	BERKES	Just Cause-merit
DHS-GLENWOOD	DAVID	RUMERY	Just Cause-merit
DHS-GLENWOOD	JEANETTE	MITCHELL	Just Cause-merit
DHS-GLENWOOD	JEFFREY	REIGLE	Just Cause-merit
DHS-GLENWOOD	JEENLEE	MCALPIN	Just Cause-merit
DHS-GLENWOOD	NICHOLAS	CONN	Just Cause-merit
DHS-GLENWOOD	MICHELLE	KALKAS	Just Cause-merit
DHS-GLENWOOD	KEVIN	KREPS	Just Cause-merit
DHS-GLENWOOD	SANDRA	CROM	Just Cause-merit
DHS-GLENWOOD	ANDREA	GAYLORD	Just Cause-merit
DHS-GLENWOOD	KINI	EPLER	Just Cause-merit
DHS-GLENWOOD	KRISTEN	GODSEY	Just Cause-merit
DHS-WOODWARD	JAMES	WOODWORTH	Just Cause-merit
DHS-WOODWARD	FAIRNESS	SMITH	Just Cause-merit
DHS-WOODWARD	VICKI	LAWRENCE	Just Cause-merit
DHS-WOODWARD	REBECCA	MILLER	Just Cause-merit

FY 08

Department Name	Fname	Lname	TermCode
DHS-WOODWARD	JOHN	BETTEN	Just Cause-merit
DHS-WOODWARD	JAMES	GOUGH	Just Cause-merit
NAT RESOURCES	PAUL	KAY	Just Cause-merit
NAT RESOURCES	BASIL	NIMRY	Just Cause-merit
NAT RESOURCES	LINDA	HOWARD	Just Cause-merit
PUBLIC DEFENSE	FRANK	BAXTER	Just Cause-merit
PUBLIC DEFENSE	BRADLEY	ANDERSON	Just Cause-merit
TRANSPORTATION	RONALD	GLEISER	Just Cause-merit
TRANSPORTATION	SHEILA	HOFBAUER	Just Cause-merit
TRANSPORTATION	BRADFORD	YODER	Just Cause-merit
TRANSPORTATION	THOMAS	DORAN	Just Cause-merit
TRANSPORTATION	LANCE	HOLMES	Just Cause-merit
TRANSPORTATION	DONALD	HUBER	Just Cause-merit
TRANSPORTATION	MICHAEL	BOLIN	Just Cause-merit
VETERANS HOME	ANGELA	TUMAX	Just Cause-merit
VETERANS HOME	TRUDY	FRICKE	Just Cause-merit
VETERANS HOME	CHARLENE	FOX	Just Cause-merit
VETERANS HOME	LOIS	KRIEGEL	Just Cause-merit
VETERANS HOME	COLLEEN	ARNEY	Just Cause-merit
VETERANS HOME	JENNIFER	HUSTON	Just Cause-merit

Department Name	Fname	M ini	Lname	TermCode
FINANCE AUTHORITY	ROSE	M	CREASON	Just Cause-nonmerit
EDUCATION	DEBORAH	S	SCHROEDER	Just Cause-nonmerit
ADMINISTRATIVE SERVICES	GRACE	C	MARINO	Just Cause-merit
ADMINISTRATIVE SERVICES	MICHAEL	E	FROST	Just Cause-merit
ADMINISTRATIVE SERVICES	GEORGE	M	CARR	Just Cause-merit
ADMINISTRATIVE SERVICES	TONY	D	ORTGIES	Just Cause-merit
COMMERCE - ALCOHOLIC BEVERAGES	CHASE	M	BROWN	Just Cause-merit
COMMERCE - ALCOHOLIC BEVERAGES	JOHN	S	HICKS	Just Cause-merit
CORRECTIONS - STATE PENITENTIARY - FT MADISON	MARK	P	SPRING	Just Cause-merit
CORRECTIONS - STATE PENITENTIARY - FT MADISON	STEPHEN	W	MORGAN	Just Cause-merit
CORRECTIONS - MEDICAL/CLASSIFICATION CTR - OAKDALE	DEANNE		LEGRAND	Just Cause-merit
CORRECTIONS - MEDICAL/CLASSIFICATION CTR - OAKDALE	DEREK	L	WHITE	Just Cause-merit
CORRECTIONS - MEDICAL/CLASSIFICATION CTR - OAKDALE	ANDREW	R	LOUVAR	Just Cause-merit
CORRECTIONS - MEDICAL/CLASSIFICATION CTR - OAKDALE	BILLY	J	ARMENTO	Just Cause-merit
CORRECTIONS - CORRECTIONAL RELEASE CTR - NEWTON	TRICIA	N	RANDOL	Just Cause-merit
CORRECTIONS - CORRECTIONAL RELEASE CTR - NEWTON	JEREMY	A	DIERS	Just Cause-merit
CORRECTIONS - CORRECTIONAL RELEASE CTR - NEWTON	PAULINE	M	HAMPTON	Just Cause-merit
CORRECTIONS - CORRECTIONAL FACILITY - CLARINDA	ISHA	N	PULLEN	Just Cause-merit
CORRECTIONS - INSTITUTE FOR WOMEN - MITCHELVILLE	TERESA	LYNN	BRUMER	Just Cause-merit
CORRECTIONS - INSTITUTE FOR WOMEN - MITCHELVILLE	TRACY	L	DICKERSON	Just Cause-merit
CORRECTIONS - FORT DODGE CORRECTIONAL FACILITY	GEORGE	F	MISTER	Just Cause-merit
CORRECTIONS - FORT DODGE CORRECTIONAL FACILITY	JOLENE	M	HORTON	Just Cause-merit
CULTURAL AFFAIRS	DAVID	E	MARON	Just Cause-merit
HUMAN SERVICES - COMMUNITY SERVICES	LISA	P.	JONES	Just Cause-merit
HUMAN SERVICES - COMMUNITY SERVICES	SUSAN	M	FAUQUIER	Just Cause-merit
HUMAN SERVICES - COMMUNITY SERVICES	KAREN	S	NEIROUZ	Just Cause-merit
HUMAN SERVICES - COMMUNITY SERVICES	CHAD	R	PLIESTER	Just Cause-merit
HUMAN SERVICES - COMMUNITY SERVICES	LORI	A	PETERS	Just Cause-merit
HUMAN SERVICES - COMMUNITY SERVICES	CINDY	L	OHLENDORF	Just Cause-merit
HUMAN SERVICES - MENTAL HEALTH INST - CLARINDA	MARY	A.	TOMKINSON	Just Cause-merit
HUMAN SERVICES - MENTAL HEALTH INST - INDEPENDENCE	JOSEPH		RAWSON	Just Cause-merit
HUMAN SERVICES - MENTAL HEALTH INST - INDEPENDENCE	NOEL	C	KURT	Just Cause-merit
HUMAN SERVICES - MENTAL HEALTH INST - MT PLEASANT	JUDY	M	REED	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	STACIE	R	KNOP	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	DAVID	M	RYCHTER	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	ASHLEY	N	SYNACEK	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	JOHN	S	DELL	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	JACOB	M	MORRISON	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	BRIDGET	S	LONG	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	JEANETTE	L	MITCHELL	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	NATHAN	D	ROBBINS	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	ROBERT	B	TAENZLER	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	GARY	LEE	HUSTAK	Just Cause-merit
HUMAN SERVICES - WOODWARD RESOURCE CENTER	MARK	A	BOLEY	Just Cause-merit

Department Name	Fname	M ini	Lname	TermCode
HUMAN SERVICES - WOODWARD RESOURCE CENTER	KATHLEEN		GINGERY	Just Cause-merit
HUMAN SERVICES - WOODWARD RESOURCE CENTER	LAURENCE	H	SMITH JR	Just Cause-merit
HUMAN SERVICES - WOODWARD RESOURCE CENTER	NATHAN	S	EVELAND	Just Cause-merit
HUMAN SERVICES - WOODWARD RESOURCE CENTER	BRANDI	N	LINGNER	Just Cause-merit
HUMAN SERVICES - WOODWARD RESOURCE CENTER	DAVID	R	LILE	Just Cause-merit
HUMAN SERVICES - WOODWARD RESOURCE CENTER	CAROL	L	HINMAN	Just Cause-merit
HUMAN SERVICES - WOODWARD RESOURCE CENTER	KIMBERLY	J	LINDHOLM	Just Cause-merit
NATURAL RESOURCES	JODI	M	JEANES	Just Cause-merit
NATURAL RESOURCES	PAUL	C	KAY	Just Cause-merit
PAROLE	TINA	S	DELONG	Just Cause-merit
PUBLIC DEFENSE	DONOVAN	B	LONG	Just Cause-merit
REVENUE	JERRI	L	SHIPP	Just Cause-merit
REVENUE	TONYA	KAY	VOSS	Just Cause-merit
TRANSPORTATION	VICKI	J	MASTIN	Just Cause-merit
TRANSPORTATION	MELISSA	M.	GRIMES	Just Cause-merit
TRANSPORTATION	TODD	E	HUJU	Just Cause-merit
TRANSPORTATION	DAVID	C	HELLICKSON	Just Cause-merit
TRANSPORTATION	RHONDA	DEE	ALLEN	Just Cause-merit
TRANSPORTATION	JOSEPH	M	SALAZAR	Just Cause-merit
VETERANS HOME	JOAN	B	WILCOX	Just Cause-merit
VETERANS HOME	KRISTIN	L	JOHNSON	Just Cause-merit
VETERANS HOME	RUBEN		ARCE	Just Cause-merit
VETERANS HOME	DEBRA	L	BROWN	Just Cause-merit
VETERANS HOME	REUBEN	A	CANADE	Just Cause-merit
VETERANS HOME	LISA	A	CERDA	Just Cause-merit

Department Name	Fname	M ini	Lname	TermCode
EDUCATION	PETER	I	GREEN	Just Cause-nonmerit
EDUCATION	MARIETTA	G	RIVES	Just Cause-nonmerit
EDUCATION - VOCATIONAL REHABILITATION	KAREN	J	HENDRICKSON	Just Cause-nonmerit
ADMINISTRATIVE SERVICES	DOUGLAS	W	MCGILLIVRAY	Just Cause-merit
CORRECTIONS - STATE PENITENTIARY - FT MADISON	FRANK	D	CAREY, JR.	Just Cause-merit
CORRECTIONS - STATE PENITENTIARY - FT MADISON	DOROTHY	K	ELLIOTT	Just Cause-merit
CORRECTIONS - MEN'S REFORMATORY - ANAMOSA	JOSEPH	A	FESSEY	Just Cause-merit
CORRECTIONS - MEDICAL/CLASSIFICATION CTR - OAKDALE	JENNIFER	ANN	FISHER	Just Cause-merit
CORRECTIONS - MEDICAL/CLASSIFICATION CTR - OAKDALE	CHRISTINE	L	DAVISON	Just Cause-merit
CORRECTIONS - MEDICAL/CLASSIFICATION CTR - OAKDALE	JEREMY	G	MILLER	Just Cause-merit
CORRECTIONS - MEDICAL/CLASSIFICATION CTR - OAKDALE	DOUGLAS	D	CLARK	Just Cause-merit
CORRECTIONS - MEDICAL/CLASSIFICATION CTR - OAKDALE	STEVEN	M	GLASS	Just Cause-merit
CORRECTIONS - MEDICAL/CLASSIFICATION CTR - OAKDALE	ALLEN	E	WILLMAN	Just Cause-merit
CORRECTIONS - CORRECTIONAL RELEASE CTR - NEWTON	SHERRIE	L	TENNIS-BULLIS	Just Cause-merit
CORRECTIONS - CORRECTIONAL RELEASE CTR - NEWTON	AMBER	A	SINCLAIR	Just Cause-merit
CORRECTIONS - CORRECTIONAL RELEASE CTR - NEWTON	AARON	L	MELINE	Just Cause-merit
CORRECTIONS - CORRECTIONAL FACILITY - MT PLEASANT	JILL	L	TUTTLE	Just Cause-merit
CORRECTIONS - CORRECTIONAL FACILITY - MT PLEASANT	MICHELLE	D	RODGERS	Just Cause-merit
CORRECTIONS - INSTITUTE FOR WOMEN - MITCHELVILLE	BEN	T	VEACH	Just Cause-merit
CORRECTIONS - INSTITUTE FOR WOMEN - MITCHELVILLE	RYAN	W	TREASE	Just Cause-merit
CORRECTIONS - INSTITUTE FOR WOMEN - MITCHELVILLE	ABBAY	L	HERIFORD	Just Cause-merit
CORRECTIONS - FORT DODGE CORRECTIONAL FACILITY	MICHAEL	P	SLIFE, JR	Just Cause-merit
CORRECTIONS - FORT DODGE CORRECTIONAL FACILITY	DONNA	K	PIPAL	Just Cause-merit
IOWA WORKFORCE DEVELOPMENT	JENNIFER	N	WINN	Just Cause-merit
HUMAN SERVICES - COMMUNITY SERVICES	LORI	B	MCNAUGHTON	Just Cause-merit
HUMAN SERVICES - COMMUNITY SERVICES	ADAM	M	MARINOVICH	Just Cause-merit
HUMAN SERVICES - COMMUNITY SERVICES	MICHELLE	C	SHRYOCK	Just Cause-merit
HUMAN SERVICES - COMMUNITY SERVICES	DEBRA	L	WORDEN	Just Cause-merit
HUMAN SERVICES - COMMUNITY SERVICES	RENALDO	G.	JOHNSON	Just Cause-merit
HUMAN SERVICES - COMMUNITY SERVICES	STANLEY	D	JOHNSON	Just Cause-merit
HUMAN SERVICES - COMMUNITY SERVICES	LISA	M	MCCLENNY	Just Cause-merit
HUMAN SERVICES - COMMUNITY SERVICES	NICOLE	L	MINGO	Just Cause-merit
HUMAN SERVICES - COMMUNITY SERVICES	WENDY	N	THOMPSON	Just Cause-merit
HUMAN SERVICES - STATE TRAINING SCHOOL - ELDORA	MARC	A	HAVENS	Just Cause-merit
HUMAN SERVICES - STATE TRAINING SCHOOL - ELDORA	KIMBERLY	K	BLAKESLEY	Just Cause-merit
HUMAN SERVICES - MENTAL HEALTH INST - CLARINDA	SHANNON	R.	DANIELSON	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	MICHAEL	L.	JONES	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	LYNNETTE	K	LINKENHOKER	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	JULIA	E	WOODS	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	MICHAEL	L	WINGERD	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	BRENDA	M	DELASHMUTT	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	KATHRYN	M.	HARTLEY	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	STACI	M.	WALLACE	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	JESSICA	A.	MITCHELL	Just Cause-merit

Department Name	Fname	M ini	Lname	TermCode
HUMAN SERVICES - WOODWARD RESOURCE CENTER	AARON	A	SCHLIMMER	Just Cause-merit
HUMAN SERVICES - WOODWARD RESOURCE CENTER	TRACY	D	MICHEL	Just Cause-merit
HUMAN SERVICES - WOODWARD RESOURCE CENTER	VICKY	J	HOOD	Just Cause-merit
HUMAN SERVICES - WOODWARD RESOURCE CENTER	BRADLEY	E	BOOTH	Just Cause-merit
HUMAN SERVICES - WOODWARD RESOURCE CENTER	LISA	J	EASTMAN	Just Cause-merit
HUMAN SERVICES - WOODWARD RESOURCE CENTER	JULIA	T	EDSON	Just Cause-merit
HUMAN SERVICES - WOODWARD RESOURCE CENTER	LAURIE	K	RICHARDSON	Just Cause-merit
HUMAN SERVICES - WOODWARD RESOURCE CENTER	STEVEN	E	MARSHALL	Just Cause-merit
HUMAN SERVICES - WOODWARD RESOURCE CENTER	CLEMENTINE	J	KARL	Just Cause-merit
HUMAN SERVICES - WOODWARD RESOURCE CENTER	RICK		TOLLE	Just Cause-merit
HUMAN SERVICES - WOODWARD RESOURCE CENTER	RONALDO	R	MORALES	Just Cause-merit
HUMAN SERVICES - WOODWARD RESOURCE CENTER	KAREN	M	CALLISON	Just Cause-merit
HUMAN SERVICES - WOODWARD RESOURCE CENTER	MEGAN	E	HOGUEISON	Just Cause-merit
HUMAN SERVICES - WOODWARD RESOURCE CENTER	TREVOR	T	HINES	Just Cause-merit
HUMAN SERVICES - WOODWARD RESOURCE CENTER	TANYA	S	STEPHENSON	Just Cause-merit
HUMAN SERVICES - WOODWARD RESOURCE CENTER	MEGAN	M	SMITH	Just Cause-merit
HUMAN SERVICES - WOODWARD RESOURCE CENTER	MATTHEW	S	CARLSON	Just Cause-merit
NATURAL RESOURCES	YAWTZUU	MICHAEL	CHYI	Just Cause-merit
PUBLIC DEFENSE	ROBERT	D	WELCH	Just Cause-merit
PUBLIC HEALTH	KATHY	S	BEAUCHAMP	Just Cause-merit
PUBLIC SAFETY	SANDRA	K	DEACON	Just Cause-merit
TRANSPORTATION	CHRISTINE	JEAN	MANZER	Just Cause-merit
TRANSPORTATION	CRAIG	E	MANSFIELD	Just Cause-merit
TRANSPORTATION	DENNIS		DOBSON	Just Cause-merit
TRANSPORTATION	TIMOTHY	R	TEDROW	Just Cause-merit
VETERANS HOME	LAURA	L	GALBREATH	Just Cause-merit
VETERANS HOME	MARSHA	A	LEE	Just Cause-merit
VETERANS HOME	BETHANY	LEIGH	BRANT	Just Cause-merit
VETERANS HOME	KRISTEN	LYNN	HAZEN	Just Cause-merit
VETERANS HOME	TERESA	LYNNE	WILLIAMS	Just Cause-merit
VETERANS HOME	AMY	SUE	CORSE	Just Cause-merit

Department Name	Fname	M ini	Lname	TermCode
DIA-APPELLATE DEF	CYNTHIA	J	FOOS	Just Cause-nonmerit
DIA-APPELLATE DEF	DAVID	R	FIESTER	Just Cause-nonmerit
ADMIN SERV	GRACE	C	MARINO	Just Cause-merit
CIVIL RIGHTS	ANNETTE	S	FLAHERTY	Just Cause-merit
CIVIL RIGHTS	WENDY	K	BUENGER	Just Cause-merit
DOC-FT MADISON	MATTHEW	R	THORNTON	Just Cause-merit
DOC-FT MADISON	AMOS	D	WRIGHT	Just Cause-merit
DOC-OAKDALE	DEREK	C	SUMMERS	Just Cause-merit
DOC-OAKDALE	KRISTINA	E	AKERS	Just Cause-merit
DOC-OAKDALE	EMMA	J	WELCHER	Just Cause-merit
DOC-OAKDALE	CATINA	R	FRANTZ	Just Cause-merit
DOC-OAKDALE	ETHAN	J	DARROW	Just Cause-merit
DOC-NEWTON	ISMAEL	M	ORTIZ	Just Cause-merit
DOC-NEWTON	CHRISTINE	T	HUFFAKER	Just Cause-merit
DOC-NEWTON	JIMMY	W	EDWARDS JR	Just Cause-merit
DOC-NEWTON	PAUL	D	PEARSON	Just Cause-merit
DOC-NEWTON	BRIAN	K	TERRY	Just Cause-merit
DOC-NEWTON	DENNIS	E	LAWRENCE	Just Cause-merit
DOC-NEWTON	KRISTOFOR	N	SUIT	Just Cause-merit
DOC-CLARINDA	JASON	O	BOYD	Just Cause-merit
DOC-MITCHELLVILLE	DAWN	LEANN	CORY	Just Cause-merit
DOC-FT DODGE	ROBERT	W	MARTIN	Just Cause-merit
DOC-FT DODGE	MARLENE	M	BYGNESS	Just Cause-merit
WORKFORCE DEV	YVETTE	M	HARRIS	Just Cause-merit
WORKFORCE DEV	JOSHUA	A	GOOD	Just Cause-merit
WORKFORCE DEV	PEGGY	E	UNDERWOOD	Just Cause-merit
WORKFORCE DEV	LINDA	F	PIPPEN	Just Cause-merit
DHS-COMM SERV	AMY	M	SKINNER	Just Cause-merit
DHS-COMM SERV	BRENDA	S	SWEARINGEN	Just Cause-merit
DHS-COMM SERV	JAMAAL	R	CLARKSON	Just Cause-merit
DHS-COMM SERV	DEBRA	M	LOUDON	Just Cause-merit
DHS-COMM SERV	RACHEL	S	GARDNER	Just Cause-merit
DHS-COMM SERV	BOB	D	LONG	Just Cause-merit
DHS-COMM SERV	DEANNA	L	EDMOND	Just Cause-merit
DHS-TOLEDO	GARY	S	NOVAK	Just Cause-merit
DHS-CHEROKEE	DANIEL	W	GILLETTE	Just Cause-merit
DHS-CLARINDA	TRACI	A.	WOOD	Just Cause-merit
DHS-CLARINDA	SHANNON	R.	DANIELSON	Just Cause-merit
DHS-CLARINDA	BARBARA	A	GRAY	Just Cause-merit
DHS-INDEPENDENCE	CHANTELL	M	BURCO	Just Cause-merit
DHS-INDEPENDENCE	KIM	M	FOSTER	Just Cause-merit
DHS-GLENWOOD	THOMAS	E	JENSEN	Just Cause-merit
DHS-GLENWOOD	MICHAEL	D.	BURGESS	Just Cause-merit
DHS-GLENWOOD	HOPE	D	RODWELL	Just Cause-merit

Department Name	Fname	M ini	Lname	TermCode
DHS-GLENWOOD	CHRISTOPHER	D.	SIMPSON	Just Cause-merit
DHS-GLENWOOD	JOSEPH	P	BREMKEN	Just Cause-merit
DHS-GLENWOOD	JOSEPH	A	LAUENROTH	Just Cause-merit
DHS-GLENWOOD	MICHAEL	A	HOUSER	Just Cause-merit
DHS-GLENWOOD	TINA	M	MORRISON	Just Cause-merit
DHS-GLENWOOD	TERESA	A.	ORME	Just Cause-merit
DHS-WOODWARD	DAVE	R	KIEFER	Just Cause-merit
DHS-WOODWARD	TERRI	A	SOMMER	Just Cause-merit
DHS-WOODWARD	KRISTINE	K	HARDISTY	Just Cause-merit
DHS-WOODWARD	LISA	J	EASTMAN	Just Cause-merit
DHS-WOODWARD	RUSTY	D	WELDER	Just Cause-merit
DHS-WOODWARD	DOUGLAS	M	MONAHAN	Just Cause-merit
PUBLIC DEFENSE	MYLES	E	TAYLOR	Just Cause-merit
TRANSPORTATION	JESS	C	HOYT	Just Cause-merit
TRANSPORTATION	ADAM	D	ANDERSON	Just Cause-merit
TRANSPORTATION	JOE	L	OWEN	Just Cause-merit
TRANSPORTATION	GARY	L	STEFFENS	Just Cause-merit
TRANSPORTATION	NICHOLAS	C	MEURER	Just Cause-merit
TRANSPORTATION	PATRICK	R	JOHNSON	Just Cause-merit
VETERANS HOME	TERESA	A	BLOOMQUIST	Just Cause-merit
VETERANS HOME	TRISHA	MARIE	WERNER	Just Cause-merit
VETERANS HOME	LINDSAY	M	LAUER	Just Cause-merit
VETERANS HOME	AMBER	MARIE	BENDLAGE	Just Cause-merit
VETERANS HOME	AMBER	NICOLE	WEATHERLY	Just Cause-merit
VETERANS HOME	MALINDA	SUE	LUTES	Just Cause-merit
VETERANS HOME	VALERIE	LYNN	REISETTER	Just Cause-merit
VETERANS HOME	DOROTHY	ANN	HAMMER	Just Cause-merit
VETERANS HOME	MISTY	R	LEEPER	Just Cause-merit
VETERANS HOME	KERRY	LEA	JEFFERSON	Just Cause-merit
VETERANS HOME	CHELSEA	RENEE	MENUY	Just Cause-merit
VETERANS HOME	ERNEST	DONAL	RUNYON JR	Just Cause-merit
VETERANS HOME	CORRIE	J	BROWN	Just Cause-merit

Department Name	Fname	M ini	Lname	TermCode
EDUCATION - VOCATIONAL REHABILITATION	JAMES	L	ARENZ	Just Cause-nonmerit
EDUCATION	MICHELLE		COCHRANE	Just Cause-nonmerit
VETERANS HOME	KARA	MARIE	MILLER	Just Cause-merit
VETERANS HOME	KRISTINE	D	GEORGE	Just Cause-merit
VETERANS HOME	TANYA	MARIE	LEVERETTE SANCHEZ	Just Cause-merit
VETERANS HOME	MICKIE	JEAN	HEALEY	Just Cause-merit
VETERANS HOME	JACQUELINE	M	SCHMITZ	Just Cause-merit
VETERANS HOME	PAMELA	L	HARVEY HOGLAN	Just Cause-merit
VETERANS HOME	MICHELLE	RENEE	HOAG	Just Cause-merit
VETERANS HOME	MYRA	A	RAMIREZ	Just Cause-merit
VETERANS HOME	JESSICA	ANN	JIMENEZ	Just Cause-merit
VETERANS HOME	KRISTEN	ALICIA	RHODES	Just Cause-merit
VETERANS HOME	KELLY	THELMA	KOESTERER	Just Cause-merit
VETERANS HOME	ALEXUS	CAROLINE	THOMPSON	Just Cause-merit
TRANSPORTATION	JEFF	D	STRUTZENBERG	Just Cause-merit
TRANSPORTATION	STEVE		BANKS	Just Cause-merit
TRANSPORTATION	CAROL	ANN	WATTERS	Just Cause-merit
LOTTERY	JAMI	J	JOHNSON	Just Cause-merit
REVENUE	THOMAS	R	BURGETT	Just Cause-merit
INSPECTIONS & APPEALS - RACING COMMISSION	ROBERT		WASHBURN	Just Cause-merit
INSPECTIONS & APPEALS	DEVIN	C	JANSSEN	Just Cause-merit
HUMAN SERVICES - WOODWARD RESOURCE CENTER	TRACY	R	PEAVY-RILEY	Just Cause-merit
HUMAN SERVICES - WOODWARD RESOURCE CENTER	ANNEMARIE	E	GOGERTY	Just Cause-merit
HUMAN SERVICES - WOODWARD RESOURCE CENTER	MICHAEL	R	WHITON	Just Cause-merit
HUMAN SERVICES - WOODWARD RESOURCE CENTER	SHIRLEY	M	PENNER	Just Cause-merit
HUMAN SERVICES - WOODWARD RESOURCE CENTER	STEPHANIE	A	WALKER	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	RICHARD	L	MILAN	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	VICKY	R.	BANDERAS	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	ASHLEY	L	SWINFORD	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	NICOLE	D	MEIER	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	ADAM	W	BARTLES	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	KASIE	M	HAVEN	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	TERRY	L	MUELLER	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	ERIN	M	MARTIN	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	LISA	R.	MEYER	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	PAUL	M	HUGHES	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	TIFFANY	M	ARMSTRONG	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	MICHELLE	L.	KALKAS	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	JAMES	L	STRICKLAND	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	MANDY	R	GILLESPIE	Just Cause-merit
HUMAN SERVICES - GLENWOOD RESOURCE CENTER	LISA	M.	BOLAN	Just Cause-merit
HUMAN SERVICES - MENTAL HEALTH INST - MT PLEASANT	PAULA	J	CLATT	Just Cause-merit
HUMAN SERVICES - MENTAL HEALTH INST - INDEPENDENCE	TRAVIS	D	VOSHELL	Just Cause-merit
HUMAN SERVICES - COMMUNITY SERVICES	HOLLIE	J	ALLEN	Just Cause-merit

Department Name	Fname	M ini	Lname	TermCode
IOWA WORKFORCE DEVELOPMENT	APRIL	L	STOCKBAUER	Just Cause-merit
IOWA WORKFORCE DEVELOPMENT	JASON	T	NEU	Just Cause-merit
IOWA WORKFORCE DEVELOPMENT	JUDITH	M	BURCH	Just Cause-merit
COLLEGE STUDENT AID	MINDY	RAE	COLYER	Just Cause-merit
CORRECTIONS - INSTITUTE FOR WOMEN - MITCHELVILLE	TROY	L	HAMMER	Just Cause-merit
CORRECTIONS - CORRECTIONAL FACILITY - MT PLEASANT	JAMES	MICHAEL	NUPP	Just Cause-merit
CORRECTIONS - CORRECTIONAL RELEASE CTR - NEWTON	GREGORY	A	HOLMES	Just Cause-merit
CORRECTIONS - CORRECTIONAL RELEASE CTR - NEWTON	KENNETH	MARK	UNTRAUER	Just Cause-merit
CORRECTIONS - MEDICAL/CLASSIFICATION CTR - OAKDALE	RALPH		WASHINGTON	Just Cause-merit
CORRECTIONS - MEN'S REFORMATORY - ANAMOSA	BRETT	E	TAYLOR	Just Cause-merit
CORRECTIONS - STATE PENITENTIARY - FT MADISON	CHRISTOPHER	R	CONLEE	Just Cause-merit
CORRECTIONS - STATE PENITENTIARY - FT MADISON	JAMES	P	TENNANT	Just Cause-merit

[REDACTED]

From: Granger, Tera [DAS] on behalf of Carroll, Mike [DAS]
Sent: Friday, September 14, 2012 3:08 PM
To: IA Dept Directors - Executive Branch; IA Elected Officials
Cc: IA Dept Directors Assistants
Subject: DAS Senior Resource Manager - Update
Attachments: 9.14.12 DAS - SRM - Liaison Assignments.pdf

TO: Department Directors and Elected Officials

FR: Mike Carroll, Director

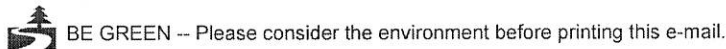
RE: Senior Resource Manager Assignments

Jeannie Adams has accepted a position at DAS-GSE Fleet and Mail Operations. With Jeannie's new role at Fleet and Mail operations, she will no longer function as a Senior Resource Manager (SRM) for DAS. Accordingly, I have reviewed the SRM agency assignments and have made changes as indicated on the attached sheet. Your newly assigned SRM will be in contact with you.

Please note that Paul Carlson will serve as the SRM for several agencies in addition to his other responsibilities in DAS. If you have any questions, please contact me.



Mike Carroll, Director
Iowa Department of Administrative Services
Office: (515) 281-3273
Cell: (515) 868-2038
FAX: (515) 281-6140
mike.carroll@iowa.gov



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DAS Senior Resource Manager (SRM) / Liaison Department Assignments (9/14/12):

Tera Granger (SRM) 281-5360 – Office; 897-8189 – Cell; Tera.Granger@iowa.gov

Aging
Human Rights
Inspections & Appeals
Iowa Law Enforcement Academy
Public Health
Public Safety
State Public Defender
Terrace Hill
Workforce Development
Natural Resources

Paul Carlson (CRMO) 281-3101 – Office; 419-5167 – Cell; Paul.Carlson@iowa.gov

Agriculture and Land Stewardship
Attorney General
Secretary of State
State Auditor
State Treasurer
Veterans Affairs
Commerce

- Alcoholic Beverages Division
- Banking
- Credit Union
- Insurance
- Professional Licensure
- Utility Board

Iowa Veterans Home

Evan Heggen (SRM) 725-2227 – Office; 318-9216; Evan.Heggen@iowa.gov

Board of Parole
Civil Rights Commission
Corrections
Homeland Security and Emergency Management
Iowa Communications Network
Public Defense

Charlee Cross (SRM) 725-2281 – Office; 802-1653 – Cell; Charlee.Cross@iowa.gov

Cultural Affairs
Education and:

- IPTV
- College Aid
- Voc. Rehab.

Iowa Partnership for Economic Progress (formerly Dept of Economic Development)
Human Services

Dave Peterson (SRM) 725-2236 – Office; 318-9218 – Cell; Dave.Peterson@iowa.gov

Department for the Blind
DOT
Iowa Finance Authority
Iowa Lottery
IPERS
Revenue

Caleb Hunter (Liaison) 725-2017 – Office; 802-2460 – Cell; Caleb.Hunter@iowa.gov

Governor's Office	Outside Public Entities
Governor's Office of Drug Control Policy	PERB
Management, Department of	Iowa Ethics and Campaign Disclosure
Judicial	Legislature



From: Roederer, David [IDOM]
Sent: Friday, September 14, 2012 4:38 PM
To: Boeyink, Jeffrey [IGOV]
Subject: FW: DAS Senior Resource Manager - Update
Attachments: 9.14.12 DAS - SRM - Liaison Assignments.pdf

From: Granger, Tera [DAS] **On Behalf Of** Carroll, Mike [DAS]
Sent: Friday, September 14, 2012 3:08 PM
To: IA Dept Directors - Executive Branch; IA Elected Officials
Cc: IA Dept Directors Assistants
Subject: DAS Senior Resource Manager - Update

TO: Department Directors and Elected Officials

FR: Mike Carroll, Director

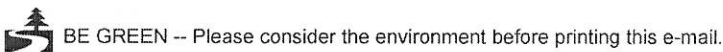
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DAS Senior Resource Manager (SRM) / Liaison Department Assignments (9/14/12):

Tera Granger (SRM) 281-5360 – Office; 897-8189 – Cell; Tera.Granger@iowa.gov

Aging
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Inspections & Appeals
Iowa Law Enforcement Academy
Public Health
Public Safety
State Public Defender
Terrace Hill
Workforce Development
Natural Resources

Paul Carlson (CRMO) 281-3101 – Office; 419-5167 – Cell; Paul.Carlson@iowa.gov

Agriculture and Land Stewardship
Attorney General
Secretary of State
State Auditor
State Treasurer
Veterans Affairs
Commerce

- Alcoholic Beverages Division
- Banking
- Credit Union
- Insurance
- Professional Licensure
- Utility Board

Iowa Veterans Home

Evan Heggen (SRM) 725-2227 – Office; 318-9216; Evan.Heggen@iowa.gov

Board of Parole
Civil Rights Commission
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Public Defense

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- College Aid
- Voc. Rehab.

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Human Services

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Department for the Blind
DOT
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Revenue

Caleb Hunter (Liaison) 725-2017 – Office; 802-2460 – Cell; Caleb.Hunter@iowa.gov

Governor's Office
Governor's Office of Drug Control Policy
Management, Department of
Judicial

Outside Public Entities
PERB
Iowa Ethics and Campaign Disclosure
Legislature

From: Miller-Meeks, Mariannette [IDPH]
Sent: Monday, September 17, 2012 8:30 AM
To: Boussetot, Michael [IGOV]; Hough, Margaret [IGOV]; Boeyink, Jeffrey [IGOV]
Cc: Hughes, Ann [IGOV]; Freed, Alicia [IGOV]; Roederer, David [IDOM]
Subject: FW: Congratulations!
Attachments: 2012Invite.pdf; ATT00001.htm

FYI. It will be a busy day!

Dr. Miller-Meeks

From: wellnessiowa [mailto:chanken@wellnessiowa.org]
Sent: Friday, September 14, 2012 5:15 PM
To: Jensen, Sheryl [DAS]; Miller-Meeks, Mariannette [IDPH]
Subject: Congratulations!

*"Give me a place to stand, and I will move the world."
~Archimedes*

It is with great enthusiasm that I congratulate you on your 2012 Healthy Iowa Award and Well Workplace Award. It is clear by your commitment and fortitude that you are designed to be a change agent for wellness in Iowa and across the world. For that, many, many people can be thankful!

I hope you'll be able to join us at the 2012 Healthy Iowa Awards on September 20, 2012, hosted at the Hy-Vee Conference Center in West Des Moines, Iowa. The awards ceremony follows the Wellness Council of Iowa's annual conference hosted earlier in the day. Please review the attached invitation for more information about the agenda and other honorees.

As an award winner you are provided one complimentary ticket to the event. Additional tickets can purchased at \$40 per person, or \$350 per block of 10 tickets.

Please RSVP your intentions via email as soon as possible. I hope to see a large contingent from the State to receive your award!

The Healthy Iowa Awards are one of my favorite events of the entire year. I look forward to meeting you in person, and see you accept this award for your hard work.

Please direct any questions to me at chanken@wellnessiowa.org.

Be Well!

Craig

Craig Hanken

Executive Director

Wellness Council of Iowa

700 Locust Street, Suite 100

Des Moines, IA 50309

515.286.4916

Blog: [Healthy Iowa Blog](#)

Web: www.WellnessIowa.org

Twitter: [@iawellnesscounc](#)

Find Wellness Vendors: [Healthy Iowa Vendor Directory](#)

[Sign up for our newsletter.](#)

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2012 HEALTHY IOWA AWARDS

Thursday, September 20, 2012

Hy-Vee Conference Center

5820 Westown Parkway

West Des Moines, IA 50266

5:30 pm – Social

6:00 pm – Awards Ceremony

Healthy Appetizers & Cash Bar

Attire: Business Casual

RSVP:

515.286.4916 or

chanken@wellnessiowa.org

Join us as we honor:

Healthy Iowa Community

Ames, Iowa

Healthy Iowa Visionary Leader

Stephen M. Lacy

Healthy Iowa College/University

Warburg College

**Wellness Council of Iowa &
Wellness Council of America
Well Workplace Awards**

Silver Recognition

Dallas County Hospital

State of Iowa

Gold Recognition

Genesis Health System

Grinnell Mutual Reinsurance Company

Interstates/Harbor Group

Platinum Recognition

Des Moines University

Mercy Medical Center – Des Moines

Wellmark Blue Cross and Blue Shield

~~CONFIDENTIAL~~

From: Carlson, Paul [DAS]
Sent: Tuesday, September 18, 2012 4:22 PM
To: Paulsen, Kraig [LEGIS]; Gronstal, Mike [LEGIS]
Cc: Boeyink, Jeffrey [IGOV]; Roederer, David [IDOM]; Carroll, Mike [DAS]; Anderson, Lon [DAS]; Dickinson, Glen [LEGIS]
Subject: Annual Report - FY12 Educational Leave (70A.25)
Attachments: DAS - FY12 Educational Leave.docx; Educational Leave Yearly Final Report FY12.xls

Attached, please find the referenced report. If you have any questions, please contact me at 281-3101. Thank you.

EDUCATIONAL LEAVE/EDUCATIONAL ASSISTANCE REPORT FOR FISCAL YEAR 2011-2012

DEPARTMENT	DAS/HRE	HOURS MISSED		REQUESTED BY AGENCY		DIRECT*	INDIRECT*	COST*
	Amt. Approved	w/pay	w/o pay	Tuition	Other	COSTS	COSTS	SAVINGS
EXECUTIVE BRANCH								
Administrative Services	\$0.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Agriculture	\$0.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Agriculture Development Authority	\$0.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Auditor	\$0.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Department for the Blind	\$5,876.00	136	0	\$5,256.00	\$620.00	\$5,876.00	\$4,674.48	\$0.00
Civil Rights	\$0.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
College Aid	\$0.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Commerce - Alcohol	\$0.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Commerce - Banking	\$0.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Commerce - Credit Union	\$0.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Commerce - Insurance	\$0.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Commerce - Professional Licensing	\$0.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Commerce - Utilities	\$0.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Corrections	\$0.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Cultural Affairs	\$0.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Economic Development	\$0.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Education	\$0.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Department on Aging	\$0.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Fair Authority	\$0.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Governor	\$0.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Human Rights	\$0.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Human Services	\$149.00	0	0	\$149.00	\$0.00	\$149.00	\$0.00	\$0.00
Inspections & Appeals	\$0.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Iowa Communications Network	\$0.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Iowa Ethics & Campaign Disclosure Board	\$0.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Iowa Finance Authority	\$19,460.00	0	0	\$23,054.00	\$198.50	\$17,322.00	\$0.00	\$0.00
Iowa Law Enforcement Academy	\$0.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Iowa Public Employees' Retirement System	\$781.70	0	0	\$744.85	\$36.85	\$766.80	\$0.00	\$0.00
Justice - Attorney General	\$0.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Lottery	\$4,960.80	0	0	\$6,201.00	\$0.00	\$4,960.80	\$0.00	\$0.00
Management	\$0.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Natural Resources	\$2,478.40	4.50	0	\$2,728.40	\$0.00	\$2,478.40	\$0.00	\$0.00
Office of Drug Control Policy	\$0.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Office of Energy Independence	\$0.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Parole	\$0.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Public Defense	\$0.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Public Employment Relations	\$0.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Public Health	\$993.00	0	0	\$993.00	\$0.00	\$993.00	\$0.00	\$0.00
Public Safety	\$0.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Public Television	\$0.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Rebuild Iowa	\$0.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Regents	\$0.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Revenue and Finance	\$0.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Secretary of State	\$0.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Transportation	\$13,415.93	45	0	\$23,349.25	\$6,241.53	\$12,027.19	\$0.00	\$0.00
Treasurer	\$6,180.00	0	0	\$7,416.00	\$0.00	\$6,180.00	\$0.00	\$0.00
Veterans Affairs	\$0.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Veterans Home	\$0.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Vocational Rehabilitation	\$0.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Workforce Development	\$0.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
JUDICIAL BRANCH								
Court Administrator	\$0.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
LEGISLATIVE BRANCH								
Legislative Services Agency	\$0.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Citizens' Aide	\$0.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
House**	\$0.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Senate**	\$0.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Totals	\$54,294.83	185.50	0	\$69,891.50	\$7,096.88	\$50,753.19	\$4,674.48	\$0.00

* Reported by Agency

** Senate and House applications not processed through the Department of Administrative Services



September 18, 2012

MEMORANDUM

TO: Members of the Legislative Council

FR: Mike Carroll, Director

RE: Report of Educational Leave / Educational Financial Assistance

Attached is the FY12 Educational Leave/Educational Assistance Report. This report is generated in response to reporting requirements of Iowa Code 70A.25, subsection 3.

If you have questions concerning this report, please contact Linda Goebel at linda.goebel@iowa.gov or by calling (515) 281-6207.

[REDACTED]

From: Findley, Brenna [IGOV]
Sent: Wednesday, September 19, 2012 9:55 AM
To: Baldwin, John [DOC]; Johnson, Larry [IGOV]
Cc: Hunter, Caleb [DAS]
Subject: RE: Meeting Request

John- we can meet. It might also be a good idea to talk to DAS since it is their rule. Caleb Hunter is the contact.

From: Baldwin, John [DOC]
Sent: Friday, September 14, 2012 3:01 PM
To: Findley, Brenna [IGOV]; Johnson, Larry [IGOV]
Subject: Meeting Request

I would like to request a meeting in the near future to discuss the proposed administrative rule change of confidential employee. I have time next Wednesday or Thursday before 11. If either of those dates do not work then we will have to look at the following week. I would think that 30 minutes would be more than sufficient for this meeting. Thank you.

Hope you have a very good weekend.

Kozal, Deb [REDACTED]

From: Miller-Meeks, Mariannette [IDPH]
Sent: Thursday, September 20, 2012 3:25 PM
To: Boussetot, Michael [IGOV]; Freed, Alicia [IGOV]; Hughes, Ann [IGOV]
Cc: Boeyink, Jeffrey [IGOV]; Roederer, David [IDOM]
Subject: Oct 3 walk

Hello there,

I wanted to touch base on the Healthiest State Walk on October 3rd. I will be sending out e-mails to other directors and my staff to encourage participation. I also had to provide the route for Post 16 and insure Dept of Education that there would be safety concerns addressed.

I thought we could congregate on the steps near the fountain on the west side of the Capitol (not the park) and Lt Gov Reynolds could say a few words before we begin at noon. This is also a good backdrop for media as the Capitol would be in the background.

We would then head north on 9th, go east on Grand (right turn) toward Wallace but turn right onto 13th. Proceed south on 13th until right turn again onto Walnut going back west. We would continue back to 9th, where we again make a right turn going north and end at fountain/steps on west of Capitol. This is about 1 kilometer and accounts for employees coming from different buildings.

Let me know if there are any questions or reservations.

Dr. Miller-Meeks

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[REDACTED]

From: Roederer, David [IDOM]
Sent: Monday, September 24, 2012 3:52 PM
To: Hoye, Patrick [DPS]
Cc: Boeyink, Jeffrey [IGOV]
Subject: RE: Pay study

Chief,
Thank you for the follow up. I have been in contact with the Culver administration and they are not aware of any information that indicated an addressing the supervisors adjustment pay issue. Thanks for checking.
Dave

From: Hoye, Patrick [DPS]
Sent: Monday, September 24, 2012 3:37 PM
To: Roederer, David [IDOM]
Subject: Pay study

Dave,
After our last phone conversation I went through some old files and reached out to DAS but was unable to find any correspondence in writing that shows we were "green lighted" to implement the step pay raise for supervisors, just as you surmised.

As we mentioned, it was supported by Commissioner Meyer and DAS did received the study from EO Bogle but I don't believed it moved forward. While the intent to do something for the supervisors was present, and the pay compaction issue is acknowledged, there is no current plan of action.

I have been working with my staff and Dave Heuton from Administrative Services to find resolution to budget issues if any consideration would be given to our DPS Supervisors.

Again, I appreciate the time you are giving to this issue and if I can be of any assistance in this matter please let me know. To be able to let the Supervisors Association know we are taking a look into this issue is extremely helpful!

Colonel Patrick J. Hoye, Chief

Iowa State Patrol
Oran Pape State Office Building
215 E. 7th Street
Des Moines, Iowa 50319

Phone: (515) 725-6100
Fax: (515) 725-6118
E-Mail: hoye@dps.state.ia.us

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From: Miller-Meeks, Mariannette [IDPH]
Sent: Tuesday, September 25, 2012 12:54 PM
To: Shields, Susan [DOC]
Cc: Johnson, JoAnn [IDCU]; Akre, Judy [IPERS]; Avery, Jill [DHR]; Axne, Cindy [DNR]; Bagby, Robin [DOC]; Baxter, Kimberly [JB]; Townsend, Beth [ICRC]; Betty Grandquist; Betty Hamilton; Boyd, Nancy [IBOP]; Castillo, Lisa [IWD]; Chen, Angela [HSEMD]; Cindy Martin; Claghorn, Karey [IDALS]; Conrad, Joan [IUB]; Cownie, Mary [DCA]; Cyndi Chen; Cyndi Pederson; Dahm, Sheryl [DOC]; Davis, Jean [DIA]; Decker, Courtney [IDR]; Dishman, Wendy [DIA]; Durham, Debi [IEDA]; Elizabeth Robinson; Filer, Barbara [Terrace Hill]; Barber, Gail [JB]; Garvey, Ann [IDPH]; Gretchen Tegeler; Griebel, Pam [AG]; Harbison, Jennifer [DHS]; Harvey, Donna [IDA]; Hunt, Colleen [ED]; Inman, Lorinda [BON]; Iris Post; Jacobs, Libby [IUB]; Melohn, Janelle [AG]; Niebuhr, Janelle [PERB]; Janet Phipps Burkhead; Johnson, Melanie [IDB]; Goodin, Julia [IDPH]; Linda Hanson; Misjak, Karen [ICSAC]; Mueller, Donna [IPERS]; Mullenbach, Patricia [DAS]; O'Leary, Debbie [DAS]; Pat Boddy; Penny Westfall; Pottorff, Julie [AG]; Quinlisk, Patricia [IDPH]; Rickman, Wendy [DHS]; Sally Jagnandan; Wong, San [DHR]; Seiser, Liz [DIA]; Sherry Hopkins; Smith, Sandra [DOC]; Stahle, Diane [AG]; Stone, Monica [DAS]; Sullivan, Peggy [JB]; Teresa McMahon; Wahlert, Teresa [IWD]; Titus, Sally [DHS]; Tooker, Megan [IECD]; Tritch, Lorrie [DAS]; Tymeson, Jodi [IDVA]; Vermeer, Jennifer [DHS]; Voss, Susan [IID]; Wachtendorf, Patti [DOC]; Wegner, Mary [LIB]; Wilder, Diann [DOC]; Zylstra, Beverly [DIA]
Subject: Re: Discussion on future of the group

Friday is difficult for me as well

Dr Miller-Meeks

On Sep 25, 2012, at 12:45 PM, "Shields, Susan [DOC]" <Susan.Shields@iowa.gov> wrote:

I'm a newer member of the group and really have enjoyed the times I've been able to attend, but recently I've been finding it's the Friday meeting day that's becoming problematic for me. More and more it seems like something is coming up late Friday morning that just HAS to be dealt with before the weekend, making lunch out a non-starter if I want to deal with the situation before the end of the day. For me, anyway, it might be easier to get away on a Tuesday or Wednesday, when I knew the afternoon wouldn't be so crunched and there would be another day or two that week as well to do any catching up that was necessary.

My two cents' worth, anyway.

Susan M. Shields, RPh
Pharmacy Director
Iowa Department of Corrections
Des Moines Central Correctional Pharmacy
603 E. 12th Street
Des Moines, IA 50319
515-725-0829

From: Johnson, JoAnn [IDCU]
Sent: Tuesday, September 25, 2012 12:16 PM
To: Akre, Judy [IPERS]; Avery, Jill [DHR]; Axne, Cindy [DNR]; Bagby, Robin [DOC]; Baxter, Kimberly

[JB]; Townsend, Beth [ICRC]; Betty Grandquist; Betty Hamilton; Boyd, Nancy [IBOP]; Castillo, Lisa [IWD]; Chen, Angela [HSEMD]; Cindy Martin; Claghorn, Karey [IDALS]; Conrad, Joan [IUB]; ~~Conrad, Joan [IUB]~~; Mary [DCA]; Cyndi Chen; Cyndi Pederson; Dahm, Sheryl [DOC]; Davis, Jean [DIA]; Decker, Courtney [IDR]; Dishman, Wendy [DIA]; Durham, Debi [IEDA]; Elizabeth Robinson; Filer, Barbara [Terrace Hill]; Barber, Gail [JB]; Garvey, Ann [IDPH]; Gretchen Tegeler; Griebel, Pam [AG]; Harbison, Jennifer [DHS]; Harvey, Donna [IDA]; Hunt, Colleen [ED]; Inman, Lorinda [BON]; Iris Post; Jacobs, Libby [IUB]; Melohn, Janelle [AG]; Niebuhr, Janelle [PERB]; Janet Phipps Burkhead; Johnson, JoAnn [IDCU]; Johnson, Melanie [IDB]; Goodin, Julia [IDPH]; Linda Hanson; Miller-Meeks, Mariannette [IDPH]; Misjak, Karen [ICSAC]; Mueller, Donna [IPERS]; Mullenbach, Patricia [DAS]; O'Leary, Debbie [DAS]; Pat Boddy; Penny Westfall; Pottorff, Julie [AG]; Quinlisk, Patricia [IDPH]; Rickman, Wendy [DHS]; Sally Jagnandan; Wong, San [DHR]; Seiser, Liz [DIA]; Sherry Hopkins; Shields, Susan [DOC]; Smith, Sandra [DOC]; Stahle, Diane [AG]; Stone, Monica [DAS]; Sullivan, Peggy [JB]; Teresa McMahon; Wahlert, Teresa [IWD]; Titus, Sally [DHS]; Tooker, Megan [IECD]; Tritch, Lorrie [DAS]; Tymeson, Jodi [IDVA]; Vermeer, Jennifer [DHS]; Voss, Susan [IID]; Wachtendorf, Patti [DOC]; Wegner, Mary [LIB]; Wilder, Diann [DOC]; Zylstra, Beverly [DIA]

Subject: Discussion on future of the group

Ladies,

I know we're a busy bunch, but attendance has been very low at our monthly luncheons. Only two of the six reservations made for last week were kept, which puts us in a difficult position with the restaurant.

I welcome your suggestions for how you want to proceed. Would you please reply all and perhaps we can get a discussion going.

Thanks.

JoAnn Johnson

Superintendent, Iowa Division of Credit Unions

O: 515-725-0505

C: 515-975-9407

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From: Ginty, Natalie [IDPH] on behalf of Miller-Meeks, Mariannette [IDPH]
Sent: Monday, October 01, 2012 9:32 AM
To: LG.KKR
Subject: Accepted: Proclamation: Children's Health Day - October 1st

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From: Findley, Brenna [IGOV]
Sent: Monday, October 01, 2012 10:00 AM
To: Hunter, Caleb [DAS]
Cc: Johnson, Larry [IGOV]
Subject: FW: Agendum....Oct. ARRC meeting
Attachments: 1210 .doc

FYI DAS rule on agenda for this month's meeting:

From: Royce, Joe [LEGIS] [<mailto:Joe.Royce@legis.state.ia.us>]
Sent: Monday, October 01, 2012 9:57 AM
To: /o=Iowa Legislature/ou=LEGISLATURE/cn=Recipients/cn=slerdal; Ashworth, John [LEGIS]; Bartz, Merlin [LEGIS]; Benson, Jess [LEGIS]; Braun, Mary [LEGIS]; Conway, Stephen [LEGIS]; Courtney, Tom [LEGIS]; Courtney, Thomas II; Eichhorn, George (Home); Engel, Catherine [LEGIS]; Ewing, Jack [LEGIS]; Findley, Brenna [IGOV]; Freel, Amanda [LEGIS]; Furlong, Zeke [LEGIS]; Heaton, David [LEGIS]; Hoff, Stephanie [LEGIS]; Horn, Wally [LEGIS]; House Republican Research Staff; Janet Metcalf (jmetcalf@gmail.com); John Kibbie 2; Kibbie, John [LEGIS]; Kozel, Debra [LEGIS]; Johnson, Larry [IGOV]; Mandernach, Steven [DIA]; Oldson, Joanne [LEGIS]; Olson, Rick; Olson, Rick [LEGIS]; Pettengill, Dawn [LEGIS]; Pollak, John [LEGIS]; Seymour, James [LEGIS]; Todd, Aaron [LEGIS]; Vander Linden, Guy [LEGIS]
Subject: Agendum....Oct. ARRC meeting

AGENDA

The Administrative Rules Review Committee will hold its regular, statutory meeting on Tuesday, October 9, at 9 a.m. in Room 116, State Capitol, Des Moines, Iowa. The following rules will be reviewed:

NOTE: See also Supplemental Agenda to be published in the October 3, 2012, Iowa Administrative Bulletin.

BULLETINS NEEDED FOR THIS MEETING: 9/5/12, 9/19/12, 10/3/12

		Bulletin	Page
9:00	LSA Fiscal Overview		
9:05	SECRETARY OF STATE[721] Mechanics' notice and lien registry, ch 45 <u>Notice ARC 0339C</u>	9/19/12	485
9:20	ATTORNEY GENERAL[61] Required disclosures for philanthropic contributions made by certain student loan lenders to certain educational institutions, ch 37 <u>Filed ARC 0328C</u>	9/5/12	434
9:30	ECONOMIC DEVELOPMENT AUTHORITY[261] Endow Iowa tax credits—amounts available in 2012, 47.3(3) <u>Notice ARC 0344C</u>	10/3/12	528
9:40	EDUCATION DEPARTMENT[281] Open enrollment—supplementary weighting for project lead the way courses, 17.10(8) <u>Notice ARC 0384C</u>	10/3/12	529
	Senior year plus program—project lead the way courses, 22.32 <u>Notice ARC 0386C</u>	10/3/12	530
	Background checks for school bus drivers and driver applicants, 43.21, 43.24 <u>Notice ARC 0388C</u>	10/3/12	532
	Iowa reading research center, ch 61 <u>Notice ARC 0389C</u>	10/3/12	533
	Supplementary weighting—project lead the way courses, 97.1, 97.2 <u>Notice ARC 0385C</u>	10/3/12	536
	Categorical funding—statewide voluntary four-year-old preschool program, returning dropout and dropout prevention program, 98.13, 98.21 <u>Notice ARC 0387C</u>	10/3/12	538
10:00	PAROLE BOARD[205] CORRECTIONS DEPARTMENT[201]“umbrella” Parole and work release decisions, 8.15 <u>Notice ARC 0320C</u>	9/5/12	398
10:10	BREAK		
10:20	TRANSPORTATION DEPARTMENT[761] Construction of curb ramps on existing sidewalks, 150.4(3)“c” <u>Notice ARC 0333C</u>	9/19/12	494
	License suspension for a serious violation—passing a stopped school bus, 615.17 <u>Filed Emergency After Notice ARC 0309C</u>	9/5/12	433
	Issuance of driver's licenses and identification cards; REAL ID, amendments to chs 601, 605, 625, 630 <u>Filed ARC 0347C</u>	10/3/12	682
10:30	REVENUE DEPARTMENT[701] Sales and use tax refund for eligible businesses, 12.19 <u>Notice ARC 0323C</u>	9/5/12	425
	Individual income, corporation income, and franchise tax, amendments to chs 40, 42, 43, 46, 49, 52, 53, 55 to 57, 59 to 61 <u>Filed ARC 0337C</u>	9/19/12	509
	Sourcing of taxable services, ch 223 <u>Filed ARC 0310C</u>	9/5/12	461

AGENDA

	Bulletin	Page
Effective dates of taxation rate increases or decreases when certain services are furnished, 240.7 <u>Notice ARC 0326C</u>	9/5/12	426
Geothermal heat pump and solar energy system tax credits, 42.47, 42.48, 52.44 <u>Filed ARC 0361C</u>	10/3/12	677
Geothermal heating and cooling systems installed on residential property, 80.29 <u>Notice ARC 0380C</u>	10/3/12	631
Sale or rental of farm machinery and equipment and attachments to self-propelled implements of husbandry, 226.1, 226.19 <u>Notice ARC 0379C</u>	10/3/12	633
Local option sales tax urban renewal projects, 239.1, 239.4, 239.6, 239.9 <u>Notice ARC 0378C</u>	10/3/12	637
 10:50 PUBLIC HEALTH DEPARTMENT[641]		
Immunizations—Tdap vaccine, registry, 7.1, 7.4(1), 7.7(1), 7.11, 7.12 <u>Notice ARC 0370C</u>	10/3/12	565
Plumbing and mechanical systems board—licensure fees, 28.1(5)“c” <u>Filed ARC 0341C</u>	10/3/12	669
Plumbing and mechanical systems board—renewal of lapsed license, 29.7(2) <u>Filed ARC 0340C</u>	10/3/12	670
Radiation, 38.8(6), 41.1, 41.3(7), ch 42 <u>Notice ARC 0381C</u>	10/3/12	568
Lead-based paint activities—definition of “minor repair and maintenance activities,” 70.2 <u>Notice ARC 0369C</u>	10/3/12	584
Maternal and child health program, amendments to ch 76 <u>Filed ARC 0364C</u>	10/3/12	671
Vital records, rescind chs 95, 96, 98 to 107; adopt chs 95 to 100 <u>Notice ARC 0376C</u>	10/3/12	585
EMS scope of practice—adoption by reference, 131.3(3)“b,” 132.2(4)“b” <u>Notice ARC 0377C</u>	10/3/12	630
Substance abuse and problem gambling treatment programs—tuberculosis screening of staff and residents, 155.21(16)“d,” 155.36 to 155.38 <u>Filed ARC 0365C</u>	10/3/12	672
 11:15 PHARMACY BOARD[657]		
PUBLIC HEALTH DEPARTMENT[641]“umbrella”		
Licensure; fees, amendments to chs 2, 3, 5, 8, 10, 12, 17, 24 <u>Notice ARC 0351C</u>	10/3/12	551
Duties of pharmacist in charge, 6.2 <u>Notice ARC 0375C</u>	10/3/12	554
Transfer of prescriptions, 6.9(3) <u>Filed ARC 0343C</u>	10/3/12	666
Hospital pharmacy practice—verification by remote pharmacist, 7.7 <u>Notice ARC 0372C</u>	10/3/12	555
Pharmacy remodel or relocation; secure barrier, 8.5 <u>Notice ARC 0371C</u>	10/3/12	556
Drugs in emergency medical programs, 11.1, 11.4(2), 11.11(1), 11.20 <u>Filed ARC 0342C</u>	10/3/12	667
Sterile compounding practices, amendments to ch 13 <u>Notice ARC 0374C</u>	10/3/12	557
Provision of emergency/first dose drug supply, 22.7(1), 23.5 <u>Notice ARC 0373C</u>	10/3/12	562
 11:35 PROFESSIONAL LICENSING AND REGULATION BUREAU[193]		
COMMERCE DEPARTMENT[181]“umbrella”		
Social security number disclosure, amendments to ch 4 <u>Notice ARC 0345C</u>	10/3/12	563

AGENDA

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11:45 COMMITTEE BUSINESS

November 13th meeting (?)
 Approve Minutes
 Miscellaneous business--

11:50 -- 12:30 LUNCH

12:30 SOIL CONSERVATION DIVISION[27]

AGRICULTURE AND LAND STEWARDSHIP DEPARTMENT[21]"umbrella"

Incentive provisions for soil erosion control—construction conservation practices in calendar year 2012, 10.60, 10.82(1)"d" Filed Emergency ARC 0331C 9/19/12 497

12:40 HUMAN SERVICES DEPARTMENT[441]

Child abuse registry—removal of names, appeals, amendments to chs 7, 175 Notice ARC 0325C 9/5/12 389

Appeals; default decisions; good cause, 7.1, 7.5(2)"g," 7.13 Filed ARC 0304C 9/5/12 435

Coverage, age limit, reimbursement, and prior authorization for lenses and frames; removal of obsolete reference, 78.1(1)"a," 78.2(1), 78.6, 78.28(3) Filed ARC 0305C 9/5/12 438

Medicaid waiver services, amendments to ch 83 Filed ARC 0306C..... 9/5/12 442

HAWK-I—application filing date, client error, 86.3(4), 86.19(1) Notice ARC 0332C 9/19/12 483

Record check evaluations, amendments to ch 119 Notice ARC 0324C 9/5/12 393

Mental health and disability services redesign transition fund, ch 23 Notice ARC 0348C, also Filed Emergency ARC 0346C..... 10/3/12 641

Application for state supplementary assistance, 50.2(3) Notice ARC 0367C 10/3/12 542

HCBS waiver services—addition of assisted living on-call service providers, 77.33(23), 78.37(18), 79.1(2) Notice ARC 0366C 10/3/12 543

Payment of nonfederal share of medical assistance costs; waiver services cap and reimbursement rates; covered mental health services, amendments to chs 77 to 79, 82, 83, 88 Filed ARC 0359C..... 10/3/12 647

Medicaid provider enrollment—public health agencies, 77.42, 78.48, 79.1(2), 79.3(2)"d"(41) Filed ARC 0358C 10/3/12 655

Medicaid provider enrollment—speech-language pathologists, 77.48, 78.54, 79.1(2) Filed ARC 0360C..... 10/3/12 656

Medicaid reimbursement—readmission for inpatient hospital care, 78.3, 79.1(5)"g" Filed ARC 0354C..... 10/3/12 657

Medicaid reimbursement rates for physician-administered drugs, 79.1 Filed ARC 0355C..... 10/3/12 659

Two-year foster family home license; foster parent training, 112.4(6), 113.13(4), 117.7(3)"a," 117.9(1) Filed ARC 0356C 10/3/12 660

Foster family home licensure—bedrooms, fire safety, 113.5, 113.7 Filed ARC 0357C 10/3/12 661

Child care assistance half-day rate ceilings—increase, 170.4(7)"a" Notice ARC 0368C 10/3/12 544

1:20 ADMINISTRATIVE SERVICES DEPARTMENT[11]

Definition of "confidential employee," 50.1 Notice ARC 0327C 9/5/12 385

1:45 ENVIRONMENTAL PROTECTION COMMISSION[567]

NATURAL RESOURCES DEPARTMENT[561]"umbrella"

Air quality, 20.2, 22.3(3), 22.100, 22.108(3), 25.1(9) Filed ARC 0330C 9/19/12 499

Emission standards, 23.1(2), 23.1(4) Filed ARC 0329C 9/19/12 504

AGENDA

		Bulletin	Page
2:00	NATURAL RESOURCE COMMISSION[571] NATURAL RESOURCES DEPARTMENT[561]"umbrella"		
	Shooting sports program grants, ch 56 <u>Filed</u> ARC 0308C	9/5/12	454
	State parks and recreation areas; state forest camping, amend ch 61; rescind ch 62 <u>Filed</u> ARC 0383C	10/3/12	664
	Gatherings with keg beer, 63.1 to 63.7 <u>Filed</u> ARC 0382C	10/3/12	666
	Waterfowl and coot hunting—zones, bag limits and season dates, amendments to ch 91 <u>Filed</u> Emergency After Notice ARC 0307C	9/5/12	429
NO REPRESENTATIVE REQUESTED TO APPEAR			
XX:00	EDUCATIONAL EXAMINERS BOARD[282] EDUCATION DEPARTMENT[281]"umbrella"		
	Science teaching endorsement—content requirements, 13.28(17) <u>Notice</u> ARC 0312C	9/5/12	386
	Renewal of administrator licenses, 19.7 <u>Notice</u> ARC 0311C	9/5/12	388
XX:00	ENGINEERING AND LAND SURVEYING EXAMINING BOARD[193C] Professional Licensing and Regulation Bureau[193] COMMERCE DEPARTMENT[181]"umbrella"		
	Land surveyors—title change to professional land surveyor, amendments to chs 1 to 9, 11, 12 <u>Filed</u> ARC 0362C	10/3/12	646
	Land surveyor licensure by comity, 5.2 <u>Filed</u> ARC 0363C	10/3/12	646
XX:00	HOMELAND SECURITY AND EMERGENCY MANAGEMENT DIVISION[605] PUBLIC DEFENSE DEPARTMENT[601]"umbrella"		
	Local emergency management commission—membership, budget approval, 7.3(1) <u>Filed</u> ARC 0336C	9/19/12	508
XX:00	INSPECTIONS AND APPEALS DEPARTMENT[481]		
	Tuberculosis (TB) screening, 51.24(3), ch 59 <u>Notice</u> ARC 0353C	10/3/12	545
XX:00	LABOR SERVICES DIVISION[875] WORKFORCE DEVELOPMENT DEPARTMENT[871]"umbrella"		
	Elevator safety board—temporary removal of elevator from service, fee, 71.7(1), 71.16, 71.20 <u>Filed</u> ARC 0318C	9/5/12	450
	Boilers and pressure vessels—rules review, inspections, amendments to chs 81, 83, 85, 90 to 92, 95, 96 <u>Filed</u> ARC 0319C	9/5/12	451
	Boilers and pressure vessels—low-pressure boilers, code-stamp protocols, 90.1, 91.1(2) <u>Notice</u> ARC 0322C	9/5/12	397
XX:00	PUBLIC HEALTH DEPARTMENT[641]		
	Plumbing and mechanical systems board—petitions for rule making, ch 36 <u>Notice</u> ARC 0314C	9/5/12	399
	Plumbing and mechanical systems board—declaratory orders, ch 57 <u>Notice</u> ARC 0315C	9/5/12	401
	Plumbing and mechanical systems board—agency procedure for rule making, ch 58 <u>Notice</u> ARC 0316C	9/5/12	405
	Plumbing and mechanical systems board—fair information practices and public records, ch 59 <u>Notice</u> ARC 0317C	9/5/12	415
	Plumbing and mechanical systems board—noncompliance regarding child support, nonpayment of state debt, and noncompliance regarding student loan repayment, ch 60 <u>Notice</u> ARC 0313C	9/5/12	423

AGENDA

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XX:00 TREASURER OF STATE[781]

Deposit and security of public funds in savings and loans, rescind ch 3 Notice ARC

0335C..... 9/19/12 496

From: Findley, Brenna [IGOV]
Sent: Monday, October 01, 2012 10:01 AM
To: Hunter, Caleb [DAS]
Subject: FW: Executive Council approval of memberships

Caleb, do you have an update as to when the system will be up and working so that the public will have access to membership data?

From: Austin, Karen [TOS]
Sent: Sunday, September 30, 2012 9:23 PM
To: Findley, Brenna [IGOV]
Subject: RE: Executive Council approval of memberships

Brenna - do you have any updates on the timing of this?

From: Findley, Brenna [IGOV]
Sent: Wednesday, August 29, 2012 5:09 PM
To: Austin, Karen [TOS]
Cc: Devin, Stefanie [TOS]; Pottorff, Julie [AG]
Subject: RE: Executive Council approval of memberships

Karen,
The rule can be rescinded once the disclosure system is up and going so that the public will have access to membership data. I asked DAS for an update. Once we know the timing I will let you know.
Brenna

From: Austin, Karen [TOS]
Sent: Tuesday, August 28, 2012 9:47 AM
To: Findley, Brenna [IGOV]
Cc: Devin, Stefanie [TOS]; Pottorff, Julie [AG]
Subject: FW: Executive Council approval of memberships

Brenna,

Could we discuss this? We had anticipated that this would be changed last year, but certainly by now. We have some staffing issues this fall and really need to have this changed by Nov. 1st. Can you check with DAS and see where they are on making this change?

Thanks!

*Karen Austin, CPM
Deputy Treasurer
State Treasurer's Office
Des Moines IA 50319
515-281-7677
Fax: 515-281-6962*

From: Pottorff, Julie [AG]
Sent: Tuesday, August 28, 2012 9:36 AM

To: Austin, Karen [TOS]
Cc: Devin, Stefanie [TOS]
Subject: RE: Executive Council approval of memberships

No – the best course would be to contact Brenna and ask that the Governor contact Mike Carroll to get the rule changed.

From: Austin, Karen [TOS]
Sent: Tuesday, August 28, 2012 9:08 AM
To: Pottorff, Julie [AG]
Cc: Devin, Stefanie [TOS]
Subject: Executive Council approval of memberships


Julie,

As you probably remember, at the time that we worked on making legislative changes to remove approval of travel from the Executive Council responsibilities, there was discussion regarding making changes to remove the approval of memberships. While we were able to make the travel changes through legislation (since it was in the Code), we were not able to use the same vehicle to make the memberships changes (since they are in DAS rules).

We have respectfully asked DAS multiple times (at the request of the Executive Council members) over the last year and a half, to change their rules to eliminate this requirement. Since they have not done this, can the Council take some type of action (or vote in the minutes) to discontinue this approval and request that DAS update their rules as a result?

Thanks.

*Karen Austin, CPM
Deputy Treasurer
State Treasurer's Office
Des Moines IA 50319
515-281-7677
Fax: 515-281-6962*



From: Miller-Meeks, Mariannette [IDPH]
Sent: Monday, October 01, 2012 1:46 PM
To: LG.KKR
Subject: Accepted: Proclamation: Children's Health Day - October 1st

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~~NOVA [REDACTED]~~

From: Findley, Brenna [IGOV]
Sent: Tuesday, October 02, 2012 1:23 PM
To: Austin, Karen [TOS]
Cc: Hunter, Caleb [DAS]
Subject: RE: Executive Council approval of memberships

Karen, the programmers are working on the program. There are some issues they are working through with the I-3 system.

Thanks, Brenna

From: Austin, Karen [TOS]
Sent: Sunday, September 30, 2012 9:23 PM
To: Findley, Brenna [IGOV]
Subject: RE: Executive Council approval of memberships

Brenna - do you have any updates on the timing of this?

From: Findley, Brenna [IGOV]
Sent: Wednesday, August 29, 2012 5:09 PM
To: Austin, Karen [TOS]
Cc: Devin, Stefanie [TOS]; Pottorff, Julie [AG]
Subject: RE: Executive Council approval of memberships

Karen,

The rule can be rescinded once the disclosure system is up and going so that the public will have access to membership data. I asked DAS for an update. Once we know the timing I will let you know.

Brenna

From: Austin, Karen [TOS]
Sent: Tuesday, August 28, 2012 9:47 AM
To: Findley, Brenna [IGOV]
Cc: Devin, Stefanie [TOS]; Pottorff, Julie [AG]
Subject: FW: Executive Council approval of memberships

Brenna,

Could we discuss this? We had anticipated that this would be changed last year, but certainly by now. We have some staffing issues this fall and really need to have this changed by Nov. 1st. Can you check with DAS and see where they are on making this change?

Thanks!

*Karen Austin, CPM
Deputy Treasurer
State Treasurer's Office
Des Moines IA 50319
515-281-7677
Fax: 515-281-6962*

From: Pottorff, Julie [AG]
Sent: Tuesday, August 28, 2012 9:36 AM
To: Austin, Karen [TOS]
Cc: Devin, Stefanie [TOS]
Subject: RE: Executive Council approval of memberships

No – the best course would be to contact Brenna and ask that the Governor contact Mike Carroll to get the rule changed.

From: Austin, Karen [TOS]
Sent: Tuesday, August 28, 2012 9:08 AM
To: Pottorff, Julie [AG]
Cc: Devin, Stefanie [TOS]
Subject: Executive Council approval of memberships

Julie,

As you probably remember, at the time that we worked on making legislative changes to remove approval of travel from the Executive Council responsibilities, there was discussion regarding making changes to remove the approval of memberships. While we were able to make the travel changes through legislation (since it was in the Code), we were not able to use the same vehicle to make the memberships changes (since they are in DAS rules).

We have respectfully asked DAS multiple times (at the request of the Executive Council members) over the last year and a half, to change their rules to eliminate this requirement. Since they have not done this, can the Council take some type of action (or vote in the minutes) to discontinue this approval and request that DAS update their rules as a result?

Thanks.

*Karen Austin, CPM
Deputy Treasurer
State Treasurer's Office
Des Moines IA 50319
515-281-7677
Fax: 515-281-6962*

~~Internal Use Only~~

From: Granger, Tera [DAS] on behalf of Carroll, Mike [DAS]
Sent: Tuesday, October 02, 2012 2:09 PM
To: DAS All Staff
Cc: Wilson, Josh [IGOV]
Subject: 2013 One Gift Campaign
Attachments: Lt. Governor One Gift.pdf

TO: DAS All Staff
FM: Mike Carroll
RE: 2013 One Gift Campaign

Each October, the State holds its annual One Gift Campaign – an opportunity for state employees to make a difference in the lives of fellow Iowans. Please see the attached letter from Lt. Governor Reynolds, endorsing the campaign.

Last year DAS employees pledged \$12,689 to the One Gift Campaign, and increased the number of employees participating in the program by 59%! We are asking you, once again, to consider pledging to the One Gift Campaign. 100% of your donations will go directly to the agencies you choose and your pledge will be kept entirely confidential. No one will see your donations, except those processing the paperwork, and your name will not be provided to the charitable agencies.


To pledge, go to the One Gift website (<http://das.hre.iowa.gov/onegift/index.html>), review the list of participating charitable agencies, and print a pledge form. Please give your completed form to DAS One Gift Liaison Julie Marasco or to DAS Personnel Assistant Kathy Van Wey. If you have any questions, please contact Julie at julie.marasco@iowa.gov or 515-281-4840. If you do not have access to a computer, Julie can provide you with a list of participating agencies and a pledge form.

Thank you in advance for supporting the One Gift Campaign.

PLEASE PRINT AND POST FOR THOSE WHO DO NOT HAVE ACCESS TO A COMPUTER.



Mike Carroll, Director
Iowa Department of Administrative Services
Office: (515) 281-3273
Cell: (515) 868-2038
FAX: (515) 281-6140
mike.carroll@iowa.gov

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From: Hunter, Caleb [DAS]
Sent: Wednesday, October 03, 2012 3:09 PM
To: Findley, Brenna [IGOV]; Austin, Karen [TOS]
Subject: RE: Executive Council approval of memberships

The application has been developed. We're now testing it to work out the bugs in the system. We're also developing a method to connect attachments to the database out of I/3. Current estimates expect the process to be operational in 2 weeks.

Thanks,
Caleb

From: Findley, Brenna [IGOV]
Sent: Tuesday, October 02, 2012 1:23 PM
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Cc: Hunter, Caleb [DAS]
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Thanks.

*Karen Austin, CPM
Deputy Treasurer
State Treasurer's Office
Des Moines IA 50319
515-281-7677
Fax: 515-281-6962*

From: Lamb, T. Ryan [DAS]
Sent: Tuesday, October 09, 2012 3:50 PM
To: IA Dept Directors - Executive Branch; IA Elected Officials; IA Dept Directors Assistants; DOC District Directors; DOC District Dir\Assistants; DAS HRE MLALL - Management Liasons ALL; DAS HRE MLC - Management Liaisons CBC; DAS Executive Leadership Team
Subject: RE: Labor Relations Team Agency Assignments
Attachments: DAS - CBA LRT Assignments10-05-12 (3).pdf

Good afternoon,

The DAS Labor Relations Team continues to make an effort to improve its services. Over the past several months, we have added new team members. Additions to our staff last spring included former PERB member and labor relations attorney Neil Barrick and former manager of human resources for Lennox John Crupi. Our last mass communication to you included agency reassignments due to the addition of Neil and John.

More recently, two additional attorneys have joined the LRT. Teddra Gadson, who practiced law with the Miami Dade County Public Schools, and Laura Mommsen, a licensed Iowa attorney and graduate of Drake Law School, joined our team just prior to the start of the fall season.

As a result of these two new additions, agency assignments have once again changed. Attached is a list of LRT agency assignments. The LRT member assigned to your agency is your first point of contact for all labor relations matters affecting your agency, including but not limited to grievances and prohibited practice complaints. Please feel free to contact me at any time with questions/concerns.

The team (Karen Kienast, Stephanie Reynolds, Neil Barrick, Teddra Gadson, Laura Mommsen, and John Crupi) and I look forward to working with you.

Respectfully,

Ryan



T. Ryan Lamb, Legal Counsel
Dept. of Administrative Services
Hoover Building, 3rd Floor
1305 E. Walnut
Des Moines, IA 50319
Office: 515.725.2205
Cell: 515.783.6780
FAX: 515.281.6140

ryan.lamb@iowa.gov

<http://das.iowa.gov>



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Labor Relations Team Assignments

Ryan Lamb, General Counsel, Department of Administrative Services (515) 725-2205

Neil Barrick (515) 281-3360

Administrative Services
Corrections – *Oakdale IMCC*
Human Services – *Child Support Recovery Unit (Statewide)*
Justice
Public Safety
Transportation – *District 2*
Vets Home

Paul Carlson (515) 281-3101

GRIP Co-Chair

Teddra Joy Gadson (515) 725-6079

Civil Rights
Commerce
Corrections – *Ft. Dodge Correctional Facility*
Corrections – *Rockwell City North Central Correctional Facility*
Education
Human Services – *Cedar Rapids Service Delivery Area*
Iowa Public Television
Lottery
Revenue
Transportation – *District 1*
Workforce Development – *Central Office*
Workforce Development – *Region 2 (Mason City)*
Workforce Development – *Region 5 (Ft Dodge)*
Workforce Development – *Region 8 (Carroll)*
Workforce Development – *Region 10 (Cedar Rapids)*
Workforce Development – *Region 11 (Des Moines)*

Karen Kienast (515) 281-6078

Community Based Corrections
Corrections – *Newton Correctional Facility/CRC/PI*
Corrections – *Mitchellville ICIW / Prison Industries Facility/CRC/PI*
Human Services – *Central Office*
Human Services – *Des Moines Service Delivery Area*
Human Services – *Glenwood Resource Center*
Human Services – *Northern Service Delivery Area*
Human Services – *Refugee Services*
Human Services – *Targeted Case Management*
Human Services – *Woodward Resource Center*
Regents Liaison
Transportation – *District 4*

Laura Mommsen (515) 725-2817

Agriculture
Corrections – *Clarinda Correctional Facility*
Human Services – *Clarinda Mental Health Institute*
Human Services – *Western Service Delivery Area*
Iowa Law Enforcement Academy
Natural Resources
Public Defense
Transportation – *District 6*
Workforce Development – *Region 9 (Davenport)*

John Crupi (515) 725-2878

Aging
Auditor
Blind Commission
Citizens' Aide/Ombudsman
College Aid
Corrections – *Anamosa/Prison Industries*
Corrections – *Central Office*
Cultural Affairs
Economic Development
Ethics and Campaign Disclosure Board
Fair Authority
Governor's Office of Drug Control Policy
Human Rights
Human Services – *Cherokee CCUSO*
Human Services – *Cherokee Mental Health Institute*
Human Services – *Eldora Training School*
Human Services – *Independence Mental Health Institute*
Human Services – *Toledo Juvenile Home*
Iowa Communications Network
Iowa Finance Authority
Iowa Public Employees' Retirement System
Management
Parole Board
Public Employment Relations Board
Public Health
Secretary of State
Transportation – *District 3*
Treasurer
Veterans Affairs

Stephanie Reynolds (515) 281-5214

Corrections – *Ft. Madison ISP / Prison Industries*
Corrections – *Mt. Pleasant Correctional Facility*
Human Services – *Eastern Service Delivery Area*
Human Services – *Mt. Pleasant Mental Health
Institute*
Inspections and Appeals

Transportation - *District 5*
Vocational Rehabilitation
Workforce Development – *Region 1 (Dubuque)*
Workforce Development – *Regions 3 and 4
(Spencer)*
Workforce Development – *Region 6 (Marshalltown)*
Workforce Development – *Region 7 (Waterloo)*
Workforce Development – *Region 12 (Sioux City)*
Workforce Development – *Region 13 (Council Bluffs)*

Workforce Development – *Region 14 (Creston)*
Workforce Development – *Region 15 (Ottumwa)*
Workforce Development – *Region 16 (Burlington)*

Updated: 10/05/2012

Wendt, Karl [DAS]

From: Carroll, Mike [DAS]
Sent: Thursday, October 11, 2012 8:29 AM
To: Boeyink, Jeffrey [IGOV]
Subject: Fwd: RFP for 2 Way Radios
Attachments: RFP0712005077 - Radios.pdf; ATT00001.htm; RFP0712005077 - Addendum One.pdf; ATT00002.htm; RFP0712005077 - Addendum Two.pdf; ATT00003.htm

FYI

Sent from my iPhone

Begin forwarded message:

From: "Wendt, Karl [DAS]" <Karl.Wendt@iowa.gov>
Date: October 11, 2012, 8:18:13 AM CDT
To: "Carroll, Mike [DAS]" <Mike.Carroll@iowa.gov>
Subject: RE: RFP for 2 Way Radios

Attached is the RFP with the 2 addendums posted thus far.

-----Original Message-----

From: Carroll, Mike [DAS]
Sent: Thursday, October 11, 2012 6:54 AM
To: Wendt, Karl [DAS]
Subject: RFP for 2 Way Radios

Karl:

Could you get me a copy of the RFP for 2 way radios as soon as possible this morning?

I have a meeting at 8:30, and would like to have it by then if possible.

Thanks,
Mike

Sent from my iPhone

REQUEST FOR PROPOSAL

RFP COVER SHEET

Administrative Information

TITLE OF RFP	Radios	RFP Number	RFP0712005077
Agency	Iowa Department of Administrative Services (DAS)		
State seeks to purchase	Communications devices	Available to Political Subdivisions?	yes
Number of years of the initial term of the contract: 1 year		Number of possible annual extensions: 5	
Initial Contract term beginning	November 15, 2012	Ending	November 14, 2013
State Issuing Officer: Karl Wendt Phone: 515-281-7073 E-mail: karl.wendt@iowa.gov			
Mailing Address: Iowa Department of Administrative Services Hoover State Office Building, Level A 1305 East Walnut Street Des Moines, IA 50319-0105			
PROCUREMENT TIMETABLE—Event or Action			Date/Time (Central Time)
State Posts Notice of RFP on TSB website			September 19, 2012
State Issues RFP			September 21, 2012
RFP written questions, requests for clarification, and suggested changes from RESPONDENTS due			September 27, 2012
Follow-up RFP written questions, requests for clarification, and suggested changes from RESPONDENTS due (no questions accepted or responded to after this date)			October 3, 2012
Proposals Due			October 12, 2012/3:00 P.M.
Relevant Websites			
Internet website where Addenda to this RFP will be posted http://bidopportunities.iowa.gov .			
Internet website where contract terms and conditions are posted http://das.gse.iowa.gov/terms_services.pdf .			
Number of Copies of Proposals Required to be Submitted		1 Original, 1 Electronic, & 2 Copies	
Firm Proposal Terms Per Section 3.2, Supplement 3, the minimum number of days following the deadline for submitting proposals that the RESPONDENT guarantees all proposal terms, including price, will remain firm:			180 Days

SECTION 1 - INTRODUCTION

1.1 Project Overview

The State of Iowa Department of Administrative Services (DAS) invites proposals for the provision of Association of Public-Safety Communications Officials International (APCO) Project 25 (P25) Phase 2 compliant communications devices that will support mission critical communications for agencies and users within the State of Iowa. Initially, four State agencies intend to purchase goods and/or services identified in this RFP. These agencies include:

- Iowa Department of Public Safety (DPS)
- Iowa Department of Corrections (DOC)
- Iowa Department of Natural Resources (DNR)
- Iowa Department of Transportation (Iowa DOT)

Any resulting Contract(s) will be available to other agencies and political subdivisions of the State of Iowa. DAS intends to award a Contract to start November 15, 2012 and ending November 14, 2013, and DAS, in its sole discretion, may extend the Contract for up to five annual extensions. Upon execution of a Contract, the SELECTED CONTRACTOR must have access to ready inventory to deliver the goods and/or services identified on the cover sheet of this RFP and further described in Section 4, *Specifications and Technical Requirements*, of this RFP.

1.2 Definitions

For the purposes of this RFP and the Contract, the following terms shall mean:

AES - Advanced Encryption Standard (successor of DES) will be a new Federal Information Processing Standard (FIPS) Publication that will specify a cryptographic algorithm for use by U.S. Government organizations to protect sensitive (unclassified) information. NIST also anticipates that the AES will be widely used on a voluntary basis by organizations, institutions, and individuals outside of the U.S. Government (see FIPS 140-1).

Agency - The agency identified on the RFP cover sheet that is issuing the RFP and any other agency that purchases from the Contract.

APCO - Association of Public-Safety Communications Officials International

AVL - Automatic Vehicle Location

Channel - The route through which a message is sent. A connection between initiating and terminating nodes of a circuit. A single path provided by a transmission medium via an electrical separation, such as by frequency or frequency pairs.

Communications - Information transfer among or between users.

Communication Devices - All communication equipment and accessories the State seeks to procure under this RFP, including but not limited to mobile radios, vehicle repeater systems, portable radios, and antennas.

Contract - The contract to be entered into with the SELECTED CONTRACTOR.

CTCSS - Continuous Tone Coded Squelch System applies a code to a communications channel, effectively filtering out talk groups not intended to use that channel.

DES - Data Encryption Standard is a widely used method of data encryption using a private (secret) key. There are 72,000,000,000,000,000 (72 quadrillion) or more possible encryption keys that can be used. For each given message, the key is chosen at random from among this enormous number of keys. Like other private key cryptographic methods, both the sender and the receiver must know and use the same private key. DES applies a 56-bit key to each 64-bit block of data. The process can run in several modes and involves 16 rounds or operations. Although this is considered "strong" encryption, many companies use "triple DES," which applies three keys in succession. DES originated at IBM in 1977 and was adopted by the U.S. Department of Defense. Since there is some concern that the encryption algorithm will remain relatively unbreakable, NIST has indicated DES will not be recertified as a standard and submissions for its replacement are being accepted. The next standard will be known as the Advanced Encryption Standard (AES).

Encryption - The reversible transformation of data from the original (plain text) format to a difficult to interpret format as a mechanism for protecting its confidentiality, integrity and sometimes its authenticity. Encryption uses an encryption algorithm and one or more encryption keys.

FCC - Federal Communications Commission

Frequency - The number of cycles or events of a periodic process in a unit of time.

General Terms and Conditions – the General Terms and Conditions for Services Contracts located at http://das.gse.iowa.gov/terms_services.pdf.

Hz - Hertz (same as cycles per second)

Interoperability - The ability of diverse systems and organizations to work together (interoperate). In public safety, the ability of personnel from one agency to exchange voice and data communications with personnel from other agencies, on demand and in real time.

MHz - Megahertz (1,000,000 Hz)

Primary Users - The State agencies including, without limitation Department of Public Safety; Iowa Department of Corrections; Iowa Department of Natural Resources; and Iowa Department of Transportation.

Project 25 (P25) or APCO-25 - A suite of standards for digital radio communications for use by federal, state/province and local public safety agencies in North America to enable them to communicate with other agencies and mutual aid response teams in emergencies.

Proposal - The RESPONDENT'S proposal submitted in response to the RFP.

Respondent - Company, organization, or other business entity submitting a Proposal in response to this RFP.

Responsible Contractor - Contractor that has the capability in all respects to perform the requirements of the Contract. In determining whether a Contractor is a Responsible Contractor, the Agency may consider various factors including, but not limited to, the Contractor's competence and qualifications to provide the goods or services requested, the Contractor's integrity and reliability, the past performance of the Contractor and the best interest of the Agency and the State.

Responsive Proposal - Proposal that complies with the material provisions of this RFP.

RFP - This Request for Proposals, the terms and conditions referenced on the cover sheet and any attachments, exhibits, schedules or addenda hereto.

Selected Contractor - The Respondent whose Proposal is awarded the Contract.

SoR - Statement of Requirements which establishes a standards profile for the operations and functionality of new digital public safety radio systems.

State - The State of Iowa, the Agency identified on the Cover Page , and all state agencies, boards, and commissions, and any political subdivisions making purchases from the Contract as permitted by this RFP.

Trunking - Complex type of computer-controlled two-way radio system that allows sharing of relatively few radio frequency channels among a large group of users.

1.3 Overview of this Document

This section provides a high level overview of the sections of this RFP.

- Section 1, *Introduction* – Provides an introduction, background and general overview of requirements contained in this RFP.
- Section 2, *Administrative Information* – Provides rules and procedures the State will follow throughout the procurement process.
- Section 3, *Format and Content of Proposal*– Provides instructions to RESPONDENTS, including, but not limited to: Proposal due date and Proposal format.
- Section 4, *Specifications and Technical Requirements* – Provides requirements for portable radios, mobile radios, control stations, and multiband radios.
- Section 5, *Evaluation and Selection* – Provides an overview of the evaluation and selection processes and criteria.
- Section 6, *Contractual Terms and Conditions* – Provides some of the terms of the Contract.

1.4 Objectives

In awarding the Contract, the State seeks to meet the following primary objectives:

- 1.4.1 Standardizing communications systems throughout the State of Iowa to ensure reliable, efficient and effective communications, particularly in emergency settings.
- 1.4.2 Conforming to recent and emerging federal standards and guidelines related to government communications.
- 1.4.3 Meeting the communications needs of each of the Primary Users based on their respective missions, which are described more fully in Section 1.5, Background.
- 1.4.4 Consolidating buying power of the various user groups to maximize savings for the State of Iowa.

1.5 Background

Department of Public Safety

DPS is responsible for law enforcement activities for the State of Iowa. DPS Communications manages a network of six communications centers and 28 repeater/tower sites, strategically located throughout Iowa. DNR and Iowa DOT currently rely on centers managed by DPS for dispatching and communications support. DOC currently does not rely on these centers but intends to have interoperable communications with DPS in its future configurations. In addition to support provided to DNR and Iowa DOT, DPS provides full support services for the Governor's Office, the Iowa National Guard, federal agencies, and local emergency response agencies.

DPS provides additional opportunity for interoperability through three dedicated VHF channels to all the other Primary Users:

1. The LEA channel (*repeated at tower sites*) is a common channel for law enforcement use when one officer or agency needs assistance from other law enforcement agencies. For example, the LEA channel is used during pursuits, barricaded subjects hostage situations, natural disasters, or any other circumstance when an officer is in need of assistance.
2. The Iowa channel (*a non-repeated channel*) provides communications between law enforcement and non-law enforcement agencies and entities. If, for example, a State trooper encountered a dangerous road condition, such as an oil spill, ice, or major road surface defect, the trooper (or other user of the channel) could communicate with local DOT maintenance personnel to coordinate a response to the scene.
3. The Mutual Aid channel (*non-repeated channel*) provides joint communications among multiple law enforcement agencies in a specific location or area when joint operations or responses are in progress, but when communications needs do not include all law enforcement agencies over a larger geographic area. Unlike the LEA channel, the Mutual Aid channel is not a repeated channel, which means it confines transmissions to a smaller geographic area instead of transmissions being repeated among multiple towers and covering a larger area.

DPS utilizes three types of radios:

1. VHF mobile radios mounted in vehicles.
2. A vehicular repeater system (VRS), mounted in the vehicles, also part of the VHF system.
3. UHF portable radios assigned to personnel and used remotely or in conjunction with the VRS. The VRS picks up the UHF portable radio signal and converts it to a VHF signal and transmits the signal through one of the state's tower sites to a communication center.

DPS upgraded its portable radio equipment three years ago. For this reason, DPS does not seek to replace portable radios at this point in time, but may purchase portable radios under the Contract.

In state fiscal year 2012, DPS acquired 125 high-power mobile radios and VRS units for use by the Iowa State Patrol (ISP), a division of DPS to meet federal mandates related to narrowband communications. Additional funding is available to upgrade and replace other mobile radios and VRS units currently installed in the majority of the ISP fleet, which are 13 years old and have nearly reached the end of their service life. These VRS units cannot be narrowbanded and the vendors of these units no longer offer parts and services on the mobile radio units.

The mobile radios and VRS units to be purchased must be capable of supporting current and planned ISP communication requirements, must meet the demands of the current configuration of the VHF high band system utilized by ISP, and must allow for integration into communication systems currently used in several local and county jurisdictions around the state. In addition, as DPS begins the development of a 700/800MHz Public Safety Band P25 digital communications system, the VHF mobile radios and VRS units must be capable of multiband functionality (VHF and 700/800 MHz. The State does not use mobile radios in the UHF band.)

Iowa Department of Transportation

Iowa DOT is the state agency responsible for development and regulation of highway, railway and air transportation of the state. Iowa DOT manages the Commercial Motor Vehicle Enforcement (CMVE) unit, which utilizes a fleet of vehicles to assist in enforcement activities. These vehicles and the officers assigned to them use high-power mobile radios, VRS units, and portable radios.

In addition, Iowa DOT manages a fleet of various types of maintenance vehicles that require mobile communications with its maintenance shops located throughout the state. These vehicles are equipped with mid-power mobile radios.

Iowa DOT has a radio replacement project currently under way. Iowa DOT may purchase from the Contract over an extended period and may require radios that comply with the specifications provided herein for mobile and portable radios.

Iowa Department of Natural Resources

DNR manages state parks and state fish and wildlife resources. To this end, DNR employs peace officers who provide law enforcement services related to those responsibilities and as local needs dictate. DNR utilizes vehicles, including automobiles, trucks, all-terrain vehicles, snow mobiles, and boats in its enforcement activities. DNR conservation officers also conduct activities on foot or away from vehicles. Like DOT, DNR relies on DPS Communications Centers for dispatch and support services.

DNR's current mobile and portable radios are not compliant with federal narrowband requirements that will be effective at the end of the calendar year. Therefore, DNR intends to procure mobile and portable radios. DNR does not require VRS for its mobile radios.

DNR intends to use both the mobile and portable radios in remote locations, away from developed or urban areas and away from U.S. and state highways. DNR will use these radios primarily in areas of rough terrain, such as steep hills, deep valleys, and in boats. DNR conservation officers on foot may use these radios near the patrol vehicle or on an alternative vehicle, such as snow mobile or all-terrain vehicle. DNR will not use VRS for its mobile radios and the mobile radios, therefore, must meet the performance requirements of DNR without the use of VRS.

Iowa Department of Corrections

DOC provides administration of corrections institutions that include Iowa's nine state prisons and eight community-based correctional facilities located throughout the state. Management of those facilities requires a central control communication system and related infrastructure, as well as portable and mobile radios used by prison staff, including correctional officers. DOC utilizes a fleet of prison transport and perimeter vehicles, which require mobile communications.

DOC will replace its existing central control communication system in all of its prisons and base station repeaters in some of its community based correctional facilities to be compliant with federal narrowband requirements. The DOC plans to purchase mobile radios for use in its prisoner transport fleet and perimeter vehicles. DOC may also use P25 portable radios within its facilities.

1.6 Project Summary

The SELECTED CONTRACTOR shall be responsible for the following:

1. Furnishing APCO Project 25 Phase 2 SoR compliant Communications Devices
2. Installation and programming
3. Training
4. Warranty and maintenance

Proposals shall completely describe the Communications Devices. The intent of this document is to allow RESPONDENTS to propose the best equipment and technology available to provide state of the art public safety Communications Devices of the highest quality and performance.

The Agency shall not accept Proposals that include Communications Devices at the end of their lifecycles. The Agency considers a product for which the manufacturer plans to discontinue development and/or distribution within the next seven years to be "end of lifecycle" products.

1.7 Primary User Quantities

The Primary Users identified at the time of release of this RFP estimate they will purchase the following quantities of Communications Devices:

1. DPS currently estimates 275 mobile radios and corresponding VRS units.
2. Iowa DOT currently estimates 35 mobile radios with 10 VRS units.

3. DNR currently estimates 100 mobile radios and approximately 100 (VHF and 700/800 MHz) portable radios.
4. DOC currently estimates between 70 to 90 mobile radios, between 15 to 20 VRS units. DOC may purchase portable radios in a quantity to be determined.

1.8 Standards and Guidelines

If the requirements of this RFP conflict with those of the governing codes and regulations, then the more stringent of the two shall apply.

1.8.1 The SELECTED CONTRACTOR's Communications Devices shall comply with the following standards, rules, regulations, and industry guidelines presented here alphabetically with no priority implied. Compliance with all standards is mandatory:

1. American National Standards Institute (ANSI)
2. American Society of Testing Materials (ASTM)
3. Electronic Industries Alliance (EIA)
4. Federal Communications Commission (FCC)
5. Institute of Electrical and Electronics Engineers (IEEE)
6. National Electrical Manufacturer's Association (NEMA)
7. National Fire Protection Association (NFPA) 1221
8. Telecommunications Distribution Methods Manual (TDMM)
9. Telecommunications Industry Association (TIA)
10. Underwriters Laboratories, Inc. (UL)

SECTION 2 - ADMINISTRATIVE INFORMATION

2.1 Issuing Officer

The Issuing Officer identified in the RFP cover sheet is the sole point of contact regarding the RFP from the date of issuance until a Notice of Intent to Award the Contract is issued.

2.2 Restriction on Communication

From the issue date of this RFP until issuance of a Notice of Intent to Award the Contract, RESPONDENTS may contact only the Issuing Officer. The Issuing Officer will respond only to written questions regarding the procurement process. Questions related to the interpretation of this RFP must be submitted as provided in Section 2.5, Questions, Requests for Clarification, and Suggested Changes. The Issuing Officer will not accept oral questions related to the interpretation of this RFP. Contact with any State employee other than the Issuing Officer about the RFP may be grounds for disqualification, except that RESPONDENTS may contact the State Targeted Small Business Office on issues related to the preference for Targeted Small Businesses.

2.3 Downloading the RFP from the Internet

The Agency will post the RFP and any addenda to the RFP at <http://bidopportunities.iowa.gov/>. The Agency advises RESPONDENTS to check the website periodically for addenda to this RFP, particularly if the RESPONDENT downloaded the RFP from the Internet as the RESPONDENT may not automatically receive addenda. It is the RESPONDENT'S sole responsibility to check daily for addenda to posted documents.

2.4 Procurement Timetable

The Agency provides the dates in the procurement timetable on the RFP cover sheet for informational and planning purposes. The Agency reserves the right to change the dates. If the Agency changes any of the deadlines for proposal submissions, the Agency will issue an addendum to the RFP and post such addenda at <http://bidopportunities.iowa.gov/>.

2.5 Questions, Requests for Clarification, and Suggested Changes

The Agency invites RESPONDENTS to submit written questions and requests for clarifications regarding the RFP. RESPONDENTS may also submit suggestions for changes to the requirements of this RFP. The questions, requests for clarifications, or suggestions must be in writing and received by the Issuing Officer before the date and time listed on the RFP cover sheet. The Agency will not accept oral questions. If the questions, requests for clarifications, or suggestions pertain to a specific section of the RFP, RESPONDENT shall reference the page and section number(s). The Agency will send written responses to questions, requests for clarifications, or suggestions received from RESPONDENTS on or before the date listed on the RFP cover sheet. The Agency's written responses will become an addendum to the RFP. If the Agency decides to adopt a suggestion that modifies the RFP, the Agency will issue an addendum to the RFP. The Agency assumes no responsibility for oral representations made by its officers or employees unless the Agency confirms such representations in writing and incorporates them into the RFP through an addendum.

2.6 Required Review and Waiver of Objections by Proposers

RESPONDENTS should carefully review this RFP and all attachments for comments, questions, defects, objections, or any other matter requiring clarification or correction (collectively called "comments"). RESPONDENTS must make comments concerning RFP objections in writing and deliver to the Agency no later than the deadline for written comments detailed on the Cover Sheet of this RFP. This will allow issuance of any necessary amendments and help prevent the opening of defective Proposals upon which Contract award could not be made. Protests based on any objection shall be considered waived and invalid if they have not been brought to the attention of the Agency, in writing, by the deadline for written comments.

2.7 Amendment to the RFP

The Agency reserves the right to amend the RFP at any time using an addendum. The RESPONDENT shall acknowledge receipt of all addenda in its Proposal. If the Agency issues an addendum after the due date for receipt of Proposals, the Agency may, in its sole discretion, allow RESPONDENTS to amend their Proposals in response to the addendum.

2.8 Amendment and Withdrawal of Proposal

RESPONDENTS may amend or withdraw and resubmit their Proposals at any time before the Proposals due date. The amendment must be in writing, signed by the RESPONDENT and received by the time set for the receipt of Proposals. The Agency will not accept electronic mail or faxed amendments. RESPONDENTS must notify the Issuing Officer in writing prior to the due date for Proposals if they wish to completely withdraw their Proposals.

2.9 Submission of Proposals

The Agency must receive Proposals at the Issuing Officer's address identified on the RFP cover sheet before the "Proposals Due" date listed on the RFP cover sheet. **This is a mandatory requirement and the Agency will not waive this deadline. The Agency will reject any Proposal received after this deadline and returned it to the RESPONDENT unopened.** RESPONDENTS mailing Proposals must allow ample mail delivery time to ensure timely receipt of their Proposals. It is the RESPONDENT'S responsibility to ensure that the Proposal is received prior to the deadline. Postmarking by the due date will not substitute for actual receipt of the Proposal. The Agency will not accept electronic mail or faxed Proposals. RESPONDENTS must furnish all information necessary to enable the Agency to evaluate the Proposal. The Agency will reject Proposals that fail to meet the mandatory requirements of the RFP. The Agency will not consider oral information provided by the RESPONDENT as part of the RESPONDENT'S Proposal unless the RESPONDENT commits such information to writing.

2.10 Proposal Opening

The Agency will open Proposals after the deadline for submission of Proposals has passed. The Proposals will remain confidential until the Evaluation Committee has reviewed all of the Proposals submitted in response to this RFP and the Agency has issued a Notice of Intent to Award a Contract. See Iowa Code Section 72.3. The names of RESPONDENTS who submitted timely Proposals will be publicly available after the Proposal opening. The announcement of RESPONDENTS who timely submitted Proposals does not mean that the Agency deems an individual Proposal technically compliant or accepted for evaluation.

2.11 Costs of Preparing the Proposal

The costs of preparation and delivery of the Proposal are solely the responsibility of the RESPONDENT.

2.12 No Commitment to Contract

The Agency reserves the right to reject any or all Proposals received in response to this RFP at any time prior to the execution of the Contract. Issuance of this RFP in no way constitutes a commitment by the Agency to award a contract.

2.13 Rejection of Proposals

The Agency may reject outright and not evaluate a Proposal for reasons including without limitation:

- 2.13.1 The RESPONDENT fails to deliver the cost proposal in a separate envelope.
- 2.13.2 The RESPONDENT'S Proposal changes a material requirement of the RFP or the Proposal is not compliant with the mandatory requirements of the RFP.
- 2.13.3 The RESPONDENT'S Proposal limits the rights of the Agency.
- 2.13.4 The RESPONDENT fails to include information necessary to substantiate that it will be able to meet a requirement of the RFP.
- 2.13.5 The RESPONDENT fails to timely respond to the Agency's request for information, documents, or references. The RESPONDENT fails to include any signature, certification, authorization, stipulation, disclosure or guarantee as provided in Section 3, *Instructions to Respondents*, of this RFP.
- 2.13.6 The RESPONDENT presents the information requested by this RFP in a format inconsistent with the instructions of the RFP or otherwise fails to comply with the requirements of this RFP.
- 2.13.7 The RESPONDENT initiates unauthorized contact regarding the RFP with state employees.
- 2.13.8 The RESPONDENT provides misleading or inaccurate responses.
- 2.13.9 There is insufficient evidence (including evidence submitted by the RESPONDENT and evidence obtained by the Agency from other sources) to satisfy the Agency that the RESPONDENT is a Responsible Contractor.
- 2.13.10 The RESPONDENT alters the language in Attachment 1, *Certification Letter*, or Attachment 2, *Authorization to Release Information Letter*.

2.14 Preference

By virtue of statutory authority, a preference will be given to products and provisions grown and coal produced within the state of Iowa. Preference application: Tied responses to solicitations, regardless of the type of solicitation, are decided in favor of Iowa products and Iowa-based businesses per 11 IAC 105.5(1)-(2), 105.12(4).

2.15 Nonmaterial Variances

The Agency reserves the right to waive or permit cure of nonmaterial variances in the Proposal if, in the judgment of the Agency, it is in the State's best interest to do so. Nonmaterial variances include but are not limited to minor failures to comply that do not affect overall responsiveness, are merely a matter of form or format, do not change the relative standing or otherwise prejudice other RESPONDENTS, do not change the meaning or scope of the RFP, or that do not reflect a material change in the requirements of the RFP. In the event the Agency waives or permits cure of nonmaterial variances, such waiver or cure will not modify the RFP requirements or excuse the RESPONDENT from full compliance with RFP specifications or other Contract requirements if the Agency awards the Contract to the RESPONDENT. The determination of *materiality* is in the sole discretion of the Agency.

2.16 Reference Checks

The Agency reserves the right to contact any reference to assist in the evaluation of the Proposal, to verify information contained in the Proposal and to discuss the RESPONDENT'S qualifications and the qualifications of any subcontractor identified in the Proposal.

2.17 Information from Other Sources

The Agency reserves the right to obtain and consider information from other sources concerning a RESPONDENT, such as the RESPONDENT'S capability and performance under other contracts, the qualifications of any subcontractor identified in the Proposal, the RESPONDENT'S financial stability, past or pending litigation, and other publicly available information.

2.18 Verification of Proposal Contents

The content of a Proposal submitted by a RESPONDENT is subject to verification. If the Agency determines in its sole discretion that the content is in any way misleading or inaccurate, the Agency may reject the Proposal.

2.19 Proposal Clarification Process

The Agency reserves the right to contact a RESPONDENT after the submission of Proposals for the purpose of clarifying a Proposal. This contact may include written questions, interviews, site visits, a review of past performance if the RESPONDENT has provided goods and/or services to the State or any other political subdivision wherever located, or requests for corrective pages in the RESPONDENT'S Proposal. The Agency will not consider information received from or through RESPONDENT if the information materially alters the content of the Proposal or the type of goods and/or services the RESPONDENT is offering to the Agency. An individual authorized to legally bind the RESPONDENT shall sign responses to any request for clarification. RESPONDENTS shall submit to the Agency within the time specified in the Agency's request. Failure to comply with requests for additional information may result in rejection of the Proposal.

2.20 Disposition of Proposals

All Proposals become the property of the State and shall not be returned to the RESPONDENT. Once the Agency issues a Notice of Intent to Award the Contract, the contents of all Proposals will be in the public domain and be available for inspection by interested parties, except for information for which RESPONDENT properly requests confidential treatment according to exceptions provided in *Iowa Code Chapter 22* or other applicable law.

2.21 Public Records and Requests for Confidential Treatment

The Agency will treat all information submitted by a RESPONDENT as public records unless the RESPONDENT properly requests that specific parts of the Proposal be treated as confidential at the time of submitting the Proposal. The Agency's release of public records is governed by *Iowa Code Chapter 22*. RESPONDENTS are encouraged to familiarize themselves with Chapter 22 before submitting a Proposal. The Agency will copy and produce public records as required to comply with Chapter 22 or other applicable law.

Any request for confidential treatment of specific information must be included in the transmittal letter with the RESPONDENT'S Proposal. In addition, the RESPONDENT must enumerate the specific grounds in *Iowa Code Chapter 22* or other applicable law which support treatment of the material as confidential and explain why disclosure is not in the best interest of the public. Pricing information cannot be considered confidential information. The request for confidential treatment of information must also include the name, address, and telephone number of the person authorized by the RESPONDENT to respond to any inquiries by the Agency concerning the confidential status of the materials.

Any Proposal submitted which contains information for which the RESPONDENT is requesting confidential treatment must be conspicuously marked by the RESPONDENT on the outside as containing confidential information, and each page upon which confidential information appears must be conspicuously marked as containing confidential information. **Failure to properly identify specific information as confidential shall relieve Agency or State personnel from any responsibility if confidential information is viewed by the public or a competitor, or is in any way released. If the RESPONDENT identifies its entire Proposal as confidential, the Agency may reject the Proposal as non-responsive.**

If the RESPONDENT designates any portion of its Proposal as confidential, the RESPONDENT must submit a copy labeled "Public Copy" from which the confidential information has been excised. This excised copy is in addition to the number of copies requested in Section 3, *Instructions to Respondents*, of this RFP. The confidential material must be excised in such a way as to allow the public to determine the general nature of the material removed and to retain as much of the Proposal as possible.

If the Agency receives a request for information that includes information the RESPONDENT has marked as confidential, the Agency will give written notice to the RESPONDENT at least seven calendar days prior to the release of the information to allow the RESPONDENT to seek injunctive relief pursuant to *Section 22.8* of the *Iowa Code*. After seven calendar days, the Agency will release the information marked confidential unless a court of competent jurisdiction determines the information is confidential under *Iowa Code Chapter 22* or other applicable law.

The RESPONDENT'S failure to request confidential treatment of material will be deemed a waiver of any right to confidentiality the RESPONDENT may have had.

2.22 Copyright Permission

By submitting a Proposal, the RESPONDENT agrees that the Agency may copy the Proposal for purposes of facilitating the evaluation of the Proposal or to respond to requests for public records. By submitting a Proposal, the RESPONDENT consents to such copying and warrants that such copying will not violate the rights of any third party. The Agency shall have the right to use ideas or adaptations of ideas presented in Proposals.

2.23 Release of Claims

By submitting a Proposal, the RESPONDENT agrees that it will not bring any claim or cause of action against the Agency based on any misunderstanding concerning the information provided in the RFP or concerning the Agency's failure, negligent or otherwise, to provide the RESPONDENT with pertinent information in this RFP.

2.24 Respondent Presentations

RESPONDENTS may be required to make a presentation. The determination as to need for presentations, and the location, order, and schedule of the presentations is at the sole discretion of the Agency. The presentation may include slides, graphics and other media selected by the RESPONDENT to illustrate the RESPONDENT'S Proposal. The presentation shall not materially change the information contained in the Proposal.

2.25 Evaluation of Proposals Submitted

The Agency will review Proposals timely submitted and not rejected in accordance with Section 5, *Evaluation and Selection*, of the RFP. The Agency will not necessarily award a Contract resulting from this RFP to the RESPONDENT offering the lowest cost. Instead, the Agency will award the Contract(s) to the Responsible Contractor(s) whose Responsive Proposal the Agency believes will provide the best value to the Agency and the State.

2.26 Award Notice and Acceptance Period

The Agency will send a Notice of Intent to Award the Contract(s) to all RESPONDENTS submitting a timely Proposal. The Agency may also post the Notice of Intent to Award the Contract(s) at the website shown on the RFP cover sheet. Negotiation and execution of the Contract(s) shall be completed no later than thirty (30) days from the date of the Notice of Intent to Award or such other time as designated by the Agency. If the SELECTED CONTRACTOR fails to negotiate and deliver an executed Contract by that date, the Agency, at its sole discretion, may cancel the award and award the Contract to the remaining RESPONDENT the Agency believes will provide the best value to the State.

2.27 Award of Contract

The Agency intends to award a Contract(s) for the Communications Devices. However, the Agency specifically reserves the following rights, consistent with procuring Communications Devices that best meets the needs of the State and the Primary Users:

1. The Agency reserves the right to accept or reject any or all Proposals or any portion thereof.
2. The Agency reserves the right to accept all or part of any Proposal depending solely upon the requirements of the State.

3. The Agency reserves the right to adjust item quantities in the best interest of the State subsequent to award of the Contract.
4. The Agency reserves the right to award to other than the lowest bidder if deemed in the best interest of the State.

2.28 No Contract Rights until Execution

No RESPONDENT shall acquire any legal or equitable rights regarding the Contract unless and until the Contract has been fully executed by the SELECTED CONTRACTOR and the Agency.

2.29 Choice of Law and Forum

This RFP and the Contract shall be governed by the laws of the State of Iowa. Changes in applicable laws and rules may affect the award process or the Contract. RESPONDENTS are responsible for ascertaining pertinent legal requirements and restrictions. Any and all litigation or actions commenced in connection with this RFP shall be brought in the appropriate Iowa forum.

2.30 Restrictions on Gifts and Activities

Iowa Code Chapter 68B restricts gifts which may be given or received by State employees and requires certain individuals to disclose information concerning their activities with State government. RESPONDENTS are responsible to determine the applicability of this Chapter 68B to their activities and to comply with its requirements. In addition, pursuant to *Iowa Code section 722.1*, it is a felony offense to bribe or attempt to bribe a public official.

2.31 No Minimum Guaranteed

The Agency does not guarantee any minimum level of purchases under the Contract.

2.32 Appeals

A RESPONDENT whose Proposal has been timely filed and who is aggrieved by the award of the Agency may appeal the decision by filing a written notice of appeal (in accordance with 11—Chapter 105.20, Iowa Administrative Code) to:

**The Director of the Department of Administrative Services
Hoover State Office Building
Des Moines, Iowa 50319-0104**

The RESPONDENT shall also send a copy of the written notice to the Issuing Officer. The RESPONDENT must file the notice of appeal within five days of the date of the Notice of Intent to Award issued by the Department, exclusive of Saturdays, Sundays, and legal state holidays. The written notice may be filed by fax transmission to 515.725.0120. The notice of appeal must clearly and fully identify all issues under contest by reference to the page, section and item number(s) of the RFP and/or the Notice of Intent to Award. A notice of appeal may not stay negotiations with the apparent SELECTED CONTRACTOR.

SECTION 3 - FORMAT AND CONTENT OF PROPOSALS

3.1 Instructions to Respondents

These instructions prescribe the format and content of the Proposal. They are designed to facilitate a uniform review process. Failure to adhere to the Proposal format may result in the rejection of the Proposal.

- 3.1.1** The Proposal shall be typewritten on 8.5" x 11" paper and sent in sealed envelope. The Proposal shall be divided into two parts: (1) the Technical Proposal and (2) the Cost Proposal. The Technical Proposal and the Cost Proposal shall be labeled as such and placed in separate sealed envelopes. The envelopes shall be numbered in the following fashion: 1 of 4, 2 of 4, etc. The envelopes shall be labeled with the following information:

RFP Number: RFP0712005077

RFP Title: Radios

Karl Wendt

Iowa Department of Administrative Services

Hoover State Office Building, Level A

1305 East Walnut Street

Des Moines, IA 50319-0105

[RESPONDENT Name and Address]

- 3.1.2** The Agency shall not be responsible for misdirected packages or premature opening of Proposals if a Proposal is not properly labeled.
- 3.1.3** RESPONDENT shall submit one original, one CD and two copies of both parts of the Proposal, each in a sealed envelope to the Issuing Officer.
- 3.1.4** Each package shall include the appropriate number of copies of the following:

Technical Envelope Contents

Original Technical Proposal and two copies

Public Copy (if submitted)

Technical Proposal on CD

Electronic Public Copy on same CD (if submitted)

Cost Proposal Envelope Contents

Original Cost Proposal and two copies

Cost Proposal on CD

- 3.1.5** The Agency will not accept faxed Proposals.
- 3.1.6** Proposals not received by the date and time listed above will be returned to the RESPONDENT unopened.

- 3.1.7 Proposals must contain all requirements as, listed in the Requirements Check List in Attachment #4.
- 3.1.8 The Agency reserves the right to reject any or all Proposals at any time prior to the execution of the Contract with the SELECTED CONTRACTOR.
- 3.1.9 Proposals shall not contain promotional or display materials.
- 3.1.10 Attachments shall be referenced in the Proposal.
- 3.1.11 If a RESPONDENT proposes more than one solution to the RFP requirements, each shall be labeled and submitted separately and each will be evaluated separately.

3.2 Technical Proposal Format

The RESPONDENT shall complete and submit the following documents and responses shall be included in the Technical Proposal in the order given below:

Supplement 1 - Transmittal Letter (Required)

An individual authorized to legally bind the RESPONDENT shall sign the transmittal letter. The letter shall include the RESPONDENT'S mailing address, electronic mail address, fax number, and telephone number. Any request for confidential treatment of information shall be included in the transmittal letter in accordance with the provisions of Section 2.21.

Supplement 2 - Executive Summary

The RESPONDENT shall prepare an executive summary and overview of the goods and/or services it is offering, including all of the following information:

1. Statements that demonstrate that the RESPONDENT has read, understands and agrees with the terms and conditions of the RFP including the General Term and Conditions.
2. An overview of the RESPONDENT'S plans for complying with the requirements of this RFP.
3. Any other summary information the RESPONDENT deems to be pertinent.

Supplement 3 - Firm Proposal Terms

The RESPONDENT shall guarantee in writing the goods and/or services offered in the Proposal are currently available and that all Proposal terms, including price, will remain firm 180 days following the deadline for submitting Proposals.

Supplement 4 - RESPONDENT Background Information

The RESPONDENT shall provide the following general background information:

1. Does your state have a preference for instate Contractors? Yes or No. If yes, please include the details of the preference.
2. Name, address, telephone number, fax number and e-mail address of the RESPONDENT. Include all d/b/a or assumed names or other operating names of the RESPONDENT and any local addresses and phone numbers.
3. Form of business entity, e.g., corporation, partnership, proprietorship, or LLC.
4. State of incorporation, state of formation, or state of organization.
5. The location(s) including address and telephone numbers of the offices and other facilities that relate to the RESPONDENT'S performance under the terms of this RFP.
6. Number of employees.

7. Type of business.
8. Name, address and telephone number of the RESPONDENT'S representative to contact regarding all contractual and technical matters concerning the Proposal.
9. Name, contact information and qualifications of any subcontractors who will be involved with this project the RESPONDENT proposes to use and the nature of the goods and/or services the subcontractor would provide or perform.
10. RESPONDENT'S accounting firm.
11. The SELECTED CONTRACTOR will be required to register to do business in Iowa before payments can be made. Registration documents, should be sent to:
http://das.gse.iowa.gov/procurement/vendor_reg.html

Supplement 5 - Experience

The RESPONDENT must provide the following information regarding its experience:

1. Number of years in business.
2. Number of years of experience with providing the types of goods and/or services sought by the RFP.
3. The level of technical experience in providing the types of goods and/or services sought by the RFP.
4. A list of all goods and/or services similar to those sought by this RFP that the RESPONDENT has provided to other businesses or governmental entities.
5. References from three previous customers or clients knowledgeable of the RESPONDENT's performance in providing goods and/or services similar to the goods and/or services described in this RFP and a contact person and telephone number for each reference.

Supplement 6 - Financial Information

The RESPONDENT must provide the following financial information:

1. Audited financial statements for the last 3 years.
2. A minimum of three financial references.

Supplement 7 - Termination, Litigation, and Debarment

The RESPONDENT must provide the following information for the past 5 years:

1. Has the RESPONDENT had a contract for goods and/or services terminated for any reason? If so, provide full details regarding the termination.
2. Describe any damages or penalties assessed against or dispute resolution settlements entered into by RESPONDENT under any existing or past contracts for goods and/or services. Provide full details regarding the circumstances, including dollar amount of damages, penalties and settlement payments.
3. Describe any order, judgment or decree of any federal or state authority barring, suspending or otherwise limiting the right of the RESPONDENT to engage in any business, practice or activity.
4. A list and summary of all litigation or threatened litigation, administrative or regulatory proceedings, or similar matters to which the RESPONDENT or its officers have been a party.
5. Any irregularities discovered in any of the accounts maintained by the RESPONDENT on behalf of others. Describe the circumstances and disposition of the irregularities. Failure to disclose these matters may result in rejection of the Proposal or termination of any subsequent Contract.
6. The above disclosures are a continuing requirement of the SELECTED CONTRACTOR. RESPONDENT shall provide written notification to the Agency of any such matter

commencing or occurring after submission of a Proposal, and with respect to the SELECTED CONTRACTOR, following execution of the Contract.

Supplement 8 - Criminal History and Background Investigation

The RESPONDENT hereby explicitly authorizes the Agency to conduct criminal history and/or other background investigation(s) of the RESPONDENT, its officers, directors, shareholders, partners and managerial and supervisory personnel who will be involved in the performance of the Contract.

Supplement 9 - Acceptance of Terms and Conditions

The RESPONDENT shall specifically agree that by submitting the Proposal, the RESPONDENT is accepting all terms and conditions stated in the RFP. However, if the RESPONDENT objects to any term or condition, the RESPONDENT must specifically refer to the RFP page and section number and provide the reason for the objection. Objections or responses that materially alter the RFP may be deemed non-responsive and result in rejection of the Proposal.

Supplement 10 - Certification Letter

The RESPONDENT shall sign and submit with the Proposal, the document included as Attachment #1 (Certification Letter) in which the RESPONDENT shall make the certifications included in Attachment #1.

Supplement 11 - Authorization to Release Information

The RESPONDENT shall sign and submit with the Proposal the document included as Attachment #2 (Authorization to Release Information Letter) in which the RESPONDENT authorizes the release of information to the Agency.

Supplement 12 - Mandatory (Pass/Fail) Technical Requirements

This supplement will contain the RESPONDENT's response to the Mandatory Requirements as provided in Section 4.1 of the RFP. Where the context requires more than a yes or no answer or the specific requirement so indicates, RESPONDENT shall explain how it will comply with the requirement. Merely repeating the Section 4.1 requirements may be considered non-responsive and result in the rejection of the Proposal. Proposals must identify any deviations from the requirements of the RFP or requirements the RESPONDENT cannot satisfy. If the RESPONDENT deviates from or cannot satisfy the requirement(s) of this section, the Agency may reject the Proposal.

Supplement 13 – Scored Technical Requirements

This supplement will contain the RESPONDENT's response to the technical requirements as provided in Section 4.2 of the RFP (Technical Proposal).

Supplement 14 – Implementation Plan (DOC and DNR)

The RESPONDENT shall describe the recommended implementation strategy including:

1. On-site coordination and support services, best practice consulting options and professional services.
2. Any third party Contractors involved in RESPONDENT's implementation strategy with a description of these contract relationships and the products and services to be provided by the third party contractor.

3. The skills and time required by State of Iowa personnel for initial installation and implementation of the Communications Devices.
4. An estimate of State of Iowa staff time required to complete the installation.
5. RESPONDENT's experience with installations similar in size.
6. An implementation schedule, based on weekly milestones (not dates).

Supplement 15 –Accessories

The RESPONDENT shall provide detailed information for accessories available for the Communications Devices (e.g., radio holsters, protective screen covers). Respondents shall include costs for accessories in the Cost Proposal on a per unit basis and/or a set discount (percentage) off current list pricing. Accessories will not be scored as part of the Technical Proposal and their costs will not be included in the calculation of total costs to be scored.

3.3 Cost Proposal Format

The RESPONDENT shall provide its Cost Proposal in a separately sealed envelope for the proposed goods and/or services. All prices are quoted pursuant to the terms and conditions of this RFP. RESPONDENT'S Cost Proposal shall be an all-inclusive, itemized, total cost in U.S. Dollars (including all travel, expenses, etc. in prices) for the proposed goods and/or services. All pricing to be FOB Destination, freight cost, and all expenses included; and based on Net 60 Days Payment Terms.

Cost Proposals shall include the following:

1. Communications Devices Costs - Costs should be provided on a per unit basis. If the RESPONDENT proposes a price reduction based on increased quantities per order, a breakdown of price per unit based on those quantities per order shall be included.
2. Service Costs - Provide pricing for any related services necessary such as configuration, installation, bi-annual inspection (if/when requested) or other services that may be required for the Communications Devices.
3. Training Costs – Provide pricing for required training.
4. Reoccurring Costs - Provide any recurring costs for Communications Devices. Recurring costs for the initial term of the Contract and for each of five, one-year extensions of the Contract.
5. Any other costs associated with provision of proposed Communications Devices according to the terms of this RFP.
6. Costs of Accessories (on a per-unit and/or percentage off list price). These costs will not be scored.

3.3.1 Payment Terms

Per Iowa Code § 8A.514 the State of Iowa is allowed sixty (60) days to pay an invoice submitted by a contractor.

What discount will you give for payment in 15 days?

What discount will you give for payment in 30 days?

SECTION 4 - SPECIFICATIONS AND TECHNICAL REQUIREMENTS

Overview

The SELECTED CONTRACTOR shall provide the goods and/or services to Agency and other agencies using the Contract in accordance with the specifications and technical requirements as provided in this Section. The RESPONDENT shall address each requirement in this Section and indicate whether or not it will comply with the requirement. If the context requires more than a yes or no answer or the section specifically indicates, RESPONDENT shall explain how it will comply with the requirement. Proposals must address each requirement. Merely repeating the requirements may be considered non-responsive and may disqualify the RESPONDENT. Proposals must identify any deviations from the requirements of this RFP or requirements the RESPONDENT cannot satisfy. If the RESPONDENT deviates from or cannot satisfy the requirement(s) of this section, the Agency may reject the Proposal.

To the extent that a RESPONDENT disagrees that a specification described below is necessary based on the description above, the RESPONDENT may state such objection, provide a narrative about the objection and propose an alternative specification that will accomplish the objectives described above and elsewhere in this RFP. However, the Agency shall reserve the right to determine, based on consultation with the Primary Users, whether the proposed alternative will meet the objectives and comport with the remaining specifications.

The Agency intends to enter into one Contract with one SELECTED CONTRACTOR pursuant to this RFP. If, however, the Agency determines, with input from the Primary Users, that it is the State's best interest to award to more than one RESPONDENT in order to meet the objectives of this RFP then the Agency may award separate contracts for the various Communications Devices described herein.

There are two types of requirements addressed in these specifications:

- **Mandatory (pass/fail) Requirements:** A Contractor must be able to satisfy all these requirements to be deemed a Responsible Contractor.
- **Scored Requirements:** Proposals which pass the Mandatory Requirements review will be reviewed by the evaluation committee and scored in accordance with the evaluation criteria described in Section 5.

4.1 Mandatory (Pass/Fail) Technical Requirements

All items listed in this section 4.1 are Mandatory Requirements. These specifications are necessary to ensure reliable communications, particularly in emergency settings. A pass/fail evaluation will be utilized for these requirements. RESPONDENTS must indicate either **"yes"** or **"no"** to each requirement in their Proposals and provide an explanation as to how the RESPONDENT will meet the requirement. By indicating **"yes"** a RESPONDENT agrees that it shall comply with that requirement throughout the full term of the Contract, if the RESPONDENT is successful. In addition, if specified by the requirements or if the context otherwise requires, the RESPONDENT shall provide references and/or supportive materials to verify the RESPONDENT's compliance with the requirement. The evaluation committee shall have the right to determine whether the supportive information and materials submitted by the RESPONDENT demonstrate that the RESPONDENT will be able to comply with the Mandatory Requirements. If the evaluation committee determines, in their sole judgment, that the responses and supportive materials do not demonstrate the RESPONDENT will be able to comply with the Mandatory Requirements, the Agency will reject the Proposal.

- 4.1.1 All Communications Devices shall be of high quality and provide high reliability under heavy use in severe environments and intended for mission critical operations. Communications Devices shall be FCC type accepted in accordance with FCC Part 90 rules and regulations.
- 4.1.2 All Communications Devices shall be APCO P25 Phase 2 SoR compliant.
- 4.1.3 All Communications Devices shall meet MIL-STD-810 C, D, E, F and G.
- 4.1.4 All Communications Devices shall comply with the Standards and Guidelines in Section 1.8 of this RFP.
- 4.1.5 All Communications Devices shall be software programmable.
- 4.1.6 All manufactures' license agreements or terms of use shall be transferable to the State and shall be provided as attachments to the Proposal.
- 4.1.7 All Communications Devices shall support, and RESPONDENT shall provide detailed specifications for, the following operating modes:
 - 4.1.7.1 Conventional analog
 - 4.1.7.2 Conventional P25
 - 4.1.7.3 Trunked P25 Phase 1 on-network
 - 4.1.7.4 Trunked P25 Phase 2 on-network
- 4.1.8 All mobile radios shall have the ability to be programmed for proposed and currently used radio channels (within the appropriate frequency band) with any one of the following frequencies:
 - 4.1.8.1 VHF analog conventional
 - 4.1.8.2 VHF P25 conventional
 - 4.1.8.3 700/800 MHz analog conventional
 - 4.1.8.4 700/800 MHz P25 conventional
 - 4.1.8.5 700/800 MHz P25 Phase 1 trunking
 - 4.1.8.6 700/800 MHz P25 Phase 2 trunking
- 4.1.9 All single band portable radios shall have the ability to be programmed for proposed and currently used radio channels (within the appropriate frequency band) with any one of the following frequencies:

- 4.1.9.1** VHF analog conventional
- 4.1.9.2** VHF P25 conventional
- 4.1.9.3** UHF analog conventional
- 4.1.9.4** UHF P25 conventional
- 4.1.9.5** 700/800 MHz analog conventional
- 4.1.9.6** 700/800 MHz P25 conventional
- 4.1.9.7** 700/800 MHz P25 Phase 1 trunking
- 4.1.9.8** 700/800 MHz P25 Phase 2 trunking
- 4.1.10** All multiband portable radios shall have the ability to be programmed for proposed and currently used radio channels with any combination of the following frequencies:
 - 4.1.10.1** VHF analog conventional
 - 4.1.10.2** VHF P25 conventional
 - 4.1.10.3** UHF analog conventional
 - 4.1.10.4** UHF P25 conventional
 - 4.1.10.5** 700/800 MHz analog conventional
 - 4.1.10.6** 700/800 MHz P25 conventional
 - 4.1.10.7** 700/800 MHz P25 Phase 1 Trunking
 - 4.1.10.8** 700/800 MHz P25 Phase 2 Trunking
- 4.1.11** All Communications Devices shall use software upgradable from analog conventional to Project 25 Phase 2 trunking compliance capable.
- 4.1.12** All Communications Devices provided shall be new and covered by a full manufacturer's warranty of not less than three years.
- 4.1.13** VRS solutions proposed shall allow for compatible operation with the Primary Users' currently used radio systems.
- 4.1.14** Documentation shall be provided for all Communications Devices. For purposes of this Agreement, "documentation" means any and all technical information, explanations, test materials, training materials, guides, manuals, and all other information, documentation and materials related to or used in conjunction with the

Communications Devices in any medium, including hard copy, electronic, digital, and magnetically or optically encoded media.

4.2 Scored Technical Requirements

All items listed below are Scored Technical Requirements. The requirements will be evaluated and scored by the evaluation committee in accordance with Section 5. Proposals must identify any deviations from the requirements of the RFP or requirements the RESPONDENT cannot satisfy. If the RESPONDENT deviates from or cannot satisfy the requirement(s) of this section, the Agency may reject the Proposal.

4.2.1 Compatibility Testing

RESPONDENTS shall be required to provide individual, scheduled demonstrations of the mobile, portable, and VRS models proposed.

4.2.1.1 Demonstrations shall be conducted using the State's currently used VHF system.

4.2.1.2 Demonstrations shall take place in a location yet to be determined.

4.2.1.3 RESPONDENT's representative may demonstrate the operation and features of the Communications Devices proposed.

4.2.1.4 RESPONDENT shall be required to leave the demonstration Communications Devices with the State for a period of time, yet to be determined, for the purpose of side-by-side evaluation with other RESPONDENTS' offerings.

4.2.2 Portable Radios

4.2.2.1 Features

RESPONDENT shall provide a detailed description of the following features and abilities of the portable radios proposed:

1. Push-to-talk button
2. Top-mounted on/off volume knob
3. Talkgroup/channel selector
4. Emergency button, protected from inadvertent activation
5. Alphanumeric display (on applicable models)
6. Transmit and receive indicator
7. CTCSS encoding and decoding
8. Alias display
9. Scanning
10. User programmable scan list
11. Encryption (AES and DES)
12. Over the air rekeying
13. Over the air programming
14. Text messaging (optional feature)
15. GPS/ AVL operation (optional feature)

4.2.2.2 RESPONDENT shall provide details about all proposed portable radios including the following information:

1. Radio dimensions
2. Radio weight with battery
3. Antenna type
4. Frequency channel/zone/talkgroup capacity
5. General features, transmit / receive parameters, and mechanical specs including, but not limited to the following:
 - a. Frequency range (MHz)
 - b. RF output power (Watts)
 - c. Frequency stability
 - d. Receive sensitivity
 - e. Receive selectivity

4.2.2.3 Batteries

RESPONDENT shall provide batteries without cadmium. Specifications and pricing shall be provided for the following:

1. Lithium-ion
2. Lithium-polymer
3. Nickel-metal hydride

4.2.2.3.1 Batteries shall provide a minimum operational use of 12 hours based on a 5-5-90 duty cycle.

4.2.2.3.2 RESPONDENT shall provide detailed specifications for all batteries proposed, including, at a minimum, the following:

1. Battery life
2. Total battery life expectancy (number of charge/discharge cycles)
3. Recharge time
4. Dimensions
5. Weight
6. Warranty

4.2.3 Mobile Radios/Control Stations

4.2.3.1 Mobile radios shall be supplied complete with microphone, external speaker, cables, fusing, mounting hardware, coaxial cable and antennas to provide for a complete installation.

4.2.3.2 Control station radios shall be supplied complete with desk microphone, speaker, cables, 50' of low loss transmission line and antennas to provide for a complete working package.

4.2.3.3 Features

RESPONDENT shall provide a detailed description of the following features and abilities of the mobile radios proposed:

1. Front-mounted on/off volume knob
2. Talk-group/channel selector
3. Emergency button, protected from inadvertent activation
4. Alphanumeric display
5. Transmit and receive indicator
6. CTCSS encoding and decoding
7. Alias display
8. Scanning
9. User programmable scan list
10. Encryption (AES and DES)
11. Over the air rekeying
12. Over the air programming
13. GPS/AVL operation (optional feature)
14. Text messaging (optional feature)

4.2.3.4 RESPONDENT shall provide details about all proposed mobile radios, including the following information:

1. Radio dimensions
2. Current draw in TX, RX, and standby
3. Antenna type
4. Frequency channel/zone/talkgroup capacity
5. General features, transmit receive parameters, and mechanical specs including, but not limited to the following:
 - a. Frequency range (MHz)
 - b. RF output power (Watts)
 - c. Frequency Stability
 - d. Receive sensitivity
 - e. Receive selectivity

4.2.4 Vehicular Repeater Systems

4.2.4.1 The State of Iowa currently deploys VRS to augment its VHF conventional radio system's coverage area. The current configuration of VRS units allows for UHF portable radios to communicate through the VRS units to the State's VHF infrastructure.

4.2.4.2 RESPONDENTS shall describe the components comprising the VRS and their functionality.

4.2.4.3 RESPONDENTS shall describe the features of and provide detailed specifications for all proposed VRSs and accessories.

4.2.4.4 RESPONDENTS shall describe how their VRS units may be upgraded to include P25 mode of operation.

- 4.2.4.5 RESPONDENTS shall describe steps necessary to convert the proposed VRS units from conventional VHF to 700/800 MHz P25 trunking Phase 1 and Phase 2 operation.
- 4.2.4.6 RESPONDENTS shall describe how their VRS solution will align with or enhance operational capabilities currently used by the Primary Users.
- 4.2.4.7 RESPONDENTS shall provide pricing (in the cost proposal) for trunk mount VRS installation in a typical vehicle.

4.2.5 Training

- 4.2.5.1 The SELECTED CONTRACTOR shall develop and conduct training programs to allow State personnel to become knowledgeable about the use and care of the Communications Devices.
- 4.2.5.2 The SELECTED CONTRACTOR shall provide complete and comprehensive operational training covering features, operation, and special care associated with the proposed Communications Devices. Operator training shall include the following categories:
 - 1. Portable Unit Operation (structured as Train-the-Trainer)
 - 2. Mobile Unit & VRS Operation (structured as Train-the-Trainer)
- 4.2.5.3 RESPONDENT shall fully describe all proposed training programs, detailing how the RESPONDENT intends to provide training. The training description shall include the following:
 - 1. A list of all subjects with a description of each
 - 2. Written material to be provided for each class
 - 3. Number of classes
 - 4. Class duration
 - 5. Need for recurring training
 - 6. Preferred class size
 - 7. Class cost
- 4.2.5.4 Most training shall be conducted in Des Moines, IA. The SELECTED CONTRACTOR shall coordinate with the State regarding number of attendees and schedule.
- 4.2.5.5 The SELECTED CONTRACTOR shall provide all instructional materials, including printed manuals, audio, video, interactive self-paced personal computer programs, and complete operating instructions for all technical and operational training classes. Actual and/or exact model and series of proposed Communications Devices shall be made available for hands-on use and operation during training. All instructional materials shall be subject to the approval of the State and shall become the property of the State.

4.2.6 Warranty, Maintenance, and Support

4.2.6.1 Warranty

The Communications Devices shall have a warranty period of not less than 3 years. The warranty period shall commence when the Communications Devices enters service. For purposes of this RFP and the Contract, "enters service" shall mean the following:

1. Portable radios are considered to be in service when the portable radio has been programmed, charged, and configured to operate, and operates correctly.
2. Mobile radios and control stations are considered to be in service when the mobile/control station has been programmed and configured to operate, has been successfully installed, and operates correctly.

4.2.6.1.1 The SELECTED CONTRACTOR shall provide depot warranty repair for portable radios.

4.2.6.1.2 The SELECTED CONTRACTOR shall be on site no later than the next business day after receiving a warranty service call pertaining to a mobile unit or control station unit, to troubleshoot the cause of the failure and verify whether the installation is the root cause of the problem. The SELECTED CONTRACTOR shall remove any failed mobile unit or control station for depot repair service, replacing the failed unit with a State provided spare unit.

4.2.6.2 Maintenance

4.2.6.2.1 The SELECTED CONTRACTOR shall maintain all Communications Devices, hardware and software throughout placement into service and warranty periods. The State reserves the right to have State technical staff onsite to witness, and if desired, assist in the maintenance and troubleshooting procedures. This shall not relieve the SELECTED CONTRACTOR from warranty and maintenance responsibility as defined in this RFP.

4.2.6.2.2 REPOSNDENT shall provide comprehensive maintenance services for each Communications Device proposed.

4.2.6.2.3 SELECTED CONTRACTOR shall use replacement parts in repairs that are equal in quality and ratings to the original parts.

4.2.6.2.4 SELECTED CONTRACTOR shall maintain Communications Device performance at the level initially described in the specifications of this RFP. SELECTED CONTRACTOR shall maintain records to confirm this has been done.

4.2.6.2.5 The SELECTED CONTRACTOR shall provide only factory trained and authorized maintenance personnel.

4.2.6.2.6 If a non-fixed Communications Device or a non-fixed Communications Device module fails more than twice during the entrance into service or twice during the first year of service, the SELECTED CONTRACTOR shall meet with the State to discuss and explain such failures. If, in the opinion of the State, these failures indicate that the Communications Device is potentially prone to continuing failures, the SELECTED CONTRACTOR shall replace it at no cost to the State.

4.2.6.3 Installation

4.2.6.3.1 Installation of Communications Devices into vehicles is required by DOC and DNR.

4.2.6.3.2 The SELECTED CONTRACTOR shall install on-site as coordinated at a regional state facility as designated by the Agency.

4.2.6.4 Parts for Communications Devices

4.2.6.4.1 RESPONDENT shall propose to the State recommended spare parts for the Communications Devices.

4.2.6.4.2 The list of spare parts shall include, but is not limited to:

1. Any RESPONDENT identified Field Replaceable Units (FRUs)
2. Test measurement, calibration and repair kits
3. Diagnostic equipment to support State maintenance activities
4. Spares for less critical items shall also be enumerated

4.2.6.4.3 The list shall include items that will rapidly and completely restore all critical unit functionality with the least amount of effort, e.g., board replacement instead of troubleshooting to component level when a unit has failed.

4.2.6.4.4 The quantities of spares in the list shall be appropriately sized to accommodate Communications Devices quantities supplied.

4.2.6.4.5 The list shall define the primary Communications Device category each spare kit supports.

4.2.6.4.6 The Proposal shall include a narrative on the RESPONDENT's ability to replace failed units from stock and the process and timing to repair, replace, and return failed units delivered for repair.

4.2.6.4.7 Documentation for Communications Devices shall also include the life cycle of equipment, parts, and other maintenance support for the system.

4.2.6.5 Parts Availability

- 4.2.6.5.1** From the date of Communications Device acceptance to the seventh anniversary of the date of final acceptance, the SELECTED CONTRACTOR shall maintain replacement parts for all delivered Communications Devices.
- 4.2.6.5.2** In the event the SELECTED CONTRACTOR plans to discontinue stocking any part required for maintenance after the seventh anniversary of acceptance, the SELECTED CONTRACTOR shall send written notice to the State at least 24 months prior to the date of discontinuance to allow for last-time buys and replenishment.
- 4.2.6.5.3** SELECTED CONTRACTOR shall order all parts on a priority basis, and shall deliver parts within 24 hours after placing an order. The SELECTED CONTRACTOR shall provide year-round, 24-hour ordering facilities via telephone, internet, e-mail, and fax service.

4.2.6.6 Post-Warranty Maintenance

- 4.2.6.6.1** The RESPONDENT shall propose maintenance services for subsequent years, renewable on an annual basis, at the Agency's option. RESPONDENTS shall provide a list of maintenance plans available. RESPONDENT shall provide a Post-Warranty Maintenance Plans based on the quantities of Communications Devices included in the Proposal, and shall include options for years 4, 5, and 6 from the time the Communications Device enters service, as defined in section 4.2.6.1.
- 4.2.6.6.2** The RESPONDENT shall fully describe the terms and conditions of the maintenance services in the Proposal.
- 4.2.6.6.3** The SELECTED CONTRACTOR shall indicate who the local authorized repair facility will be for post-warranty repairs.

SECTION 5 - EVALUATION AND SELECTION

5.1 Introduction

This section describes the evaluation process that will be used to determine which Proposal(s) provides the greatest benefit to the State. Agency will not necessarily award the Contract to the RESPONDENT offering the lowest cost to the Agency. Rather, the Agency will award the Contract to the Responsible Contractor whose Responsive Proposal the Agency believes will provide the best value to the State.

5.2 Evaluation Committee

The Agency intends to conduct a comprehensive, fair, and impartial evaluation of Proposals received in response to this RFP. The Agency will use an evaluation committee to review and evaluate the Proposals. The evaluation committee will make a recommendation to the Director of DPS, who will select the RESPONDENT to receive the award. The Director will not be bound by the evaluation committee's recommendation.

5.3 Overview of Evaluation

5.3.1 All Technical Proposals will be first evaluated to determine if they comply with the Mandatory Requirements in Section 4.1. The Proposals that meet the Mandatory Requirements will then be scored based on the Scored Technical Requirements as provided in Section 4.2.

5.3.2 After the Technical Proposals are scored, testing and demonstrations will take place, as described in section 5.5. Technical Scores may be adjusted based on the results of testing and demonstrations.

5.3.3 After testing and demonstrations are completed, the Cost Proposals will be opened and evaluated as described in Section 5.6.

5.4 Evaluation Criteria for Technical Proposals

Evaluation of Technical Proposals will be based on the following content and technical criteria, which are not listed in any particular order of importance.

5.4.1 Experience and demonstrated ability to perform and provide the products and services described in the RFP.

5.4.2 RESPONDENT'S compliance to terms and conditions of this RFP, including the General Terms and Conditions.

5.4.3 Response to Specifications and Technical Requirements (Section 4), including how they meet the objectives described in Section 1.4 of this RFP and the needs of the various agencies based on their needs as described in Section 1.5 of this RFP.

5.4.4 Implementation plan.

5.4.5 Training.

5.4.6 Warranty, maintenance, and service.

5.5 Testing and Respondent Demonstrations

The Primary Users identified in this RFP intend to test the Communications Devices to ensure they will meet the specifications, as determined in the Primary Users' sole discretion. The Primary Users will require all Respondents to this RFP to demonstrate the Communication Devices for the Primary Users and allow the Primary Users to inspect them, use them and test them against the specifications contained herein. This testing and bidder demonstration may include using the Communication Devices in the Primary Users' vehicles or in other field conditions. Testing will be scheduled after the Technical Proposals have been evaluated. Technical Proposal scores may be adjusted based on the results of testing and demonstrations. Following testing and Respondent demonstrations, the evaluation committee will open and score the Cost Proposals. The points received for the Cost Proposal evaluation will be added to the points received for the Technical Proposal evaluation to determine the total points awarded to the Proposal.

5.6 Evaluation of Cost Proposals

5.6.1 The Cost Proposal for each RESPONDENT will be evaluated in comparison with the other Cost Proposals received; however, the number of Cost Proposal points possible will be proportional to each RESPONDENT's Technical Proposal evaluation score.

5.6.2 The Technical Proposal evaluation points received (numerator) will be divided by the Technical Proposal evaluation points possible (denominator) and multiplied by the maximum number of points possible in the Cost Proposal evaluation. This will provide the total points possible for the RESPONDENT in the Cost Proposal evaluation.

$$\text{Cost Proposal points possible for Proposal} = \frac{\text{Technical Proposal evaluation points received}}{\text{Technical Proposal evaluation points possible}} \times \text{Maximum points for Cost evaluation}$$

5.6.3 To determine the Cost Proposal evaluation score for each Proposal, the lowest Cost Proposal (numerator) is divided by the Cost Proposal being evaluated (denominator) and multiplied by the Cost Proposal points possible for the Proposal. This provides the Cost Proposal evaluation points awarded.

$$\text{Cost Proposal evaluation points awarded} = \frac{\text{Lowest Cost Proposal received}}{\text{Cost Proposal being evaluated}} \times \text{Cost Proposal points possible for Proposal}$$

Example: RFP has a maximum of 100 points for the Technical Proposal evaluation and a maximum of 30 points for the Cost Proposal evaluation.

RESPONDENT A receives 80 points for its Technical Proposal and therefore can receive up to 80% of the points possible in the Cost Proposal evaluation. Vendor A's Cost Proposal is \$200.

RESPONDENT B receives 50 points for the Technical Proposal evaluation and therefore can receive up to 50% of the points possible in the Cost Proposal evaluation.
RESPONDENT B's Cost Proposal is the lowest Cost Proposal at \$100.

Scoring for RESPONDENT A: $(80/100) \times 30 = 24$ maximum Cost evaluation points
 $(100/200) \times 24 = 12$ Cost Proposal evaluation points
RESPONDENT A's total score is $80 + 12 = 92$

Scoring for RESPONDENT B: $(50/100) \times 30 = 15$ maximum Cost evaluation points
 $(100/100) \times 15 = 15$ Cost Proposal evaluation points
RESPONDENT B's total score is $50 + 15 = 65$

RESPONDENT A wins the award.

SECTION 6 - CONTRACT TERMS AND CONDITIONS

6.1 Contract Terms and Conditions

The Contract that the Agency expects to award as a result of this RFP shall comprise the specifications, terms and conditions of the RFP, written clarifications or changes made in accordance with the provisions of the RFP, the General Terms and Conditions, the offer of the SELECTED RESPONDENT contained in its Proposal, and any other terms deemed necessary by the Agency. No objection or amendment by a RESPONDENT to the provisions or terms and conditions of the RFP or the General Terms and Conditions shall be incorporated into the Contract unless the Agency has explicitly accepted the RESPONDENT'S objection or amendment in writing.

The Contract terms and conditions are provided to enable RESPONDENTS to better evaluate the costs associated with the RFP requirements and the Contract. All costs associated with complying with these requirements should be included in any pricing quoted by the RESPONDENT.

By submitting a Proposal, each RESPONDENT acknowledges its acceptance of the RFP specifications and requirements, including this Section 6, and the General Terms and Conditions without change except as otherwise expressly stated in its Proposal. If a RESPONDENT takes exception to a provision, it must state the reason for the exception and set forth in its Proposal the specific RFP or Contract language it proposes to include in place of the provision. Exceptions that materially change the Contract terms and conditions or the requirements of the RFP may be deemed non-responsive by the Agency, in its sole discretion, resulting in possible rejection of the Proposal. The Agency reserves the right to either award a Contract(s) without further negotiation with the SELECTED CONTRACTOR or to negotiate Contract terms with the SELECTED CONTRACTOR if the best interests of the State would be served. For the purposes of the following terms and conditions, the term "Contractor" refers to the SELECTED CONTRACTOR who has entered into a fully executed Contract with the Agency/State of Iowa.

6.2 Contract Length

The term of the Contract will begin and end on the dates indicated on the RFP cover sheet. The Agency shall have the sole option to renew the Contract upon the same or more favorable terms and conditions for up to the number of annual extensions identified on the RFP cover sheet.

6.3 Insurance

The Contract will require the Contractor to maintain insurance coverage(s) of the type and in the minimum amounts set forth below.

The Contractor shall, at its sole expense, maintain in full force and effect, with insurance companies admitted to do business in the State of Iowa and acceptable to the Agency, insurance covering its work of the type and in amounts required by this Contract. Contractor's insurance shall, among other things, insure against any loss or damage resulting from or related to the Contractor's performance of this Contract regardless of the date the claim is filed or expiration of the policy. All insurance policies required by this Contract shall: (i) be subject to the approval of the Agency; (ii) remain in full force and effect for the entire term of this Contract; and (iii) not be canceled, reduced or changed without the Agency's prior written consent.

The State of Iowa and the Agency shall be named as additional insureds on all such policies, and all such policies shall include the following endorsement: "It is hereby agreed and understood that the State of Iowa and the Iowa Department of Administrative Services are named as additional insured, and that the coverage afforded to the State of Iowa and the Iowa Department of Administrative Services under this policy shall be primary insurance. If the State of Iowa or the Iowa Department of Administrative Services has other insurance which is applicable to a loss, such other insurance shall be on an excess, secondary or contingent basis. The amount of the insurer's liability under this policy shall not be reduced by the existence of such other insurance." Unless otherwise requested by the Agency, the Contractor shall cause to be issued insurance policies with the coverages set forth below:

6.3.1 Type of Insurance

Type of Insurance	Limit	Amount
General Liability (including contractual liability) written on an occurrence basis	General Aggregate Products – Comp/Op Aggregate Personal injury Each Occurrence	\$2 million \$1 Million \$1 Million \$1 Million
Automobile Liability (including contractual liability) written on an occurrence basis	Combined single limit	\$1 Million
Excess Liability, umbrella form	Each Occurrence Aggregate	\$1 Million \$1 Million
Errors and Omissions Insurance	Each Occurrence	\$1 Million
Property Damage	Each Occurrence Aggregate	\$1 Million \$1 Million
Workers Compensation and Employer Liability	As Required by Iowa law	As required by Iowa law

6.3.2 Claims Provision

All insurance policies required by this Contract must provide coverage on an "occurrence basis" for all claims arising from activities occurring during the term of the policy regardless of the date the claim is filed or expiration of the policy.

6.3.3 Certificates of Coverage

At the time of execution of this Contract, Contractor shall deliver to the Agency certificates of insurance certifying the types and the amounts of coverage, certifying that said insurance is in force before the Contractor starts work, certifying that said insurance applies to, among other things, the work, activities, products and liability of the Contractor related to this Contract, certifying that the State of Iowa and the Iowa Department of Administrative Services are named as additional insured on the policies of insurance by endorsement as required herein, and certifying that no cancellation or modification of the insurance will be made without at least thirty (30) days prior written notice to the Agency. All certificates of insurance shall be subject to approval by the Agency. The Contractor shall simultaneously with the delivery of the certificates deliver to the Agency one duplicate original of each insurance policy.

6.3.4 Liability of Contractor

Acceptance of the insurance certificates by the Agency shall not act to relieve Contractor of any obligation under this Contract. It shall be the responsibility of Contractor to keep the respective insurance policies and coverages current and in force during the life of this Contract. Contractor shall be responsible for all premiums, deductibles and for any inadequacy, absence or limitation of coverage, and the Contractor shall have no claim or other recourse against the State or the Agency for any costs or loss attributable to any of the foregoing, all of which shall be borne solely by the Contractor. Notwithstanding any other provision of this Contract, Contractor shall be fully responsible and liable for meeting and fulfilling all of its obligations under Section 6 of this Contract.

6.3.5 Waiver of Subrogation Rights

Contractor shall obtain a waiver of any subrogation rights that any of its insurance carriers might have against the Agency or the State. The waiver of subrogation rights shall be indicated on the certificates of insurance coverage supplied to the Agency.

6.3.6 Filing of Claims

In the event either the Agency or the State suffers a loss and is unable to file a claim under any policy of insurance required under this Contract, the Contractor shall, at the Agency's request, immediately file a proper claim under such policy. Contractor will provide the Agency with proof of filing of any such claim and keep the Agency fully informed about the status of the claim. In addition, Contractor agrees to use its best efforts to pursue any such claim, to provide information and documentation requested by any insurer providing insurance required hereunder and to cooperate with the Agency and the State. Contractor shall pay to the Agency and the State any insurance proceeds or payments it receives in connection with any such claim immediately upon Contractor's receipt of such proceeds or payments.

6.3.7 Proceeds

In the event the Agency or the State suffers a loss that may be covered under any of the insurance policies required under Section 6, neither the Contractor nor any subsidiary or affiliate thereof shall have any right to receive or recover any payments or proceeds that may be made or payable under such policies until the Agency and/or the State have fully recovered any losses, damages or expenses sustained or incurred by it (subject to applicable policy limits), and Contractor hereby assigns to the Agency and the State all of its rights in and to any and all payments and proceeds that may be made or payable under each policy of insurance required under this Contract.

6.4 Invoicing

The Contractor shall submit, on a monthly basis, an invoice for services rendered in accordance with this Agreement. The invoice shall comply with all applicable rules concerning payment of such claims. The Agency shall pay all approved invoices in arrears and in conformance with Iowa Code section 8A.514. The Agency may pay in less than sixty (60) days, as provided in Iowa Code section 8A.514; however, an election to pay in less than sixty (60) days shall not act as an implied waiver of the provisions of 8A.514. Unless otherwise agreed in writing by the parties, the Contractor shall not be entitled to receive any other payment or compensation from the State for any goods or services provided by or on behalf of the Contractor under this Agreement

The Contractor shall be solely responsible for paying all costs, expenses and charges it incurs in connection with its performance under this Agreement.

**Attachment #1
Certification Letter**

(Date) _____

Karl Wendt, Issuing Officer
Iowa Department of Administrative Services
Hoover State Office Building, Level A
1305 East Walnut Street
Des Moines, IA 50319-0105

Re: Request for Proposal Number RFP0712005077- PROPOSAL CERTIFICATIONS

Dear Mr. Wendt:

I certify that the contents of the Proposal submitted on behalf of **(Name of Contractor)** in response to **Iowa Department of Administrative Services** for Request for Proposal Number RFP0712005077 for radios are true and accurate. I also certify that Contractor has not knowingly made any false statements in its Proposal.

Certification of Independence

I certify that I am a representative of Contractor expressly authorized to make the following certifications in behalf of Contractor. By submitting a Proposal in response to the RFP, I certify in behalf of the Contractor the following:

1. The Proposal has been developed independently, without consultation, communication or agreement with any employee or consultant to the Agency or with any person serving as a member of the evaluation committee.
2. The Proposal has been developed independently, without consultation, communication or agreement with any other contractor or parties for the purpose of restricting competition.
3. Unless otherwise required by law, the information found in the Proposal has not been and will not be knowingly disclosed, directly or indirectly prior to Agency's issuance of the Notice of Intent to Award the contract.
4. No attempt has been made or will be made by Contractor to induce any other Contractor to submit or not to submit a Proposal for the purpose of restricting competition.
5. No relationship exists or will exist during the contract period between Contractor and the Agency or any other State agency that interferes with fair competition or constitutes a conflict of interest.

Certification Regarding Debarment

I certify that, to the best of my knowledge, neither Contractor nor any of its principals: (a) are presently or have been debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from covered transactions by a Federal Agency or State Agency; (b) have within a three year period preceding this Proposal been convicted of, or had a civil judgment rendered against them for commission of fraud, a criminal offense in connection with obtaining, attempting to obtain, or performing a public (federal, state, or local) transaction or contract under a public transaction, violation of antitrust statutes; commission of embezzlement, theft, forgery, falsification or destruction of records, making false statements, or receiving stolen property; (c) are presently indicted for or criminally or civilly charged by a government entity (federal, state, or local) with the commission of any of the offenses enumerated in (b) of this certification; and (d) have not within a three year period preceding this Proposal had one or more public transactions (federal, state, or local) terminated for cause.

This certification is a material representation of fact upon which the Agency has relied upon when this transaction was entered into. If it is later determined that Contractor knowingly rendered an erroneous certification, in addition to other remedies available, the Agency may pursue available remedies including suspension, debarment, or termination of the contract.

Certification Regarding Registration, Collection, and Remission of Sales and Use Tax

Pursuant to *Iowa Code sections 423.2(10) and 423.5(8) (2011)* a retailer in Iowa or a retailer maintaining a business in Iowa that enters into a contract with a state agency must register, collect, and remit Iowa sales tax and Iowa use tax levied under *Iowa Code chapter 423* on all sales of tangible personal property and enumerated services. The Act also requires Contractors to certify their compliance with sales tax registration, collection, and remission requirements and provides potential consequences if the certification is false or fraudulent.

By submitting a Proposal in response to the (RFP), the Contractor certifies the following: (check the applicable box)

- Contractor is registered with the Iowa Department of Revenue, collects, and remits Iowa sales and use taxes as required by *Iowa Code chapter 423*; or
- Contractor is not a "retailer" or a "retailer maintaining a place of business in this state" as those terms are defined in *Iowa Code subsections 423.1(45) and (46)*.

Contractor also acknowledges that the Agency may declare the Contractor's Proposal or resulting contract void if the above certification is false. The Contractor also understands that fraudulent certification may result in the Agency or its representative filing for damages for breach of contract in addition to other remedies available to Agency.

Sincerely,

Signature

Name and Title of Authorized Representative

Date

Attachment #2
Authorization to Release Information Letter

(Date) _____

Karl Wendt, Issuing Officer
Iowa Department of Administrative Services
Hoover State Office Building, Level A
1305 East Walnut Street
Des Moines, IA 50319-0105

Re: Request for Proposal Number RFP0712005077- AUTHORIZATION TO RELEASE INFORMATION

Dear Mr. Wendt:

(Name of Contractor) hereby authorizes the **Iowa Department of Administrative Services** ("Agency") or a member of the Evaluation Committee to obtain information regarding its performance on other contracts, agreements or other business arrangements, its business reputation, and any other matter pertinent to evaluation and the selection of a successful Contractor in response to Request for Proposal (RFP) Number RFP0712005077.

The Contractor acknowledges that it may not agree with the information and opinions given by such person or entity in response to a reference request. The Contractor acknowledges that the information and opinions given by such person or entity may hurt its chances to receive contract awards from the State or may otherwise hurt its reputation or operations. The Contractor is willing to take that risk.

The Contractor hereby releases, acquits and forever discharges the State of Iowa, the Agency, their officers, directors, employees and agents from any and all liability whatsoever, including all claims, demands and causes of action of every nature and kind affecting the undersigned that it may have or ever claim to have relating to information, data, opinions, and references obtained by the Agency or the Evaluation Committee in the evaluation and selection of a successful Contractor in response to the RFP.

The Contractor authorizes representatives of the Agency or the Evaluation Committee to contact any and all of the persons, entities, and references which are, directly or indirectly, listed, submitted, or referenced in the Contractor's Proposal submitted in response to RFP.

The Contractor further authorizes any and all persons, and entities to provide information, data, and opinions with regard to its performance under any contract, agreement, or other business arrangement, its ability to perform, business reputation, and any other matter pertinent to the evaluation of the Contractor's Proposal. The Contractor hereby releases, acquits and forever discharges any such person or entity and their officers, directors, employees and agents from any and all liability whatsoever, including all claims, demands and causes of action of every nature and kind affecting the Contractor that it may have or ever claim to have relating to information, data, opinions, and references supplied to the Agency or the Evaluation Committee in the evaluation and selection of a successful Contractor in response to RFP.

A photocopy or facsimile of this signed Authorization is as valid as an original.

Sincerely,

Signature

Name and Title of Authorized Representative

Date

**Attachment # 3
Form of Bid**

Description	Make/Model	Unit Cost
Portables (Single band – VHF, UHF, 700/800)		
Low-Tier		
Mid-Tier		
High-Tier		
Software Options (operating modes) (i.e. analog, P25 conventional, P25 trunking, AES, DES, P25 phase 1, P25 phase 2, etc.)		
Battery Options		
Accessories (Portables)		
Lapel microphones		
Additional battery packs		
Holsters		
Data cables		
Conditioning battery chargers		
Single-bay battery charger		
Multiple-bay battery charger		
Vehicular charger		
Alternate antennas		
Remote speaker microphone		
Remote speaker microphone with antenna		
Headset		
Wired		
Wireless / Bluetooth		
Carrying cases / belt clips		
Multiband Portable		
Software Options (operating modes) (i.e. analog, P25 conventional, P25 trunking, AES, DES, P25 phase 1, P25 phase 2, etc.)		
Mobiles (Single Band – VHF, UHF, 700/800)		
Low-Tier Remote Mount		
Low-Tier Dash Mount		
Mid-Tier Remote Mount		
Mid-Tier Dash Mount		
High-Tier Remote Mount		
High-Tier Dash Mount		
Software Options (operating modes) (i.e. analog, P25 conventional, P25 trunking, AES, DES, P25 phase 1, P25 phase 2, etc.)		

Accessories (Mobiles)		
Cables:		
Data cables		
Extension cables		
Adapters		
Power cables		
Antennas		
External Speakers		
Public address kits		
Remote speaker microphones		
Desktop microphone (control stations only)		
Discount for accessories not listed		
VRS Systems		
VRS Installations		
Control Stations		
Single Band		
Multiband		
Software Options (operating modes) (i.e. analog, P25 conventional, P25 trunking, AES, DES, P25 phase 1, P25 phase 2, etc.)		
Control Station Installation		
Installation dash mounted units and remote mounted units.		
Post-Warranty Maintenance (List each service separately)		
Discount for all other accessories		

**Attachment # 4
Requirements Check List**

RFP REFERENCE SECTION	RESPONSE INCLUDED	
	Yes	No
One (1) original, two (2) copies of the Bid Proposal and One (1) electronic copy on CD.		
One (1) Public Copy with Confidential Information Excised (optional)		
Technical Proposal		
Supplement 1 - Transmittal Letter		
Supplement 2 - Executive Summary		
Supplement 3 - Firm Proposal Terms		
Supplement 4 - RESPONDENT Background Information		
Supplement 5 - Experience		
Supplement 6 - Financial Information		
Supplement 7 - Termination, Litigation, and Debarment		
Supplement 8 - Criminal History and Background Investigation		
Supplement 9 - Acceptance of Terms and Conditions		
Supplement 10 - Certification Letter		
Supplement 11 - Authorization to Release Information		
Supplement 12 - Mandatory (Pass/Fail) Technical Requirements		
Supplement 13 - Scored Technical Requirements		
Supplement 14 - Implementation Plan		
Supplement 15 - Accessories		
Cost Proposal		
Form of Bid		



October 1, 2012

To: All Potential Bidders
From: Karl Wendt, Purchasing Agent
Subject: RFP0712005077

Addendum One

Please amend the subject RFP to include answers to the following timely received questions:

1. Based on the statement in the RFP that other state agencies can purchase off this contract (Section 1.1, Page 2), and that the RFP does not identify the number or type of portable radios needed by the DOC (Section 1.5, Page 7), will the State award a multi-vendor contract, allowing agencies choice in procuring their radio equipment needs?
It is the intent of the State to standardize on a single P-25 radio provider. A bid has been completed and a contract is in negotiations for a consultant to make recommendations to the DOC regarding the radio networks within their facilities and the types and quantities of radios needed in order to comply with narrowbanding regulations. DOC will make purchases from the contract awarded from this RFP and if determined necessary an RFP will be conducted for radio equipment to meet the remainder of their needs.
2. Regarding 4.1.2 All Communications Devices shall be APCO P25 Phase 2 SoR compliant. Does this compliance requirement have a dead line of November 2013 (future compliance roadmap)?
APCO P25 Phase 2 SOR complaint shall include the ability for proposed products to be upgradeable to be APCO P25 Phase 2 SOR complaint. There is no requirement related to November.
3. Regarding 4.1.3 All Communications Devices shall meet MIL-STD-810 C, D, E, F and G. Does this compliance requirement have a dead line of November 2013 (future compliance roadmap)?
Proposed products must have current compliance with MIL-STD-810 C, D, E, F and G. There is no requirement related to November 2013.
4. Regarding 4.1.7.1 Conventional analog. Can the RESPONDENT participate in the bid with product that meets this requirement but not the P25 PHASE 2 requirement?
P25 Phase 2 is a requirement and must be met along with the referenced conventional analog requirement.
5. Regarding 4.1.7.2 Conventional P25. Can the RESPONDENT participate in the bid with product that meets this requirement but not the P25 PHASE 2 requirement?
P25 Phase 2 is a requirement and must be met along with the referenced Conventional P25 requirement.
6. Regarding 4.1.7.3 Trunked P25 Phase 1 on-network. Can the RESPONDENT participate in the bid with product that meets this requirement but not the P25 PHASE 2 requirement?
P25 Phase 2 is a requirement and must be met along with the referenced Trunked P25 Phase 1 on-network requirement.



October 5, 2012

To: All Potential Bidders
From: Karl Wendt, Purchasing Agent
Subject: RFP0712005077

Addendum Two

Please amend the subject RFP to include answers to the following timely received questions:

1. From section 4.1.8 – 4.1.10, it appears that you're requesting single band mobiles, single band portables and multi-band portables, but not multi-band mobiles. Is this correct? 4.1.8 and 4.1.9 use the phrase "with any one of the frequencies" – suggesting single band, whereas 4.1.10 uses the phrase "any combination of the frequencies" suggesting multi-band. Prior to this RFP release we thought some departments wanted multi-band mobiles.

Answer: The Agency is inquiring about multiband radios also. 4.1.8 is amended to state "with any combination of the following frequencies" rather than "with any one of the following frequencies". Radio types would include:

VHF Single Band
UHF Single Band
Dual Band VHF-700-800
Dual Band UHF-700-800

2. Form of Bid – Is it your intent that we add any and all line items necessary for us to accommodate the pricing you've requested. For instance, if we have additional features or accessories we want to add? As well as adding line items for the Training Programs, Recurring Services, Spare Parts, etc.?

Answer: The Respondent may add additional lines as they feel is necessary to complete their proposal.

3. On page 7, section 1.6 says that the vendor is responsible for installation. On page 29 Section 4.2.6.3.1, it says that only DOC and DNR will require installation. Section 4.2.6.1 Warranty says that it doesn't start until after installation and proper operation. Will the vendor be responsible for **All** installations, including those for DPS and DOT?

Answer: DNR and DOC will require installation of equipment. DOT and DPS do not require installation as those agencies have staff trained to do so.

4. The RFP doesn't meet the legislative mandate that any land mobile radios purchased must give State agencies 'maximum coverage and interoperability.'

On June 7, 2012, Governor Branstad signed certain provisions of Senate File 2316, the "RIIF bill," into law. Included within those provisions signed into law are several provisions that refer to the purchase of land

mobile radios and a future statewide digital radio network. As an example, see page 10 of the Senate File (the entire document can be found at <http://coolice.legis.iowa.gov/linc/84/external/govbills/Sf2316.pdf>) that deals specifically with the Department of Natural Resources (there are similar sections of the same Act that refer to the Departments of Transportation, Public Safety and Corrections):

“As a condition of this appropriation, all land mobile radio communications equipment purchased by the department of natural resources shall be compliant with the federal communications commission’s narrowbanding mandate and shall provide the maximum amount of statewide coverage and interoperability, throughout all phases of migration, to the department of public safety’s future statewide digital radio network utilizing P-25 standards...”

It is abundantly clear that the prescribed standard is to ensure state agencies and departments get the ‘maximum amount of statewide coverage and interoperability’. However, nowhere within the RFP is the Senate File referenced nor is the phrase ‘maximum amount of statewide coverage and interoperability’ ever used. Objective standards are necessary in order to measure each vendor’s capability of satisfying these legislative requirements. Without metrics to objectively make an assessment of both statewide coverage and interoperability, it is impossible for the RFP to be compliant with the statute. Further, it is impossible to measure a radio’s ability to achieve maximum coverage and interoperability without knowledge of the network on which the radios will operate. That is why the legislation clearly linked the purchase of radio equipment to the migration to a new statewide P-25 network. Please see below for further discussion on this point.

We respectfully request clarification on how the legislative requirements will be factored into this RFP.

Answer: The RFP addresses interoperability by requiring radios to be multi-band, P-25 compliant. Coverage is related to the communications infrastructure, which will be procured separately.

5. The RFP doesn’t meet the legislative mandate that the purchase of land mobile radios be made in unison with land mobile radio network equipment.

This legislation clearly requires that the purchase of radios must be made in connection with the purchase of the department of public safety’s new radio network. The equipment’s ability to achieve maximum coverage and interoperability is measured against the migration to a new system. Since there has been no competitive purchase of a radio network (also required by the same Act) or decision about the migration process from the current system to the new network referenced in the Act, purchasing only land mobile radios violates the intent of the Act. Further evidence of the State’s understanding that the legislation requires migration to a new network is found in the announcement that an RFP for land mobile radio network infrastructure is forthcoming, as discussed at the recent meeting of the Iowa Statewide Interoperable Communications System Board.

We respectfully request your clarification on this issue.

Answer: The question seeks an interpretation of language in an appropriations bill, rather than an answer to a question about the current RFP. The Agency believes the RFP is compliant with the requirements of Senate File 2316. The radio RFP was issued first in order to comply with FCC mandates that go into effect January 1, 2013. The radio infrastructure RFP is more complex, will require more time to develop, and more time for bidders to respond.

6. **The RFP evaluation system is unusual by maximizing the impact of a subjective Technical Evaluation score and minimizing the impact of the objective Cost Evaluation score.**

Based on our organization's 40 years of experience in the land mobile radio industry in our State, we believe the evaluation of the RFP – detailed in section 5.6, page 32 – to be unique. There are two evaluation scores that will be measured, the Technical proposal evaluation score and the Cost proposal evaluation score. What's unusual is that the math makes the cost of the radios rather insignificant in the evaluation and scoring. The calculation detailed in the RFP can be complex and not linear but the overall impact is clear. If one RFP respondent has the high score on the technical evaluation and scores only 10% higher than another respondent, then that same respondent can have a cost almost two times higher than another respondent and still have the highest overall RFP evaluation score.

The effect of maximizing the impact of the technical evaluation score and minimizing the impact of the cost evaluation score is a unique scoring method for RFP's in our industry in the State of Iowa. As the technical evaluation differences grow between RFP respondents, the cost premium that a higher scoring technical respondent can demand grows at a non-linear rate. This scoring system could create unacceptable cost exposure to the State.

We respectfully request clarification as to whether or not the state intended to create a scoring system that minimizes the lowest cost proposal.

Answer: The Agency has selected a method of evaluating cost that it believes will provide the best value for the State and its taxpayers.

7. The Technical Evaluation scoring criteria are not defined and seemingly subjective in nature.

Answer: The evaluation criteria for Technical Proposals are listed in Section 5.4 of the RFP and are directly related to the information requested in the RFP.

Nowhere in the RFP does it describe how the Technical Proposal evaluation score will be determined.

Because the technical evaluation score is so important to the overall RFP evaluation score (see item #3 above), we respectfully request:

- a. That the Technical Evaluation scoring criteria be clearly identified in the RFP so that respondents can be sure to include responses to those criteria.

Answer: Per normal practice, the points by criteria will be provided on the closing day of the RFP, just prior to the time proposals are due.

- b. That the members of the Technical Evaluation team be named.

Answer: Per normal practice, DAS does not provide the names of the members on the evaluation committee during the RFP process.

- c. That the Technical Evaluation criteria be changed to be consistent with the legislative requirement of Senate File 2316 by ensuring that 'maximum coverage and interoperability' are the primary scoring drivers.

Answer: See above and answer to question 4.

Kozel, Deb [LEGIS]

From: Roederer, David [IDOM]
Sent: Tuesday, October 16, 2012 9:27 AM
To: Boeyink, Jeffrey [IGOV]
Cc: Fardal, David [IDOM]; Hackbarth, Heather [IDOM]
Subject: FW: Job Training/Workforce Training
Attachments: Job Training-Workforce Training Template - with Agency Data - 9-17-12.xlsx

I believe we have a complete list.

Job Training/Workforce Training Programs in Iowa

Department	Program Name	Program Purpose/Explanation	Funding				Program Crossover w/Other Departments			Comments
			State	Federal	Other	Total Funding	No	Yes	If Yes, Which Agency	
Iowa Department on Aging	Senior Community Service Employment Program	SCSEP is a training to work program where eligible participants are 55 years old or older, have family income of 125% of Federal Poverty Level or lower and are unemployed. The participant trains at a host agency (501C(3) or governmental agency only) for minimum wage. The participant has up to 48 months to gain skills for gainful employment.	\$126,314	\$1,136,822	\$0	\$1,263,136		X	Iowa Workforce Development	Crossover occurs at the participant level in that participants are expected to utilize the services of the workforce centers before the grant provides financial support services.
Iowa Department on Aging	SCSEP is Title V of the Older Americans Act and administered by the Department of Labor	The funding noted in this report is for the IA Department on Aging as the state grantee only. The other grantees are distinct and separate entities operating independently of the other. Funding noted within this report is for State Fiscal Year 2013 and subject to change from year to year. The purpose of SCSEP is two fold: 1) Provide training opportunities for unsubsidized employment 2) Promote opportunities and support community service activities. There are four grantees in the State of Iowa: 1) Iowa Dept. on Aging (Program name is Senior Internship Program-SIP); 2) Experience Works; 3) AARP; 4) Senior Service of America, Inc.	\$0	\$0	\$0	\$0		X	Iowa Department on Vocational Rehabilitation	VR is a resource available to participants who may be eligible for VR services
			\$0	\$0	\$0	\$0		X	Iowa Department of Human Resources	Referrals to DHS for participants in need of food stamps, Medicaid, and other supports.
Department for the Blind	Vocational Rehabilitation	The VR program assists blind, visually impaired, and deaf blind Iowans in preparing for, obtaining, and retaining employment. Applicants are made eligible based upon their visual disability, their need for VR services, legal status, and their intent to work. The VR counselor and the eligible individual jointly identify a vocational goal and the services needed to achieve it.	\$606,857	\$2,242,235	\$0	\$2,849,092		x	Iowa Vocational Rehabilitation Services	Much of the work of IDB that has a bearing on job training is prevocational and, in fact, pre-training. In its reporting to the Rehabilitation Services Administration, IDB does not track job training vs. prevocational services as discrete cost objects.
IWD	Workforce Investment Act, Adult	Job Training Assistance with priority given to those on public assistance or low income. Provides core, intensive and training services.	\$0	\$3,670,939	\$0	\$3,670,939	x			Annual allocation for SFY 2013
IWD	Workforce Investment Act, Dislocated Worker	Job Training Assistance for those individuals laid off from public or private sector employment. Provides core, intensive and training services.	\$0	\$4,962,142	\$0	\$4,962,142	x			Annual allocation for SFY 2013
IWD	Workforce Investment Act, Youth	Job training assistance for those individuals 14-21 in low income with barriers to employment. Prepares individuals for employment and or post-secondary education	\$0	\$5,396,211	\$0	\$5,396,211	x			Annual allocation for SFY 2013
IWD	Workforce Investment Act, National Emergency Grants	Job training assistance for those individuals that lose their employment due to mass layoffs, plant closures or natural disasters. Provides core, intensive and training assistance.	\$0	\$654,405	\$0	\$654,405	x			Could be anywhere from -0- to millions of \$\$.
IWD	Trade Assistance Act	Federally approved petitions are approved by the Dept of Labor when I plant layoff or closure is due to international trade. Provides post-secondary training and retraining to all impacted.	\$0	\$14,682,546	\$0	\$14,682,546	x			SFY 2013....so far

Job Training/Workforce Training Programs in Iowa

Department	Program Name	Program Purpose/Explanation	Funding				Program Crossover w/Other Departments			Comments
			State	Federal	Other	Total Funding	No	Yes	If Yes, Which Agency	
IWD	Trade Readjustment Allowance	Provided as a support service to those individuals that are enrolled in the Trade Assistance Act.	\$0	\$5,567,000	\$0	\$5,567,000	x			Represents estimate of funds based on SFY 2012
IWD	Skilled Iowan's Program	Provides internship and National Career Readiness Certificate testing for unemployed individuals. A private/public joint project.	\$0	\$0	\$500,000	\$500,000	x			Base dollars data only, available at this time.
IWD	State Energy Sector Partnership Grant	Provides job training and skill upgrade and certification for employment in "Green Jobs".	\$0	\$2,458,012	\$0	\$2,458,012	x			One time grant that expires during SFY 2013
IWD	Mercy Healthcare Grant	Provides job training in healthcare occupations for individuals that meet low income guidelines	\$0	\$935,300	\$0	\$935,300		x	Refugee Services receives some of this funding.	One time grant that expires during SFY 2013
IWD	National Career Readiness Certificate program	Industry recognized, portable, evidence-based credential that certifies the essential skills needed by individuals for workplace success.	\$0	\$400,000	\$0	\$400,000	x			on-going program
IVRS	095-Trainee On-the-Job (Stipend)	This type of training program is developed by the counselor in close cooperation with the client and the employer-trainer. A plan developed for such training is an agreement reached with a trainer to accept an agency client for training for a specific job or job family. A job analysis must be completed to develop the trainee/employee training plan.	\$28,419	\$105,004	\$0	\$133,423	X			
IVRS	096-Trainee On-the-Job (Stipend) - CRP	This type of training program is developed by the counselor in close cooperation with the client and the employer-trainer. A plan developed for such training is an agreement reached with a trainer to accept an agency client for training for a specific job or job family. A job analysis must be completed to develop the trainee/employee training plan.	\$107	\$393	\$0	\$500	X			
IVRS	423,426-Vocational School - Tuition & Fees	Includes any organized form of instruction, which provides the knowledge and skills that are essential for performing in a vocational-technical area. Such knowledge and skills may be acquired through training in an institution, on the job, by correspondence, by tutors, or through a combination of any or all of these methods.	\$24,711	\$91,306	\$0	\$116,017	X			
IVRS	428-Non Financial Aid Training - Tuition & Fees	Includes any organized form of instruction, which provides the knowledge and skills that are essential for performing in a vocational-technical area. Such knowledge and skills may be acquired through training in an institution, on the job, by correspondence, by tutors, or through a combination of any or all of these methods.	\$10,623	\$39,281	\$0	\$49,904	X			
IVRS	451-Job Coaching Non-CRP	includes, but is not limited to, intensive on-the-job training necessary to teach an employee both the job duties and job-related responsibilities, such as transportation, coworker relationships, taking breaks, and other responsibilities that assure job retention.	\$772	\$2,852	\$0	\$3,624	X			

Job Training/Workforce Training Programs in Iowa

Department	Program Name	Program Purpose/Explanation	Funding				Program Crossover w/Other Departments			Comments
			State	Federal	Other	Total Funding	No	Yes	If Yes, Which Agency	
IVRS	452-Miscellaneous Training	Includes any organized form of instruction, which provides the knowledge and skills that are essential for performing in a vocational-technical area. Such knowledge and skills may be acquired through training in an institution, on the job, by correspondence, by tutors, or through a combination of any or all of these methods.	\$3,378	\$12,481	\$0	\$15,859	X			
IVRS	456-Employee On-the-Job-Training Non-CRP	Some job coaching activities, such as efforts to encourage the client in medication maintenance, may take place away from the job site. These activities are justified if failure to provide them would probably result in the client being unable to maintain employment. A plan for sustainability of the job must be developed in such a case.	\$3,129	\$11,563	\$0	\$14,692	X			
IVRS	457-GED Testing	Training to get GED	\$417	\$1,541	\$0	\$1,958	X			
IVRS	458-Job Coaching - CRP	includes, but is not limited to, intensive on-the-job training necessary to teach an employee both the job duties and job-related responsibilities, such as transportation, coworker relationships, taking breaks, and other responsibilities that assure job retention.	\$3,365	\$12,432	\$0	\$15,797	X			
IVRS	462-Training - Correspondance Schools	Includes any organized form of instruction, which provides the knowledge and skills that are essential for performing in a vocational-technical area. Such knowledge and skills may be acquired through training in an institution, on the job, by correspondence, by tutors, or through a combination of any or all of these methods.	\$794	\$2,935	\$0	\$3,729	X			
IVRS	463-Training - Assistive Technology	Some job coaching activities, such as efforts to encourage the client in medication maintenance, may take place away from the job site. These activities are justified if failure to provide them would probably result in the client being unable to maintain employment. A plan for sustainability of the job must be developed in such a case.	\$368	\$1,360	\$0	\$1,728	X			
IVRS	464-Training - Drivers Training	When driver's training is necessary it must be a service that is required and integral to successfully achieve the employment goal. If there is a sliding fee schedule applied by the school, whatever is required by the school for the client participation is the amount IVRS would pay. The R-406 would then be applied to determine the level and extent of support provided. A search for comparable benefits is required.	\$3,663	\$13,535	\$0	\$17,198	X			
IVRS	468-Employee On-the-Job-Training CRP	This type of training program is developed by the counselor in close cooperation with the client and the employer-trainer. A plan developed for such training is an agreement reached with a trainer to accept an agency client for training for a specific job or job family. A job analysis must be completed to develop the trainee/employee training plan.	\$188	\$696	\$0	\$884	X			

Job Training/Workforce Training Programs in Iowa

Department	Program Name	Program Purpose/Explanation	Funding				Program Crossover w/Other Departments			Comments
			State	Federal	Other	Total Funding	No	Yes	If Yes, Which Agency	
IVRS	953-D11 - Occupational Skills Training	Training for: Janitorial, food services, retail, health care, forklift/warehouse, basic computer keyboarding, intermediate computer, administrative assistant	\$11,087	\$40,963	\$0	\$52,050	X			
IVRS	954-D12 - Work Adjustment Training	a training program that remedies negative work habits and behaviors, improves work tolerance, and develops strategies to improve a client's ability to maintain employment.	\$20,446	\$75,544	\$0	\$95,990	X			
IVRS	955-D13 - Job Seeking Skills Training	Training is to teach the client how to find a job with assistance at a level required by the client's needs and how to apply these strategies to get a job in the future if necessary.	\$49	\$180	\$0	\$229	X			
IVRS	956-D14 - Transportation Training	Includes learning the bus routes appropriate for the client, practice using the bus system with the assistance of a coach, and successfully navigating mass transit demonstrated by independent trials.	\$0	\$0	\$0	\$0	X			
IVRS	958-D15 - Job Development - Selected Job Coaching	The purpose of job development is to place a client on a job in the community working for a business where persons with disabilities are integrated into the workforce.	\$1,615	\$5,967	\$0	\$7,582	X			
IVRS	959-D15 - Job Development - Supported Job Coaching	The purpose of job development is to place a client on a job in the community working for a business where persons with disabilities are integrated into the workforce.	\$19,858	\$73,372	\$0	\$93,230	X			
IVRS	960-D15A - Employer Development - Supported Services	All employer focused activities are centered in employer development and include: marketing, education, technical assistance, job analysis and customized training tools. Employer development is only authorized as a separate service when the client receives Medicaid Waiver or other funding for job development that is less than the IVRS payment for job development.	\$31,378	\$115,937	\$0	\$147,315	X	DHS - Medicaid Waiver		
IVRS	981-D15A - Employer Development - Selected Services	All employer focused activities are centered in employer development and include: marketing, education, technical assistance, job analysis and customized training tools. Employer development is only authorized as a separate service when the client receives Medicaid Waiver or other funding for job development that is less than the IVRS payment for job development.	\$2,302	\$8,505	\$0	\$10,807	X	DHS - Medicaid Waiver		
IVRS	964-D18 - Selected Job Coaching - Stabilization	The purpose of selected job coaching is to provide training either on the job or away from the worksite by a job coach who has specialized skill in training individuals with disabilities to learn the specific work tasks, work habits and behaviors. Selected job coaching is appropriate for clients who are able to eventually work independent of job coaching. One-on-one training occurs with the job coach until the skills are learned. Coach trains employer on training strategies and natural supports.	\$1,426	\$5,271	\$0	\$6,697	X			

Job Training/Workforce Training Programs in Iowa

Department	Program Name	Program Purpose/Explanation	Funding				Program Crossover w/Other Departments			Comments
			State	Federal	Other	Total Funding	No	Yes	If Yes, Which Agency	
IVRS	965-D19 - Selected Job Coaching - 90 Day	The purpose of selected job coaching is to provide training either on the job or away from the worksite by a job coach who has specialized skill in training individuals with disabilities to learn the specific work tasks, work habits and behaviors. Selected job coaching is appropriate for clients who are able to eventually work independent of job coaching. Client maintains employment, employer satisfied demonstrated by client working in a suitable job, and the job is stable as evidenced by employer signature on Statement of Stabilization form.	\$482	\$1,780	\$0	\$2,262	X			
IVRS	967-D20 - Supported Job Coaching - Assessment	Job coach assesses the client's adaptive behaviors, work skills, habits, and socialization on the job and provides training to address needs.	\$832	\$3,075	\$0	\$3,907	X			
IVRS	968-D21 - Supported Job Coaching - Stabilization	Job coach trains the employer and co-workers on clients training needs and strategies. Training provided on the job, one-on-one with the client until level of job coaching that is necessary is determined by the point of stabilization. Stabilization is reached when the client, employer, IVRS counselor and CRP determined that the job performance is acceptable and maintainable.	\$24,040	\$88,825	\$0	\$112,865	X			
IVRS	969-D22 - Supported Job Coaching - 45 Day	Job coaching is provided at the level identified on the stabilization form and the client maintains suitable and stable employment.	\$5,517	\$20,385	\$0	\$25,902	X			
IVRS	970-D23 - Supported Job Coaching - 90 Day	Employer and client decide that the job is stable and suitable with the amount of job coaching identified on the stabilization form. (Status 26-0)	\$3,961	\$14,636	\$0	\$18,597	X			
Iowa Economic Development Authority	Iowa Industrial New Jobs Training Program (260E)	The 260E program assists Iowa businesses which are creating new positions with new employee training. Eligible businesses may be new to Iowa, expanding their Iowa workforce or relocating to the state. Employees qualifying for training services must fill newly-created positions. Training can meet a variety of training and employee development needs and range from highly specialized to basic skill training. The community college district in which the new or expanding business is located issues training general obligation bonds backed by the full faith and credit of the district to pay for the training. Bonds are repaid through the diversion of 1.5 or 3 percent of the increased payroll withholding tax revenue resulting from the creation of the new jobs. **The dollar amount available for training through the program is dependent upon the training needs and projected tax revenue available to repay the bonds.	**	\$0	\$40,000,000	\$40,000,000		X	Department of Revenue	Businesses that are participating in the 260E program must inform IDR on the amount of withholding that is being sent to the colleges for their 260E project. **The dollar amount available for training through the program is dependent upon the training needs and projected tax revenue available to repay the bonds. The average yearly statewide bond funding is \$40 million.

Job Training/Workforce Training Programs in Iowa

Department	Program Name	Program Purpose/Explanation	Funding				Program Crossover w/Other Departments			Comments
			State	Federal	Other	Total Funding	No	Yes	If Yes, Which Agency	
Iowa Economic Development Authority	Iowa Jobs Training Program (260F)	The 260F program provides job training services to existing employees of eligible businesses located in Iowa. Job training services are defined as any training needed to enhance the performance of a business employees. Applicants can be in the form of a single business, a consortium of businesses, a business network (multi colleges and multi business), a entrepreneurial or a apprenticeship. Business must work with their local community college to apply for funding. Community College submits application on behalf of business	\$4,000,000	\$0	\$0	\$4,000,000	X			
Iowa Economic Development Authority	Accelerated Career Education Program (260G)	260G is to assist Iowa's community colleges to either establish or expand programs that train individuals in the occupations must needee by Iowa businesses. The goal of the program is to provide an enhanced skilled workforce in Iowa. The 260G job credits allows participating copaiies to divert a portion of the companies current Iowa individual income withholding tax, based on the number of seats in a training agreement sponsored by the company. The program job credit can be up to 10% of the hiring wage that a sponsoring business would pay to an individual that completes the program requirements. Wage minimum is 200% of federal poverty guideleing for a family of two.	\$5,400,000	\$0	\$0	\$5,400,000		X	Iowa Department of Revenue	Businesses that are participating in the 260G Job Credit program must inform IDR on the amount of withholding that is being sent to the colleges for their project.
Iowa Economic Development Authority	Workforce Training and Economic Development (260C.18A) (WTED)	WTED allocated funds to the community colleges for supporting the state's workforce development needs. Funds may be expend through the following programs. 1. Iowa Jobs Training Act Program – 260F 2. Accelerated Career Education (ACE) Program – 260G 3. Career Academies – 260C.18A(2)(c) 4. Career and Technical Education Programs – 260C.1(2) 5. In-Service Training and Retraining of Workers – 260C.1(3) 6. Job Retention Program – 260F.9 7. Targeted Industries Training and Retraining – 15.343(2)(a) 8. Operational expenses related to vocational technical training – 15.343(2) (e) . To received the WTED allocation a college must sumit to the IEDA Borad a annual progress report and two year plan.	\$0	\$0	\$0	\$0		X	Department of Education	IEDA receives funds from DE. DOM Note: State funding totaled \$8 million in FY 13. Funding is appropriated to the Dept. of Education for this program (see below for more details).
Department of Education	Skilled Workforce Shortage Tuition Grants	Grant may be awarded to any resident of Iowa who is admitted and in attendance as a full-time or part-time student in a career-technical or career option program to pursue an associate's degree or other training at a community college in the state, and who establishes financial need.	\$5,000,000	\$0	\$0	\$5,000,000		X	Administered through Iowa Student Aid Commission	

Job Training/Workforce Training Programs in Iowa

Department	Program Name	Program Purpose/Explanation	Funding				Program Crossover w/Other Departments			Comments
			State	Federal	Other	Total Funding	No	Yes	If Yes, Which Agency	
Department of Education	Workforce Training & Economic Development Funds	Fund is created for each community college. Moneys shall be deposited and expended from a fund as provided under Iowa Code 260C.18A.	\$8,000,000	\$0	\$0	\$8,000,000		X	Iowa Economic Development Authority	
Department of Education	GAP Tuition Assistance Funds	Established to provide funding to community colleges for need-based tuition assistance to applicants to enable completion of continuing education certificate training programs for in-demand occupations.	\$2,000,000	\$0	\$0	\$2,000,000	X			
Department of Education	ACE Infrastructure	Moneys appropriated for purposes of funding the cost of accelerated career education program capital projects.	\$6,000,000	\$0	\$0	\$6,000,000	X			
Department of Education	Carl Perkins Funding	Perkins supports career and technical education that prepares its students both for postsecondary education and the careers of their choice	\$5,019,772	\$0	\$0	\$5,019,772	X			
Department of Education	Tuition Assistance Program	Tuition assistance for individuals serving individuals with disabilities	\$50,000	\$0	\$0	\$50,000		X	Department of Human Services	
Department of Education	PACE Program	For the development of projects to implement a simplified, streamlined, and comprehensive process, along with customized support services, to enable eligible participants to acquire effective academic and employment training to secure gainful, quality, in-state employment.	\$0	\$0	\$0	\$0	X			Not funded individually, but made an allowable use of 260C.18A (Workforce Training & Economic Development Fund).
Department of Education	Various Federal Programs (Direct Grants to Colleges)	MISC	\$0	\$0	\$0	\$0	X			Colleges do not report to us the exact amounts of the various federal programs they participate in
IDOC	Life Skills (6 of 9 prisons)	Soft Skills/Job Employment Preparation	\$325,000	\$0	\$0	\$325,000	X			Life skills classes are taught by the community colleges.
IDOC	Deconstruction (NCCF)	8 week program	\$0	\$80,000	\$0	\$80,000		X	Iowa Central Community College	
IDOC	Deconstruction (CCF)	8 week program	\$0	\$50,000	\$0	\$50,000		X	Iowa Western Community College	
IDOC	National Career Readiness Certificate	Skill Level Certificates (Bronze, silver and gold)	\$0	\$50,000	\$0	\$50,000		X	Partnerships with IWD/Community Colleges	
IDOC	Work Readiness	Employment/Soft Skills	\$0	\$0	\$0	\$0	X			
IDOC	Iowa Prison Industry		\$0	\$0	\$0	\$0	X			See Dan Clark regarding jobs and dollar amount.
IDOC	Welding (NCF)	Certificated Program (12 -16 weeks) TBA	\$40,000	\$0	\$0	\$40,000		X	Des Moines Metro Community College	
IDOC	Welding (FDCF)	Certificated Program (12 -16 weeks) TBA	\$40,000	\$0	\$0	\$40,000		X	Iowa Community College	
IDOC	Office Specialist (ICIW)	TBA	\$40,000	\$0	\$0	\$40,000		X	Des Moines Metro Community College	
IDOC	Culinary (NCCF)	TBA	\$25,000	\$0	\$0	\$25,000		X	Iowa Central Community College	

Job Training/Workforce Training Programs in Iowa

Department	Program Name	Program Purpose/Explanation	Funding				Program Crossover w/Other Departments			Comments
			State	Federal	Other	Total Funding	No	Yes	If Yes, Which Agency	
Iowa Department of Public Health	Training Source-Prepare Iowa-Learning Management System	A partnership between the Iowa Department of Public Health and the Institute for Public Health Practice at the University of Iowa to provide online learning and workforce development support for public health (state and local levels) and healthcare partners in Iowa. Offers on-line courses for Preparedness. Examples include incident command, exercise design, epidemiological outbreaks.	\$0	\$22,000	\$0	\$22,000	X			Amounts are per year.
Total Funding			\$36,875,870	\$43,057,431	\$40,500,000	\$120,433,301				

From: Hunter, Caleb [DAS]
Sent: Wednesday, October 17, 2012 3:38 PM
To: Albrecht, Tim [IGOV]; Roederer, David [IDOM]
Subject: overtime
Attachments: Exec Br (minus DOT, Regents, CBC & Fair Authority) Overtime and Comptime Earned Report - FY2011 & FY2012.xlsx; Overtime request

Importance: High

The attached information was requested from Jason Clayworth. His email is attached.

Please let me know if you have any questions before I send the data to the DMR.

Thanks,
Caleb

Dept	Dept Title	Fname	Lname	Middle	Class Title	Hrly Pay	OT Expenses	CT Earned Expenses
005	ADMINISTRATIVE SERVICES	ALFRED	BROWN JR		DRIVER	\$18.07	\$114.25	\$0.00
005	ADMINISTRATIVE SERVICES	ALISON	RADL	E	INFO TECH SPECIALIST 5	\$44.43	\$0.00	\$77.75
005	ADMINISTRATIVE SERVICES	ANDREW	BURKHART	J	MECHANIC	\$20.84	\$15.63	\$0.00
005	ADMINISTRATIVE SERVICES	ANN	CARROLL	M	INFO TECH SUPPORT WORKER 4	\$17.77	\$0.00	\$1,819.12
005	ADMINISTRATIVE SERVICES	ANTHONY	GALE	S	INFO TECH SPECIALIST 5	\$40.03	\$0.00	\$1,966.89
005	ADMINISTRATIVE SERVICES	ARTHUR	JEFFRIES	R	CUSTODIAL WORKER	\$15.50	\$23.25	\$0.00
005	ADMINISTRATIVE SERVICES	BARBARA	SULLIVAN	A	EXEC OFF 2	\$35.12	\$0.00	\$2,317.92
005	ADMINISTRATIVE SERVICES	BEN	VEACH	T	HVAC TECHNICIAN	\$25.16	\$1,265.07	\$2,714.28
005	ADMINISTRATIVE SERVICES	BERNICE	NELSEN	M	CUSTODIAL WORKER	\$15.66	\$303.45	\$0.00
005	ADMINISTRATIVE SERVICES	BETH	WRIGHT	A	ADMIN ASSISTANT 1	\$19.23	\$0.00	\$1,427.83
005	ADMINISTRATIVE SERVICES	BLAZA	PENA	Y	CUSTODIAL WORKER	\$12.61	\$1,618.73	\$177.98
005	ADMINISTRATIVE SERVICES	BRADLEY	NACHTIGAL	J	HVAC TECHNICIAN	\$25.16	\$8,032.28	\$2,173.17
005	ADMINISTRATIVE SERVICES	BRADLEY	RICHMAN	J	INFO TECH SPECIALIST 5	\$38.96	\$0.00	\$272.72
005	ADMINISTRATIVE SERVICES	BRENT	CRAWFORD	E	INFO TECH ADMIN 1	\$41.12	\$0.00	\$657.92
005	ADMINISTRATIVE SERVICES	BRENT	VANCE	K	ELECTRONIC ENGINEER TECHNICIAN	\$31.96	\$1,145.28	\$0.00
005	ADMINISTRATIVE SERVICES	BRUCE	HUPKE	L	INFO TECH SPECIALIST 5	\$44.43	\$0.00	\$622.02
005	ADMINISTRATIVE SERVICES	BURLEY	DAVIS	D	INFO TECH SPECIALIST 5	\$44.43	\$1,183.12	\$6,300.69
005	ADMINISTRATIVE SERVICES	CALVIN	MOORE	M	INFO TECH SPECIALIST 5	\$44.43	\$0.00	\$352.58
005	ADMINISTRATIVE SERVICES	CAROL	COLLIER	A	CUSTODIAL WORKER	\$11.06	\$380.41	\$0.00
005	ADMINISTRATIVE SERVICES	CAROL	GODDARD	JEAN	CUSTODIAL WORKER	\$13.22	\$48.30	\$0.00
005	ADMINISTRATIVE SERVICES	CHAD	HALL	W	INFO TECH SPECIALIST 5	\$44.43	\$43.99	\$2,773.57
005	ADMINISTRATIVE SERVICES	CHARLES	MC CANN	W	AUTOMOTIVE SERVICE WORKER	\$12.05	\$13.56	\$0.00
005	ADMINISTRATIVE SERVICES	CHRIS	RHODES	R	INFO TECH ENTERPRISE EXPERT	\$57.48	\$0.00	\$2,051.04
005	ADMINISTRATIVE SERVICES	CHRISTOPHER	MARTIN	A	CUSTODIAL WORKER	\$13.81	\$0.00	\$250.65
005	ADMINISTRATIVE SERVICES	CHRISTOPHER	MCNEELEY	M	MAINTENANCE WORKER 2	\$14.93	\$435.12	\$496.43
005	ADMINISTRATIVE SERVICES	CHRISTOPHER	STRONG	M	MAINTENANCE WORKER 2	\$12.51	\$917.15	\$0.00
005	ADMINISTRATIVE SERVICES	CODY	SMITH	J	MAINTENANCE REPAIRER	\$16.89	\$1,322.18	\$372.72
005	ADMINISTRATIVE SERVICES	COLLEEN	JONES	K	HR TECHNICAL ASST	\$21.19	\$0.00	\$386.93
005	ADMINISTRATIVE SERVICES	CORY	OELBERG	J	INFO TECH SPECIALIST 5	\$37.24	\$807.52	\$406.18
005	ADMINISTRATIVE SERVICES	CRAIG	BANKER	D	HVAC TECHNICIAN	\$25.16	\$2,022.22	\$0.00
005	ADMINISTRATIVE SERVICES	CUTHBERT	THOMAS	I	BUDGET ANALYST 3	\$23.41	\$5.60	\$238.44
005	ADMINISTRATIVE SERVICES	DALE	BENNETHUM	R	MAINTENANCE WORKER 2	\$14.96	\$230.84	\$2,363.82
005	ADMINISTRATIVE SERVICES	DANIEL	BECK	H	REPRODUCTION EQUIPMENT OPER 2	\$19.91	\$1,020.74	\$0.00

005	ADMINISTRATIVE SERVICES	DANIEL	GATES	R	HVAC TECHNICIAN	\$25.16	\$1,102.27	\$2,501.84
005	ADMINISTRATIVE SERVICES	DANNY	THOMAS	L	INFO TECH SPECIALIST 2	\$27.37	\$1,015.78	\$2,247.24
005	ADMINISTRATIVE SERVICES	DARWIN	TENHAKEN	D	INFO TECH ENTERPRISE EXPERT	\$70.34	\$13,389.44	\$0.00
005	ADMINISTRATIVE SERVICES	DAVID	HAINES	M	ENERGY MANAGEMENT TECHNICIAN	\$27.39	\$801.16	\$0.00
005	ADMINISTRATIVE SERVICES	DAVID	HOFF	H	INFO TECH SPECIALIST 5	\$43.51	\$0.00	\$2,348.82
005	ADMINISTRATIVE SERVICES	DAVID	KAILI	C	PURCHASING AGENT 3	\$33.34	\$350.07	\$0.00
005	ADMINISTRATIVE SERVICES	DAVID	PHILPOT	N	CUSTODIAL WORKER	\$11.06	\$70.51	\$0.00
005	ADMINISTRATIVE SERVICES	DAVID	ROWEN	J	INFO TECH ENTERPRISE EXPERT	\$70.34	\$0.00	\$3,196.27
005	ADMINISTRATIVE SERVICES	DAVID	WIEDEMEIER	L	HR TECHNICAL SPEC	\$23.30	\$4,071.69	\$0.00
005	ADMINISTRATIVE SERVICES	DEBORAH	BOGLE	L	BUDGET ANALYST 3	\$30.57	\$0.00	\$397.41
005	ADMINISTRATIVE SERVICES	DEBORAH	KRUEGER	S	BUDGET ANALYST 3	\$32.76	\$0.00	\$212.94
005	ADMINISTRATIVE SERVICES	DEBRA	MARKIN	K	HR TECHNICAL ASST	\$21.19	\$2,836.82	\$0.00
005	ADMINISTRATIVE SERVICES	DENNIS	BABCOCK	S	INFO TECH ENTERPRISE EXPERT	\$70.34	\$0.00	\$4,722.75
005	ADMINISTRATIVE SERVICES	DENNIS	LINN	C	CUSTODIAL WORKER	\$15.66	\$46.98	\$0.00
005	ADMINISTRATIVE SERVICES	DEREK	O'RILEY	J	GRAPHIC ARTIST	\$22.17	\$24.94	\$2,668.60
005	ADMINISTRATIVE SERVICES	DERRICK	BEERY	S	INFO TECH SPECIALIST 5	\$44.43	\$1,233.48	\$43.99
005	ADMINISTRATIVE SERVICES	DHARMESHKUMAR	PATEL	S	INFO TECH SPECIALIST 5	\$44.43	\$1,896.35	\$4,289.02
005	ADMINISTRATIVE SERVICES	DIANE	UTTER	L	CUSTODIAL LEADER	\$17.30	\$778.50	\$0.00
005	ADMINISTRATIVE SERVICES	DONALD	EHM	H	MAINTENANCE WORKER 2	\$13.07	\$1,187.09	\$284.00
005	ADMINISTRATIVE SERVICES	DONALD	POTTER III	K	AUTOMOTIVE SERVICE WORKER	\$12.47	\$64.05	\$0.00
005	ADMINISTRATIVE SERVICES	DONNA	SIGLER	J	INFO TECH SPECIALIST 2	\$29.11	\$843.43	\$1,390.32
005	ADMINISTRATIVE SERVICES	DOUGLAS	HEISER	M	DRIVER	\$14.39	\$79.24	\$0.00
005	ADMINISTRATIVE SERVICES	DREW	HUPKE	T	INFO TECH SPECIALIST 3	\$22.95	\$0.00	\$258.19
005	ADMINISTRATIVE SERVICES	DUSTYN	DIERSEN	E	INFO TECH SPECIALIST 5	\$38.53	\$80.34	\$267.22
005	ADMINISTRATIVE SERVICES	DWIGHT	SLAUGHTER	J	PURCHASING AGENT 1	\$19.18	\$28.77	\$0.00
005	ADMINISTRATIVE SERVICES	ELAINE	BARKER		HR TECHNICAL SPEC	\$15.77	\$2,560.66	\$0.00
005	ADMINISTRATIVE SERVICES	ELISE	MULLEN	M	HR TECHNICAL SPEC	\$15.77	\$2,099.39	\$0.00
005	ADMINISTRATIVE SERVICES	ERIN	DEL COLLO	J	ADMIN ASSISTANT 2	\$17.39	\$0.00	\$586.91
005	ADMINISTRATIVE SERVICES	FRANK	SCAVO	N	POWER PLANT ENGINEER 3	\$22.82	\$798.14	\$1,742.49
005	ADMINISTRATIVE SERVICES	GABRIEL	HEATER	JAMES	CUSTODIAL WORKER	\$12.61	\$561.96	\$0.00
005	ADMINISTRATIVE SERVICES	GEORGE	STEWART	D	CUSTODIAL WORKER	\$13.08	\$0.00	\$39.24
005	ADMINISTRATIVE SERVICES	GORDON	AVRITT	DOUGLAS	CUSTODIAL WORKER	\$15.66	\$1,087.73	\$151.73
005	ADMINISTRATIVE SERVICES	GREGORY	BRAGA	J	INFO TECH SUPPORT WORKER 4	\$15.56	\$72.95	\$186.72
005	ADMINISTRATIVE SERVICES	HAROLD	WILKINSON JR	H	WAREHOUSE OPERATIONS WORKER	\$18.07	\$402.53	\$650.52

005	ADMINISTRATIVE SERVICES	HELEN	KEHLENBECK	M	NURSERY WORKER 1	\$13.77	\$455.27	\$0.00
005	ADMINISTRATIVE SERVICES	HIEN	LOTHI	K	CUSTODIAL WORKER	\$15.66	\$0.00	\$129.20
005	ADMINISTRATIVE SERVICES	JACQUELYN	BAXTER	L	INFO TECH SPECIALIST 4	\$38.58	\$3,210.72	\$2,759.52
005	ADMINISTRATIVE SERVICES	JAMES	MEISCH	E	NURSERY WORKER 2	\$20.81	\$1,127.85	\$709.27
005	ADMINISTRATIVE SERVICES	JAMES	MURRELL	B	CUSTODIAL LEADER	\$17.30	\$413.04	\$0.00
005	ADMINISTRATIVE SERVICES	JAMES	O'LEARY	C	MECHANIC	\$20.14	\$30.21	\$0.00
005	ADMINISTRATIVE SERVICES	JAMES	PROUDFOOT	M	CUSTODIAL WORKER	\$15.66	\$0.00	\$70.47
005	ADMINISTRATIVE SERVICES	JAMES	TOPF	E	NURSERY WORKER 2	\$20.81	\$637.19	\$0.00
005	ADMINISTRATIVE SERVICES	JAMES	WOODYARD	B	POWER PLANT ENGINEER 2	\$19.91	\$7,390.26	\$1,425.48
005	ADMINISTRATIVE SERVICES	JANENE	KLING	L	INFO TECH SPECIALIST 4	\$38.58	\$0.00	\$96.45
005	ADMINISTRATIVE SERVICES	JASON	HEADLEE	R	BINDERY WORKER	\$15.66	\$98.37	\$24.95
005	ADMINISTRATIVE SERVICES	JASON	LUCY	M	INFO TECH SPECIALIST 5	\$44.43	\$22.22	\$0.00
005	ADMINISTRATIVE SERVICES	JEANNIE	ADAMS	R	ACCOUNTING TECHNICIAN 3	\$21.39	\$0.00	\$340.75
005	ADMINISTRATIVE SERVICES	JEFF	DAVIS	G	PAINTER 1	\$20.81	\$0.00	\$1,417.45
005	ADMINISTRATIVE SERVICES	JEFFREY	FOSTER	R	ELECTRICIAN	\$27.47	\$0.00	\$5,044.45
005	ADMINISTRATIVE SERVICES	JEFFREY	FRONK	L	HVAC TECHNICIAN	\$21.54	\$8,529.56	\$2,281.64
005	ADMINISTRATIVE SERVICES	JERROD	WILLIER	L	INFO TECH SPECIALIST 5	\$44.43	\$771.15	\$0.00
005	ADMINISTRATIVE SERVICES	JOANN	GOODING	M	INFO TECH SPECIALIST 5	\$44.43	\$2,388.84	\$164.96
005	ADMINISTRATIVE SERVICES	JOHN	HOVE	K	BUDGET ANALYST 3	\$34.74	\$0.00	\$955.02
005	ADMINISTRATIVE SERVICES	JOHN	JOHNSTON	C	HVAC TECHNICIAN	\$19.27	\$204.47	\$1,326.78
005	ADMINISTRATIVE SERVICES	JOHN	LONGMAN	C	INFO TECH SPECIALIST 4	\$38.58	\$0.00	\$507.74
005	ADMINISTRATIVE SERVICES	JOHN	MANTERNACH	A	INFO TECH SPECIALIST 4	\$38.58	\$0.00	\$3,127.93
005	ADMINISTRATIVE SERVICES	JOHN	MAXWELL	H	INFO TECH SPECIALIST 5	\$44.43	\$87.98	\$343.67
005	ADMINISTRATIVE SERVICES	JOHN	SCHNEBERGER	P	INFO TECH SPECIALIST 5	\$44.43	\$2,370.88	\$65.99
005	ADMINISTRATIVE SERVICES	JOHN	YOUNG	J	ENERGY MANAGEMENT TECHNICIAN	\$27.66	\$412.88	\$2,796.41
005	ADMINISTRATIVE SERVICES	JON	GIOFFREDI	D	INFO TECH SPECIALIST 5	\$44.43	\$1,037.41	\$0.00
005	ADMINISTRATIVE SERVICES	JOYCE	BRADLEY	K	MAIL CLERK 2	\$13.70	\$94.92	\$0.00
005	ADMINISTRATIVE SERVICES	KARI	REED	E	CUSTODIAL WORKER	\$13.81	\$196.80	\$0.00
005	ADMINISTRATIVE SERVICES	KATHLEEN	VAN WEY	K	HUMAN RESOURCES ASSOCIATE	\$25.57	\$0.00	\$2,867.68
005	ADMINISTRATIVE SERVICES	KAY	ROZEBOOM	E	INFO TECH SPECIALIST 5	\$44.43	\$177.32	\$133.29
005	ADMINISTRATIVE SERVICES	KENNETH	LANPHIER	D	HVAC TECHNICIAN	\$20.14	\$572.40	\$2,348.90
005	ADMINISTRATIVE SERVICES	KENNETH	MOORE	M	INFO TECH SPECIALIST 4	\$38.20	\$477.50	\$0.00
005	ADMINISTRATIVE SERVICES	KENNETTE	BRADY	L	MAIL CLERK 2	\$17.30	\$4,567.58	\$0.00
005	ADMINISTRATIVE SERVICES	KENT	DAVISON	A	INFO TECH SPECIALIST 5	\$44.43	\$177.72	\$0.00

005	ADMINISTRATIVE SERVICES	KEVAN	TUCKER	T	HVAC TECHNICIAN	\$25.16	\$1,906.12	\$1,919.49
005	ADMINISTRATIVE SERVICES	KEVIN	BONE	A	MAIL CLERK 2	\$17.30	\$51.83	\$0.00
005	ADMINISTRATIVE SERVICES	KEVIN	NATION	M	CUSTODIAL WORKER	\$12.61	\$75.67	\$0.00
005	ADMINISTRATIVE SERVICES	KHAMPHETH	HACKNORATH		CUSTODIAL WORKER	\$15.66	\$246.65	\$0.00
005	ADMINISTRATIVE SERVICES	KIMBERLY	ESQUIBEL JONES	M	MAIL CLERK 2	\$14.33	\$137.64	\$0.00
005	ADMINISTRATIVE SERVICES	KYLA	WERNLI	K	MAIL CLERK 2	\$13.26	\$101.80	\$0.00
005	ADMINISTRATIVE SERVICES	LARRY	TAYLOR JR.	D	CUSTODIAL WORKER	\$12.61	\$75.67	\$0.00
005	ADMINISTRATIVE SERVICES	LENNY	ROBERTSON SR	L	MAINTENANCE WORKER 2	\$18.07	\$961.43	\$0.00
005	ADMINISTRATIVE SERVICES	LEONARD	CARKHUFF	L	MAINTENANCE ENGINEER	\$29.11	\$18,031.33	\$1,393.80
005	ADMINISTRATIVE SERVICES	LINDA	DILTS	L	CUSTODIAL WORKER	\$15.66	\$82.22	\$0.00
005	ADMINISTRATIVE SERVICES	LORI	NOREM	A	ACCOUNTING TECHNICIAN 3	\$24.54	\$0.00	\$331.29
005	ADMINISTRATIVE SERVICES	LORI	VIVONE	L	SECRETARY 2	\$21.19	\$15.89	\$0.00
005	ADMINISTRATIVE SERVICES	MADELINE	MCCLURE	R	MAINTENANCE WORKER 2	\$17.94	\$1,497.00	\$424.96
005	ADMINISTRATIVE SERVICES	MARK	BLAZEK	D	INSURANCE PROGRAM SPECIALIST	\$33.08	\$7,976.87	\$286.38
005	ADMINISTRATIVE SERVICES	MARK	KALTEFLEITER	A	CUSTODIAL WORKER	\$15.50	\$1,278.77	\$127.88
005	ADMINISTRATIVE SERVICES	MARY	LUNA-RODRIGUEZ	R.	CUSTODIAL WORKER	\$12.07	\$427.62	\$0.00
005	ADMINISTRATIVE SERVICES	MATTHEW	SIEBRANDS	R	INFO TECH SPECIALIST 4	\$35.63	\$481.01	\$0.00
005	ADMINISTRATIVE SERVICES	MELODY	MOWERY	S	ACCOUNTING TECHNICIAN 3	\$24.91	\$261.56	\$0.00
005	ADMINISTRATIVE SERVICES	MICHAEL	ANDERSON	J	REPRODUCTION EQUIPMENT OPER 2	\$14.84	\$345.03	\$222.60
005	ADMINISTRATIVE SERVICES	MICHAEL	CHESMORE	R	INFO TECH SPECIALIST 5	\$43.53	\$0.00	\$348.24
005	ADMINISTRATIVE SERVICES	MICHAEL	MINER	A	CONSTRUCTION TECHNICIAN SR	\$19.24	\$0.00	\$1,515.15
005	ADMINISTRATIVE SERVICES	MICHAEL	SCHMITT	G	TRADES HELPER	\$17.30	\$1,774.90	\$129.50
005	ADMINISTRATIVE SERVICES	MICHAEL	WIGHAM	G	REPRODUCTION EQUIPMENT OPER 2	\$19.91	\$154.20	\$222.34
005	ADMINISTRATIVE SERVICES	MIKE	STEVEN	L	GRAPHIC ARTIST	\$23.77	\$0.00	\$267.41
005	ADMINISTRATIVE SERVICES	MIRELA	JUSIC		ACCOUNTING TECHNICIAN 2	\$17.05	\$0.00	\$505.19
005	ADMINISTRATIVE SERVICES	MONTE	MCKERCHER	D	NURSERY WORKER 1	\$12.82	\$0.00	\$197.17
005	ADMINISTRATIVE SERVICES	MONTGOMERY	LOVELL	J	NURSERY WORKER 2	\$19.26	\$0.00	\$2,867.43
005	ADMINISTRATIVE SERVICES	NANCY	WILLIAMS	A	EXEC OFF 1	\$29.72	\$0.00	\$944.08
005	ADMINISTRATIVE SERVICES	NICHOLAS	SMITH	S	PROGRAM PLANNER 2	\$20.26	\$111.43	\$0.00
005	ADMINISTRATIVE SERVICES	PAMELA	MEIER	J	INFO TECH SPECIALIST 4	\$38.58	\$77.16	\$308.64
005	ADMINISTRATIVE SERVICES	PAMELA	SWOBODA	S	CUSTODIAL WORKER	\$15.66	\$493.30	\$0.00
005	ADMINISTRATIVE SERVICES	PATRICK	FAUGHT	C	CUSTODIAL WORKER	\$15.66	\$305.37	\$0.00
005	ADMINISTRATIVE SERVICES	PAUL	BUSHONG	B	ELECTRICIAN	\$27.47	\$2,379.12	\$2,818.16
005	ADMINISTRATIVE SERVICES	PEGGY	JOHNSON	JO	HR TECHNICAL SPEC	\$23.30	\$0.00	\$279.60

005	ADMINISTRATIVE SERVICES	PENNY	HUTZEL-NUZUM	J	CUSTODIAL WORKER	\$14.43	\$102.95	\$84.30
005	ADMINISTRATIVE SERVICES	PHILLIP	PICKETT JR	E	TRADES HELPER	\$16.71	\$6,274.02	\$1,165.12
005	ADMINISTRATIVE SERVICES	RANDALL	HOWARD	L	EXEC OFF 1	\$33.11	\$231.77	\$0.00
005	ADMINISTRATIVE SERVICES	RANDY	WALLACE	E	CUSTODIAL WORKER	\$15.66	\$140.95	\$0.00
005	ADMINISTRATIVE SERVICES	RAPHAEL	PLASENCIA	A	INFO TECH SPECIALIST 2	\$29.11	\$1,351.74	\$3,212.94
005	ADMINISTRATIVE SERVICES	RAY	FRAAKEN JR.	L.	HVAC TECHNICIAN	\$25.16	\$1,821.50	\$2,939.15
005	ADMINISTRATIVE SERVICES	RAYMOND	HAGUE	C	INFO TECH ENTERPRISE EXPERT	\$70.34	\$0.00	\$3,368.62
005	ADMINISTRATIVE SERVICES	RAYMOND	WOODRICH	L	HVAC TECHNICIAN	\$25.16	\$75.10	\$226.25
005	ADMINISTRATIVE SERVICES	REBECCA	JOHN	D	MAIL CLERK 2	\$14.32	\$130.88	\$0.00
005	ADMINISTRATIVE SERVICES	RICKY	KIMMEL	D	REPRODUCTION EQUIPMENT OPER 2	\$19.91	\$221.74	\$2,100.61
005	ADMINISTRATIVE SERVICES	ROBERT	DOWNS	A	NURSERY WORKER 2	\$16.41	\$1,793.54	\$625.40
005	ADMINISTRATIVE SERVICES	ROBERT	DUBSON	A	CUSTODIAL WORKER	\$13.93	\$41.79	\$20.90
005	ADMINISTRATIVE SERVICES	ROBERT	GODFREYSEN	A	POWER PLANT ENGINEER 2	\$19.91	\$1,919.36	\$3,569.48
005	ADMINISTRATIVE SERVICES	ROBERT	SHWERY	J	INFO TECH SPECIALIST 4	\$38.58	\$0.00	\$324.27
005	ADMINISTRATIVE SERVICES	ROGER	MORTVEDT	L	INFO TECH SPECIALIST 4	\$30.57	\$0.00	\$366.84
005	ADMINISTRATIVE SERVICES	RONALD	GRAHAM	J	HVAC TECHNICIAN	\$25.16	\$4,113.89	\$2,696.28
005	ADMINISTRATIVE SERVICES	RUSSELL	HAYES	S	REPRODUCTION EQUIPMENT LEADER	\$21.83	\$1,803.24	\$252.00
005	ADMINISTRATIVE SERVICES	RYAN	JONES	M	HVAC TECHNICIAN	\$23.86	\$644.10	\$1,599.03
005	ADMINISTRATIVE SERVICES	SALISTER	ODAYE	J	INFO TECH SUPPORT WORKER 4	\$22.89	\$2,131.74	\$1,361.28
005	ADMINISTRATIVE SERVICES	SANDRA	ALLEN	L	INFO TECH SPECIALIST 2	\$29.11	\$0.00	\$2,503.66
005	ADMINISTRATIVE SERVICES	SANDRA	ROMPOT	L	INFO TECH SPECIALIST 5	\$44.43	\$199.98	\$163.76
005	ADMINISTRATIVE SERVICES	SONDRA	CARNAHAN	K	CUSTODIAL WORKER	\$14.43	\$0.00	\$277.75
005	ADMINISTRATIVE SERVICES	STELLA	SUSSEX	A	ADMIN ASSISTANT 2	\$26.34	\$1,380.51	\$0.00
005	ADMINISTRATIVE SERVICES	STEPHEN	DRELLER	J	INFO TECH SPECIALIST 5	\$44.43	\$219.95	\$726.71
005	ADMINISTRATIVE SERVICES	STEPHEN	HARRIS	D	INFO TECH ENTERPRISE EXPERT	\$70.34	\$0.00	\$2,901.53
005	ADMINISTRATIVE SERVICES	STEVEN	KUSKE	L	INFO TECH SPECIALIST 5	\$44.43	\$1,170.37	\$0.00
005	ADMINISTRATIVE SERVICES	SUNIL	SHAH	V	INFO TECH SPECIALIST 5	\$44.43	\$0.00	\$484.77
005	ADMINISTRATIVE SERVICES	TAMMY	ELTAYB	C	CUSTODIAL WORKER	\$14.29	\$0.00	\$128.61
005	ADMINISTRATIVE SERVICES	TERRY	BLANCHARD	L	CUSTODIAL WORKER	\$11.06	\$157.94	\$0.00
005	ADMINISTRATIVE SERVICES	TERRY	VALENTINE	M	CUSTODIAL WORKER	\$12.61	\$113.49	\$359.38
005	ADMINISTRATIVE SERVICES	THERESA	WAGNER	A	MAIL CLERK 1	\$13.80	\$1,594.42	\$988.69
005	ADMINISTRATIVE SERVICES	THOMAS	LILLY	J	PAINTER 2	\$19.29	\$0.00	\$1,498.06
005	ADMINISTRATIVE SERVICES	THOMAS	LUST	G	ELECTRICIAN	\$26.29	\$4,184.28	\$2,381.75
005	ADMINISTRATIVE SERVICES	THOMAS	PHIPPS	A	CUSTODIAL WORKER	\$15.66	\$504.81	\$0.00

005	ADMINISTRATIVE SERVICES	TIE	WANG		INFO TECH SPECIALIST 5	\$43.96	\$615.44	\$0.00
005	ADMINISTRATIVE SERVICES	TIMOTHY	YOUNG	L	MECHANIC	\$24.01	\$420.36	\$0.00
005	ADMINISTRATIVE SERVICES	TODD	RECTOR	B	INFO TECH SPECIALIST 5	\$44.43	\$112.18	\$629.83
005	ADMINISTRATIVE SERVICES	TOM	SENEPHANSIRI		CUSTODIAL WORKER	\$15.66	\$411.08	\$0.00
005	ADMINISTRATIVE SERVICES	TRAVIS	CHRISTENSEN	D	HVAC TECHNICIAN	\$24.22	\$7,069.35	\$1,698.12
005	ADMINISTRATIVE SERVICES	TROY	KOESTER	D	CARPENTER 2	\$20.16	\$0.00	\$2,115.00
005	ADMINISTRATIVE SERVICES	TROY	SHEEDER	C	CARPENTER 2	\$19.29	\$0.00	\$1,206.79
005	ADMINISTRATIVE SERVICES	VELMA	MATCHINSKY	I	HR TECHNICAL ASST	\$19.97	\$3,384.93	\$0.00
005	ADMINISTRATIVE SERVICES	VICKI	HYLAND	L	CUSTODIAL WORKER	\$15.50	\$193.20	\$0.00
005	ADMINISTRATIVE SERVICES	VICKI	SPARKS	J	INFO TECH SPECIALIST 3	\$33.44	\$0.00	\$249.32
005	ADMINISTRATIVE SERVICES	VIKRAMSINH	BHOSALE	M	INFO TECH SPECIALIST 5	\$42.61	\$0.00	\$751.71
005	ADMINISTRATIVE SERVICES	WILLIAM	DAVIS JR	B	INFO TECH SPECIALIST 3	\$33.44	\$0.00	\$1,305.25
005	ADMINISTRATIVE SERVICES	WILLIAM	DUPUY	TODD	LOCKSMITH	\$21.83	\$2,755.22	\$2,326.75
005	ADMINISTRATIVE SERVICES	WILLIAM	HUNTER JR	D	CUSTODIAL WORKER	\$12.07	\$0.00	\$144.84
005	ADMINISTRATIVE SERVICES	WILLIAM	JAY II	T	HVAC TECHNICIAN	\$25.16	\$3,315.23	\$635.70
005	ADMINISTRATIVE SERVICES	YAN HUA	CHEN		REPRODUCTION EQUIPMENT OPER 2	\$19.91	\$1,146.34	\$1,877.96
005	ADMINISTRATIVE SERVICES	ZAFER	BANAGANAPALLE		INFO TECH SPECIALIST 5	\$36.74	\$142.36	\$940.37
009	AGRICULTURE & LAND STEWARD	ANTHONY	TOIGO	J	PROGRAM PLANNER 3	\$29.93	\$626.89	\$0.00
009	AGRICULTURE & LAND STEWARD	ARTHUR	OVROM JR	PAUL	PROGRAM PLANNER 3	\$25.21	\$543.77	\$743.73
009	AGRICULTURE & LAND STEWARD	BARBARA	EBEL	E	MEAT INSPECTOR	\$16.11	\$36.25	\$0.00
009	AGRICULTURE & LAND STEWARD	BARBARA	KNUDSEN	A.	SECRETARY 2	\$18.55	\$0.00	\$332.82
009	AGRICULTURE & LAND STEWARD	BECKY	VAN WEY	J	SOIL CONSERVATION TECHNICIAN 3	\$22.89	\$0.00	\$410.64
009	AGRICULTURE & LAND STEWARD	BENJAMIN	GLEASON	M	ENVIRONMENTAL SPECIALIST	\$21.34	\$42.68	\$0.00
009	AGRICULTURE & LAND STEWARD	BRETT	BENGARD	A	SOIL CONSERVATION TECHNICIAN 3	\$22.89	\$0.00	\$137.34
009	AGRICULTURE & LAND STEWARD	BRIAN	HARRISON	K	INFO SPECIALIST 2	\$25.99	\$77.98	\$0.00
009	AGRICULTURE & LAND STEWARD	CARL	LEE	S	SOIL CONSERVATION TECHNICIAN 3	\$22.89	\$0.00	\$273.30
009	AGRICULTURE & LAND STEWARD	CHARLES	HOELKER	C	SOIL CONSERVATION TECHNICIAN 3	\$22.89	\$0.00	\$274.68
009	AGRICULTURE & LAND STEWARD	COLLEEN	SIEFKEN	M	SECRETARY 2	\$21.83	\$0.00	\$212.02
009	AGRICULTURE & LAND STEWARD	CONNIE	CARPENTER	L	SECRETARY 2	\$21.83	\$0.00	\$260.64
009	AGRICULTURE & LAND STEWARD	DARRYL	BROWN	L	EXEC OFF 2	\$32.94	\$2,075.22	\$0.00
009	AGRICULTURE & LAND STEWARD	DARYL	BOULWARE	L	SOIL CONSERVATION TECHNICIAN 2	\$15.01	\$0.00	\$269.28
009	AGRICULTURE & LAND STEWARD	DEBORAH	ROHRBAUGH	L	SECRETARY 2	\$21.83	\$0.00	\$391.62
009	AGRICULTURE & LAND STEWARD	DELORES	CLAUSEN	A	PROGRAM PLANNER 3	\$31.57	\$157.85	\$0.00
009	AGRICULTURE & LAND STEWARD	DUSTIN	VANDEHOEF	C	INFO SPECIALIST 3	\$35.09	\$0.00	\$2,277.67

009	AGRICULTURE & LAND STEWARD: ELIZABETH	SANDBURG	A	PROGRAM PLANNER 3	\$33.44	\$259.16	\$0.00
009	AGRICULTURE & LAND STEWARD: GARY	EIBEN	E	VETERINARIAN	\$39.62	\$0.00	\$1,002.71
009	AGRICULTURE & LAND STEWARD: HOLLY	SHERLING	K	SECRETARY 2	\$21.83	\$0.00	\$195.15
009	AGRICULTURE & LAND STEWARD: JACK	PATTEN	M	MEAT INSPECTOR	\$17.59	\$0.00	\$525.66
009	AGRICULTURE & LAND STEWARD: JANIS	HOCHSTETLER	M	PROGRAM PLANNER 3	\$33.44	\$217.36	\$0.00
009	AGRICULTURE & LAND STEWARD: JANYCE	MCCLURG		SECRETARY 2	\$21.83	\$0.00	\$391.62
009	AGRICULTURE & LAND STEWARD: JAYNE	SMITH	C	SECRETARY 2	\$20.27	\$45.61	\$0.00
009	AGRICULTURE & LAND STEWARD: JEFFREY	PFEIFER	M	SOIL CONSERVATION TECHNICIAN 2	\$18.51	\$0.00	\$322.50
009	AGRICULTURE & LAND STEWARD: JENNIFER	DAVIS	A.	SECRETARY 2	\$21.61	\$32.42	\$0.00
009	AGRICULTURE & LAND STEWARD: JOANN	SCHULTE	M	SECRETARY 2	\$21.83	\$0.00	\$391.62
009	AGRICULTURE & LAND STEWARD: JULIE	ALTHAUS	A.	SECRETARY 2	\$21.83	\$0.00	\$293.38
009	AGRICULTURE & LAND STEWARD: KAREN	ANDROY	M	SECRETARY 2	\$17.00	\$0.00	\$202.98
009	AGRICULTURE & LAND STEWARD: KAREN	GROTE	A	SECRETARY 2	\$20.99	\$0.00	\$125.94
009	AGRICULTURE & LAND STEWARD: KATIE	STEINLAGE	J	TYPIST-ADVANCED	\$12.12	\$36.36	\$0.00
009	AGRICULTURE & LAND STEWARD: KEVIN	BRANNEN	G	SOIL CONSERVATION TECHNICIAN 3	\$22.89	\$0.00	\$410.64
009	AGRICULTURE & LAND STEWARD: KONDA	SLAGLE	J	SECRETARY 2	\$21.83	\$0.00	\$391.62
009	AGRICULTURE & LAND STEWARD: KRISTIN	SADLER	S	LIVESTOCK INSPECTOR	\$18.38	\$406.66	\$0.00
009	AGRICULTURE & LAND STEWARD: LILLIE	HINES	L	SECRETARY 2	\$21.83	\$0.00	\$391.62
009	AGRICULTURE & LAND STEWARD: LOIS	BEHRENS	M	SOIL CONSERVATION TECHNICIAN 3	\$22.66	\$0.00	\$135.96
009	AGRICULTURE & LAND STEWARD: LORA	SCHMIDT	D	SECRETARY 2	\$21.83	\$0.00	\$391.62
009	AGRICULTURE & LAND STEWARD: LYNN	BOHNENKAMP	M	SECRETARY 2	\$21.83	\$0.00	\$391.62
009	AGRICULTURE & LAND STEWARD: MARY	NYHOF	J	SECRETARY 2	\$21.83	\$0.00	\$391.62
009	AGRICULTURE & LAND STEWARD: MICHAEL	ALLEN	D	SOIL CONSERVATION TECHNICIAN 2	\$19.91	\$0.00	\$357.18
009	AGRICULTURE & LAND STEWARD: MICHELLE	TIMMER	R.	SECRETARY 2	\$21.83	\$294.71	\$391.62
009	AGRICULTURE & LAND STEWARD: NED	DEBOER	J.	SOIL CONSERVATION TECHNICIAN 2	\$19.91	\$0.00	\$237.72
009	AGRICULTURE & LAND STEWARD: PAMELA	SMITH	L	VETERINARIAN	\$39.23	\$0.00	\$627.68
009	AGRICULTURE & LAND STEWARD: PEG	LENZ	M	SECRETARY 2	\$21.83	\$0.00	\$260.64
009	AGRICULTURE & LAND STEWARD: RANDALL	JIPP	A	SOIL CONSERVATION TECHNICIAN 2	\$18.73	\$0.00	\$336.00
009	AGRICULTURE & LAND STEWARD: REBECCA	LOCKWOOD	S	SECRETARY 2	\$21.83	\$0.00	\$391.62
009	AGRICULTURE & LAND STEWARD: RHONDA	SAUNDERS	R	SECRETARY 2	\$21.83	\$0.00	\$391.62
009	AGRICULTURE & LAND STEWARD: RICHARD	BENDA	N	AGRICULTURE COMPLIANCE INVEST	\$29.85	\$0.00	\$179.10
009	AGRICULTURE & LAND STEWARD: ROBERT	SPROAT	P	SOIL CONSERVATION TECHNICIAN 3	\$22.89	\$0.00	\$410.64
009	AGRICULTURE & LAND STEWARD: ROBERT	WELANDER	E	VETERINARIAN	\$39.23	\$0.00	\$843.45
009	AGRICULTURE & LAND STEWARD: ROBERT	YANCEY	B	PROGRAM PLANNER 3	\$33.44	\$234.08	\$0.00

009	AGRICULTURE & LAND STEWARD	RONALD	HEIN	S	INFO TECH SPECIALIST 5	\$43.99	\$0.00	\$483.89
009	AGRICULTURE & LAND STEWARD	RONALD	MCCARTHY	R	SOIL CONSERVATION TECHNICIAN 3	\$22.89	\$0.00	\$273.30
009	AGRICULTURE & LAND STEWARD	RONALD	PETERSON	D	SOIL CONSERVATION TECHNICIAN 3	\$22.89	\$0.00	\$410.64
009	AGRICULTURE & LAND STEWARD	SANDRA	HUNERDOSSE	K.	SECRETARY 2	\$21.83	\$0.00	\$391.62
009	AGRICULTURE & LAND STEWARD	SARA	KLINDT	M	SOIL CONSERVATION TECHNICIAN 2	\$15.71	\$0.00	\$281.82
009	AGRICULTURE & LAND STEWARD	SCOTT	COUCHMAN	A	SOIL CONSERVATION TECHNICIAN 3	\$22.89	\$0.00	\$410.64
009	AGRICULTURE & LAND STEWARD	SHARON	KING	K	SECRETARY 2	\$21.61	\$0.00	\$259.32
009	AGRICULTURE & LAND STEWARD	SHAUNA	HUMRICH	L.	INFO TECH SPECIALIST 4	\$38.20	\$0.00	\$2,253.80
009	AGRICULTURE & LAND STEWARD	SHERYL	GODDARD	A	ADMIN ASSISTANT 2	\$25.90	\$0.00	\$38.85
009	AGRICULTURE & LAND STEWARD	SONYA	ELLISON	R	SECRETARY 2	\$21.83	\$0.00	\$391.62
009	AGRICULTURE & LAND STEWARD	STEVEN	FLUCKEY	W	SOIL CONSERVATION TECHNICIAN 3	\$22.89	\$0.00	\$410.64
009	AGRICULTURE & LAND STEWARD	SUZANNE	LEEPER	L	SECRETARY 2	\$21.83	\$0.00	\$391.62
009	AGRICULTURE & LAND STEWARD	TERRI	CHRISTENSEN	L	SECRETARY 2	\$21.83	\$130.98	\$130.98
009	AGRICULTURE & LAND STEWARD	TIMOTHY	SMITH	MICHAEL	VETERINARIAN	\$39.23	\$0.00	\$1,804.58
009	AGRICULTURE & LAND STEWARD	TRACY	BRUUN	ANN	SECRETARY 2	\$21.83	\$0.00	\$391.62
009	AGRICULTURE & LAND STEWARD	TROY	TUCKER	M	INFO TECH SPECIALIST 3	\$33.11	\$149.00	\$0.00
014	AGRICULTURE - AGRICULTURAL D	AMBER	HILL	L	PROGRAM PLANNER 3	\$25.08	\$0.00	\$1,461.48
112	JUSTICE	AARON	KOCH	W	INVESTIGATOR 2	\$18.63	\$0.00	\$111.78
112	JUSTICE	ALBERTO	PERALES		INVESTIGATOR 3	\$28.78	\$0.00	\$215.85
112	JUSTICE	ASHLEY	RANDOLPH	M.	PARALEGAL	\$19.22	\$0.00	\$57.66
112	JUSTICE	CANDIS	LOCKARD	J.	INVESTIGATOR 3	\$31.02	\$0.00	\$3,024.45
112	JUSTICE	CATHLEEN	WHITE	M	TRAINING SPECIALIST 1	\$29.47	\$0.00	\$66.31
112	JUSTICE	CHERYL	SMITH	A	LEGAL SECRETARY 2	\$21.19	\$0.00	\$127.14
112	JUSTICE	CONNIE	LEE	L ANDERSON	LEGAL SECRETARY 3	\$23.30	\$0.00	\$2,271.75
112	JUSTICE	CYNTHIA	JACOBE	L	LEGAL SECRETARY 3	\$23.30	\$0.00	\$961.12
112	JUSTICE	ELIZABETH	DICKEY	A	LEGAL SECRETARY 2	\$18.83	\$0.00	\$84.74
112	JUSTICE	JAMIE	KILGORE	D	LEGAL SECRETARY 3	\$20.99	\$0.00	\$377.82
112	JUSTICE	JODI	WATSON	R	PARALEGAL	\$16.48	\$0.00	\$667.44
112	JUSTICE	KELSI	KAUTZKY	A	LEGAL SECRETARY 2	\$14.46	\$0.00	\$43.38
112	JUSTICE	KIMBERLEY	FALZBOT	SUE	INVESTIGATOR 3	\$27.40	\$0.00	\$1,849.50
112	JUSTICE	KIMBERLY	KLUXDAL	J	INVESTIGATOR 3	\$29.71	\$0.00	\$267.39
112	JUSTICE	KIRSTIN	ISENHART	R L	INVESTIGATOR 4	\$28.74	\$0.00	\$194.00
112	JUSTICE	KRISTIN	MCMANUS	M	LEGAL SECRETARY 2	\$16.83	\$0.00	\$25.25
112	JUSTICE	KRISTLE	FINCK	A	LEGAL SECRETARY 1	\$16.09	\$0.00	\$736.12

112	JUSTICE	LISA	BICKELHAUPT	M	INVESTIGATOR 3	\$22.86	\$0.00	\$188.60
112	JUSTICE	LISA	WITTMUS	A	LEGAL SECRETARY 2	\$18.75	\$0.00	\$365.63
112	JUSTICE	MARC	WALLIN	A	INVESTIGATOR 4	\$32.46	\$0.00	\$389.52
112	JUSTICE	MICHAEL	FERJAK	J	INVESTIGATOR 4	\$32.46	\$0.00	\$389.52
112	JUSTICE	MONICA	VANDENBRANDEN	A	INVESTIGATOR 2	\$19.38	\$0.00	\$145.35
112	JUSTICE	NICOLE	BEAUFORD	D	INVESTIGATOR 4	\$25.50	\$0.00	\$325.13
112	JUSTICE	NICOLE	ROMER	MARIE	INVESTIGATOR 2	\$18.60	\$0.00	\$446.40
112	JUSTICE	PAMELA	O'BRIEN	R	ADMIN ASSISTANT 2	\$24.64	\$0.00	\$221.76
112	JUSTICE	PEGGY	BOWMAN	L	ADMIN ASSISTANT 2	\$25.57	\$0.00	\$901.34
112	JUSTICE	RICKIE	WICKERSHAM	K	LEGAL SECRETARY 2	\$17.25	\$0.00	\$310.50
112	JUSTICE	ROXANNA	DALES		LEGAL SECRETARY 3	\$23.30	\$0.00	\$436.87
112	JUSTICE	RUTH	WALKER	C	INVESTIGATOR 4	\$32.46	\$0.00	\$316.48
112	JUSTICE	SARAH	THOMAS	L	PARALEGAL	\$20.08	\$0.00	\$1,310.22
112	JUSTICE	SHONNA	SWAIN	K	INVESTIGATOR 4	\$29.13	\$131.09	\$87.39
112	JUSTICE	SONYA	SELLMEYER	M	PARALEGAL	\$24.42	\$0.00	\$256.41
112	JUSTICE	STACEY	ANDERSON	A	INVESTIGATOR 3	\$25.14	\$0.00	\$1,018.17
112	JUSTICE	STEPHANIE	BAILEY	A	PARALEGAL	\$20.50	\$0.00	\$184.50
112	JUSTICE	STEPHEN	SWITZER	E	INVESTIGATOR 4	\$32.46	\$0.00	\$486.90
112	JUSTICE	SUSAN	APPLE	K	LEGAL SECRETARY 3	\$23.30	\$0.00	\$699.00
112	JUSTICE	SUSAN	KERR	M	INVESTIGATOR 4	\$32.46	\$0.00	\$292.14
112	JUSTICE	VALERIE	NASET	S	LEGAL SECRETARY 2	\$21.19	\$0.00	\$2,526.91
114	JUSTICE - ADVOCATE OFFICE	ANN	KREAGER	M	SECRETARY 2	\$21.19	\$0.00	\$47.68
114	JUSTICE - ADVOCATE OFFICE	BLAKE	KRUGER	J	UTILITY ANALYST 1	\$19.32	\$0.00	\$706.13
114	JUSTICE - ADVOCATE OFFICE	BRIAN	TURNER	W	UTILITY SPECIALIST	\$46.01	\$0.00	\$713.16
114	JUSTICE - ADVOCATE OFFICE	FASIL	KEBEDE		UTILITY SPECIALIST	\$46.47	\$0.00	\$2,789.59
114	JUSTICE - ADVOCATE OFFICE	J.	BODINE	FRANK	UTILITY SPECIALIST	\$46.47	\$0.00	\$882.01
114	JUSTICE - ADVOCATE OFFICE	KAREN	GOODRICH-FINNEGA	M	SECRETARY 3	\$23.30	\$2,464.01	\$419.40
114	JUSTICE - ADVOCATE OFFICE	KHOSROW	KHOJASTEH		UTILITY SPECIALIST	\$41.24	\$0.00	\$1,278.44
114	JUSTICE - ADVOCATE OFFICE	KRISTINE	KOCH	S	SECRETARY 1	\$18.82	\$1,284.48	\$0.00
114	JUSTICE - ADVOCATE OFFICE	MARCOS	MUNOZ RODRIGUEZ	Y	UTILITY ANALYST 2	\$24.03	\$0.00	\$468.58
126	AUDITOR	ALICIA	KANE	K	ADMIN INTERN	\$12.67	\$1,197.32	\$0.00
126	AUDITOR	ANN	MCMINIMEE	C	ADMIN INTERN	\$12.67	\$1,235.32	\$0.00
126	AUDITOR	BRANDON	VOGEL	J	ADMIN INTERN	\$12.67	\$494.14	\$0.00
126	AUDITOR	ELIZABETH	HARRISS	A	ADMIN INTERN	\$12.67	\$551.15	\$0.00

126	AUDITOR	JED	GRIFFEN	P	ADMIN INTERN	\$12.67	\$152.04	\$0.00
126	AUDITOR	KASSI	ADAMS	D	ADMIN INTERN	\$12.67	\$304.08	\$0.00
126	AUDITOR	LAURA	GRINNELL	E	ADMIN INTERN	\$12.67	\$1,159.31	\$0.00
126	AUDITOR	LYNNE	WESTLUND	A	ADMIN INTERN	\$12.67	\$1,140.30	\$0.00
126	AUDITOR	MELODY	BABCOCK	M	ADMIN INTERN	\$12.67	\$380.10	\$0.00
126	AUDITOR	NANCY	UMSTED	J	ADMIN INTERN	\$12.67	\$275.58	\$0.00
126	AUDITOR	RYAN	YEAGER	A	ADMIN INTERN	\$12.67	\$304.08	\$0.00
126	AUDITOR	SHAWN	BOWERS	R	ADMIN INTERN	\$12.67	\$1,159.31	\$0.00
126	AUDITOR	STACI	BAUERLY	L	ADMIN INTERN	\$12.67	\$1,045.30	\$0.00
131	BLIND	CARA	GATES	L	ACCOUNTING CLERK 2	\$17.00	\$0.00	\$204.00
131	BLIND	CAROLYN	HICKLIN	J	ADMIN SECRETARY	\$24.03	\$25.23	\$504.63
131	BLIND	CHRISTINA	STOCKER	E	SECRETARY 1	\$18.82	\$451.68	\$0.00
131	BLIND	CRAIG	JOHNSON	A	SENIOR SVC SPEC FOR THE BLIND	\$21.33	\$0.00	\$895.86
131	BLIND	CYNTHIA	QLOUD	I	SENIOR SVC SPEC FOR THE BLIND	\$30.27	\$90.82	\$0.00
131	BLIND	DAVID	BARRY		MAINTENANCE REPAIRER	\$20.81	\$434.01	\$0.00
131	BLIND	DAVID	COULSON	W	MAINTENANCE REPAIRER	\$20.60	\$213.21	\$0.00
131	BLIND	JENNIFER	HUTSON	J	SENIOR SVC SPEC FOR THE BLIND	\$21.97	\$0.00	\$230.69
131	BLIND	JODI	ALDINI	A	STOREKEEPER 1	\$15.50	\$116.26	\$0.00
131	BLIND	JOHN	WEST	W	POWER PLANT ENGINEER 2	\$19.91	\$0.00	\$714.36
131	BLIND	JOYCE	CASTELL	E	ACCOUNTING TECHNICIAN 2	\$21.61	\$0.00	\$713.13
131	BLIND	KERI	OSTERHAUS	L	SENIOR SVC SPEC FOR THE BLIND	\$24.82	\$930.75	\$0.00
131	BLIND	KIMBERLY	STOKER	J	ACCOUNTING TECHNICIAN 2	\$18.80	\$7.05	\$225.60
131	BLIND	LARRY	SIDWELL	D	SENIOR SVC SPEC FOR THE BLIND	\$30.27	\$726.48	\$0.00
131	BLIND	LINDA	TROGDON	C	SECRETARY 2	\$20.08	\$527.10	\$0.00
131	BLIND	LISA	GARD	A	SENIOR SVC SPEC FOR THE BLIND	\$32.46	\$0.00	\$389.52
131	BLIND	LYNNETTE	BIERMANN	K	SECRETARY 1	\$16.90	\$405.60	\$0.00
131	BLIND	MARK	EDGE	A	SENIOR SVC SPEC FOR THE BLIND	\$30.04	\$0.00	\$225.30
131	BLIND	REBECCA	SWAINEY	J	SENIOR SVC SPEC FOR THE BLIND	\$30.27	\$204.33	\$0.00
131	BLIND	RICHARD	WEST	C	MAINTENANCE REPAIRER	\$20.81	\$284.18	\$0.00
131	BLIND	SHOSHANA	HEBSHI	E	INFO SPECIALIST 2	\$21.79	\$0.00	\$261.48
131	BLIND	SUSAN	HOWARD	A	SENIOR SVC SPEC FOR THE BLIND	\$29.25	\$0.00	\$351.00
131	BLIND	TAI	BLAS	A	SENIOR SVC SPEC FOR THE BLIND	\$22.15	\$598.05	\$0.00
131	BLIND	TRACY	MOSMAN	L	STOREKEEPER 2	\$12.51	\$0.00	\$37.53
131	BLIND	VIVIAN	VER HUEL	A	SENIOR SVC SPEC FOR THE BLIND	\$27.56	\$0.00	\$124.02

140	ETHICS & CAMPAIGN FINANCE DI	MEGHAN	VAN WYK	JOY	INFO SPECIALIST 2	\$24.79	\$0.00	\$260.30
167	CIVIL RIGHTS	LINDSAY	HECHT STROSCH	M	LAW CLERK	\$12.67	\$304.08	\$0.00
212	COMMERCE - ALCOHOLIC BEVERA	AARON	VANEGMOND	W	WAREHOUSE OPERATIONS WORKER	\$14.20	\$38.98	\$0.00
212	COMMERCE - ALCOHOLIC BEVERA	ADAM	GOOD	J	WAREHOUSE OPERATIONS WORKER	\$17.73	\$3,588.39	\$477.00
212	COMMERCE - ALCOHOLIC BEVERA	ANNA	ADAMOVICZ	ROSE	ADMIN ASSISTANT 2	\$21.74	\$0.00	\$24.57
212	COMMERCE - ALCOHOLIC BEVERA	BENJAMIN	HARO		WAREHOUSE OPERATIONS WORKER	\$16.96	\$4,155.51	\$481.13
212	COMMERCE - ALCOHOLIC BEVERA	BRANDON	WILSON	R	WAREHOUSE OPERATIONS WORKER	\$15.15	\$546.69	\$0.00
212	COMMERCE - ALCOHOLIC BEVERA	BRETT	DANIELS	A	TRANSPORT DRIVER	\$16.11	\$13,243.77	\$889.19
212	COMMERCE - ALCOHOLIC BEVERA	BRUCE	IRELAND	G	INFO TECH SPECIALIST 5	\$44.43	\$4,146.54	\$949.97
212	COMMERCE - ALCOHOLIC BEVERA	CHAD	SCHERBRING	J	WAREHOUSE OPERATIONS WORKER	\$16.96	\$4,426.19	\$487.36
212	COMMERCE - ALCOHOLIC BEVERA	CHARLES	GRIFFITH	H	WAREHOUSE OPERATIONS WORKER	\$16.21	\$3,752.48	\$233.91
212	COMMERCE - ALCOHOLIC BEVERA	CHRISTOPHER	SMITH	P	WAREHOUSE OPERATIONS WORKER	\$14.85	\$3,501.81	\$417.85
212	COMMERCE - ALCOHOLIC BEVERA	CRAIG	STAFFORD	A	TRANSPORT DRIVER	\$19.91	\$6,529.89	\$413.91
212	COMMERCE - ALCOHOLIC BEVERA	CURTIS	CLOSE	R	TRANSPORT DRIVER	\$19.91	\$9,335.63	\$824.43
212	COMMERCE - ALCOHOLIC BEVERA	DANA	LIVINGSTON	A	WAREHOUSE OPERATIONS WORKER	\$14.20	\$1,146.94	\$0.00
212	COMMERCE - ALCOHOLIC BEVERA	DELORIS	NELSEN	A.	HUMAN RESOURCES ASSOCIATE	\$23.38	\$511.00	\$1,385.50
212	COMMERCE - ALCOHOLIC BEVERA	DEREK	HANSEL	E	WAREHOUSE OPERATIONS WORKER	\$15.00	\$225.45	\$0.00
212	COMMERCE - ALCOHOLIC BEVERA	DOUGLAS	EDWARDS	A	WAREHOUSE OPERATIONS WORKER	\$15.15	\$532.58	\$0.00
212	COMMERCE - ALCOHOLIC BEVERA	DOUGLAS	KAHLEY	D	WAREHOUSE OPERATIONS WORKER	\$14.20	\$1,527.93	\$203.63
212	COMMERCE - ALCOHOLIC BEVERA	ERIC	RIDENOUR	T	WAREHOUSE OPERATIONS WORKER	\$16.96	\$7,666.47	\$564.49
212	COMMERCE - ALCOHOLIC BEVERA	ERIN	FITZGERALD	E	ADMIN ASSISTANT 1	\$16.26	\$84.84	\$427.63
212	COMMERCE - ALCOHOLIC BEVERA	EUGENE	GRANDSTAFF	N	TRANSPORT DRIVER	\$19.91	\$7,987.75	\$1,120.95
212	COMMERCE - ALCOHOLIC BEVERA	GARY	ADAMS	D	TRANSPORT DRIVER	\$19.91	\$3,823.03	\$812.55
212	COMMERCE - ALCOHOLIC BEVERA	HERBERT	SUTTON JR	H	TRANSPORT DRIVER	\$17.59	\$9,777.83	\$1,055.39
212	COMMERCE - ALCOHOLIC BEVERA	JAMES	VANDERMARK	W	WAREHOUSE OPERATIONS WORKER	\$14.85	\$3,133.89	\$408.52
212	COMMERCE - ALCOHOLIC BEVERA	JAMIE	RICHARD	H	WAREHOUSE OPERATIONS WORKER	\$15.00	\$2,306.37	\$204.34
212	COMMERCE - ALCOHOLIC BEVERA	JASON	HOHN	S	CLERK-SPECIALIST	\$16.28	\$268.62	\$0.00
212	COMMERCE - ALCOHOLIC BEVERA	JAYSON	TOSTLEBE	A	WAREHOUSE OPERATIONS WORKER	\$16.96	\$3,138.89	\$457.79
212	COMMERCE - ALCOHOLIC BEVERA	JEREMY	KUHLMAN	J	WAREHOUSE OPERATIONS WORKER	\$16.79	\$2,160.47	\$228.84
212	COMMERCE - ALCOHOLIC BEVERA	JESSICA	PUNELLI	A	CLERK-SPECIALIST	\$13.44	\$0.00	\$40.32
212	COMMERCE - ALCOHOLIC BEVERA	JODI	CHRISTENSEN	L	PURCHASING AGENT 3	\$28.89	\$496.25	\$357.95
212	COMMERCE - ALCOHOLIC BEVERA	JOLENE	ERIKSEN	M	ACCOUNTANT 2	\$29.11	\$0.00	\$419.48
212	COMMERCE - ALCOHOLIC BEVERA	JOSHUA	GRANDSTAFF	K	WAREHOUSE OPERATIONS WORKER	\$14.85	\$2,930.12	\$416.66
212	COMMERCE - ALCOHOLIC BEVERA	KATHERINE	MLYNARCZYK	M	CLERK-SPECIALIST	\$14.18	\$0.00	\$50.96

212	COMMERCE - ALCOHOLIC BEVERA	KENT	DORY	O	TRANSPORT DRIVER	\$19.91	\$3,433.55	\$0.00
212	COMMERCE - ALCOHOLIC BEVERA	LINDA	HARTNEY	K	ADMIN ASSISTANT 2	\$26.34	\$325.96	\$579.78
212	COMMERCE - ALCOHOLIC BEVERA	LONNIE	THOMAS	L	TRANSPORT DRIVER	\$17.59	\$9,144.14	\$1,004.04
212	COMMERCE - ALCOHOLIC BEVERA	MARK	ERDMAN	A	TRANSPORT DRIVER	\$16.83	\$12,520.23	\$1,318.58
212	COMMERCE - ALCOHOLIC BEVERA	MATTHEW	JONES	A	TRANSPORT DRIVER	\$16.11	\$5,285.85	\$1,051.78
212	COMMERCE - ALCOHOLIC BEVERA	MATTHEW	WHARFF	L	MAINTENANCE REPAIRER	\$16.89	\$2,873.32	\$339.36
212	COMMERCE - ALCOHOLIC BEVERA	MICHAEL	DENNIS	R	TRANSPORT DRIVER	\$16.11	\$5,535.91	\$927.69
212	COMMERCE - ALCOHOLIC BEVERA	MICHAEL	ENGLAND	L	INFO TECH SPECIALIST 4	\$38.58	\$1,745.75	\$843.47
212	COMMERCE - ALCOHOLIC BEVERA	MICHAEL	LEE	C	WAREHOUSE OPERATIONS WORKER	\$15.00	\$845.78	\$0.00
212	COMMERCE - ALCOHOLIC BEVERA	MICHAEL	WATSON	M	WAREHOUSE OPERATIONS WORKER	\$15.00	\$54.00	\$0.00
212	COMMERCE - ALCOHOLIC BEVERA	MICKY	TRUMAN	P	PURCHASING ASSISTANT	\$30.36	\$364.32	\$360.72
212	COMMERCE - ALCOHOLIC BEVERA	MONICA	LUNDSTROM	A	PURCHASING ASSISTANT	\$17.80	\$469.92	\$638.64
212	COMMERCE - ALCOHOLIC BEVERA	NATHAN	FETTERS	B	WAREHOUSE OPERATIONS WORKER	\$15.25	\$1,826.82	\$0.00
212	COMMERCE - ALCOHOLIC BEVERA	RANDAL	KRAMPE	P	TRANSPORT DRIVER	\$16.82	\$5,009.93	\$467.68
212	COMMERCE - ALCOHOLIC BEVERA	RANDY	CARTER	C	TRANSPORT DRIVER	\$16.09	\$5,753.96	\$846.51
212	COMMERCE - ALCOHOLIC BEVERA	RANDY	OLSON	S	TRANSPORT DRIVER	\$19.91	\$1,744.04	\$335.32
212	COMMERCE - ALCOHOLIC BEVERA	RAYMOND	OWENS	L	WAREHOUSE OPERATIONS WORKER	\$14.20	\$37.49	\$0.00
212	COMMERCE - ALCOHOLIC BEVERA	RENEE	CROUCH	C	WAREHOUSE OPERATIONS WORKER	\$16.96	\$1,862.50	\$474.19
212	COMMERCE - ALCOHOLIC BEVERA	ROBERT	ANDERSON	A	PURCHASING AGENT 1	\$24.01	\$3,662.68	\$144.06
212	COMMERCE - ALCOHOLIC BEVERA	ROGER	ELDER	T	TRANSPORT DRIVER	\$16.09	\$5,977.28	\$654.75
212	COMMERCE - ALCOHOLIC BEVERA	RONALD	STOCK	E	WAREHOUSE OPERATIONS WORKER	\$14.07	\$915.32	\$0.00
212	COMMERCE - ALCOHOLIC BEVERA	RUBEN	ORDAZ		WAREHOUSE OPERATIONS WORKER	\$15.00	\$478.59	\$0.00
212	COMMERCE - ALCOHOLIC BEVERA	SCOTT	JONES	A	WAREHOUSE OPERATIONS WORKER	\$16.96	\$3,661.24	\$478.27
212	COMMERCE - ALCOHOLIC BEVERA	SCOTT	WILLIAMSON	D	TRANSPORT DRIVER	\$19.05	\$685.81	\$0.00
212	COMMERCE - ALCOHOLIC BEVERA	SHANNON	POGONES	L	PROGRAM PLANNER 3	\$25.06	\$233.64	\$2,635.24
212	COMMERCE - ALCOHOLIC BEVERA	STEVEN	STANLEY	W	WAREHOUSE OPERATIONS WORKER	\$14.07	\$729.81	\$0.00
212	COMMERCE - ALCOHOLIC BEVERA	TAMMARA	ESSINK	S	WORD PROCESSOR 2	\$15.80	\$0.00	\$189.60
212	COMMERCE - ALCOHOLIC BEVERA	THEADORE	PFAU	J	TRANSPORT DRIVER	\$16.10	\$5,228.92	\$1,044.17
212	COMMERCE - ALCOHOLIC BEVERA	TIMOTHY	GLANDON	J	WAREHOUSE OPERATIONS WORKER	\$16.96	\$3,788.09	\$471.39
212	COMMERCE - ALCOHOLIC BEVERA	TONYA	DUSOLD	L	INFO SPECIALIST 3	\$26.05	\$12.47	\$1,733.74
212	COMMERCE - ALCOHOLIC BEVERA	TRACY	DUSENBERY	L	WAREHOUSE OPERATIONS WORKER	\$17.75	\$3,336.94	\$481.15
212	COMMERCE - ALCOHOLIC BEVERA	TROY	FREDERICK	C	WAREHOUSE OPERATIONS WORKER	\$16.21	\$4,117.48	\$222.88
212	COMMERCE - ALCOHOLIC BEVERA	TYLER	MILLER	J	WAREHOUSE OPERATIONS WORKER	\$15.00	\$140.63	\$0.00
212	COMMERCE - ALCOHOLIC BEVERA	TYRON	MITCHELL		WAREHOUSE OPERATIONS WORKER	\$15.00	\$605.49	\$0.00

212	COMMERCE - ALCOHOLIC BEVERA	WILLIAM	BARNES	E	WAREHOUSE OPERATIONS WORKER	\$14.85	\$3,386.88	\$424.33
212	COMMERCE - ALCOHOLIC BEVERA	WILLIAM	PARTON	E	TRANSPORT DRIVER	\$17.59	\$11,614.62	\$1,032.41
212	COMMERCE - ALCOHOLIC BEVERA	ZACHARY	KINSEY	Z	WAREHOUSE OPERATIONS WORKER	\$15.00	\$54.00	\$0.00
212	COMMERCE - ALCOHOLIC BEVERA	ZACKERY	LAWRENCE	A	WAREHOUSE OPERATIONS WORKER	\$14.85	\$2,587.32	\$422.14
213	COMMERCE - BANKING	JAMIE	MOELLERS	A	SECRETARY 2	\$16.40	\$49.20	\$0.00
216	COMMERCE - INSURANCE	ANGEL	ROBINSON	N	EXEC OFF 3	\$31.54	\$0.00	\$1,605.50
216	COMMERCE - INSURANCE	ANN	OUTKA	E	EXEC OFF 3	\$44.43	\$0.00	\$1,672.50
216	COMMERCE - INSURANCE	BECKY	BLUM	R	EXEC OFF 1	\$31.17	\$0.00	\$124.68
216	COMMERCE - INSURANCE	BONITA	CROWE	L	PROGRAM PLANNER 3	\$21.98	\$0.00	\$284.86
216	COMMERCE - INSURANCE	DENNIS	BRITSON	N	EXEC OFF 3	\$44.43	\$0.00	\$10,841.35
216	COMMERCE - INSURANCE	EMILY	ZACH	F	COMPLIANCE OFFICER 2	\$28.76	\$0.00	\$3,768.86
216	COMMERCE - INSURANCE	ETHAN	KENNEDY	B	INVESTIGATOR 1	\$18.53	\$222.36	\$0.00
216	COMMERCE - INSURANCE	GREGORY	VASQUEZ	C.	FIELD AUDITOR	\$29.11	\$0.00	\$4,401.52
216	COMMERCE - INSURANCE	HILTON	SSOZI	MBABAZI	FIELD AUDITOR	\$20.72	\$0.00	\$124.32
216	COMMERCE - INSURANCE	JANET	GUSTAFSON	J	COMPLIANCE OFFICER 2	\$24.95	\$0.00	\$342.46
216	COMMERCE - INSURANCE	JANNAE	LUTTER	I	ADMIN ASSISTANT 2	\$26.34	\$0.00	\$158.04
216	COMMERCE - INSURANCE	JARED	KIRBY	R	SPECIAL INVESTIGATOR	\$31.20	\$46.80	\$0.00
216	COMMERCE - INSURANCE	JILL	HOOD	M	SECRETARY 2	\$19.19	\$0.00	\$43.18
216	COMMERCE - INSURANCE	JOLENE	SCHURMAN	M	PROGRAM PLANNER 2	\$25.50	\$0.00	\$363.45
216	COMMERCE - INSURANCE	JULIANNE	LAWRENCE		ADMIN ASSISTANT 2	\$17.74	\$0.00	\$13.31
216	COMMERCE - INSURANCE	KRISTIE	GROSS	A	EXEC OFF 3	\$36.84	\$162.34	\$1,077.06
216	COMMERCE - INSURANCE	LISA	LANN	M	COMPLIANCE OFFICER 2	\$30.66	\$0.00	\$45.99
216	COMMERCE - INSURANCE	MARK	CRANDELL	W	INSURANCE COMPLAINT ANALYST	\$34.52	\$992.41	\$2,818.57
216	COMMERCE - INSURANCE	PATRICIA	MCCUBBIN	A	ADMIN ASSISTANT 2	\$26.34	\$0.00	\$553.14
216	COMMERCE - INSURANCE	PATRICIA	PRICE	J	PROGRAM PLANNER 3	\$33.11	\$0.00	\$132.44
216	COMMERCE - INSURANCE	REBECCA	GROFF	L	PROGRAM PLANNER 2	\$29.11	\$0.00	\$2,134.57
216	COMMERCE - INSURANCE	ROBERT	KOPPIN	D	COMPLIANCE OFFICER 2	\$38.20	\$0.00	\$156.62
216	COMMERCE - INSURANCE	ROBIN	SPENCE	L	SECRETARY 1	\$19.01	\$0.00	\$142.58
216	COMMERCE - INSURANCE	SUSAN	FAGEN	M	FIELD AUDITOR	\$29.11	\$0.00	\$223.86
216	COMMERCE - INSURANCE	TAMMY	DOBBS	SUE	CLERK-ADVANCED	\$16.41	\$49.23	\$0.00
216	COMMERCE - INSURANCE	TERRA	MASON	S	INSURANCE COMPLAINT ANALYST	\$35.09	\$0.00	\$1,089.82
216	COMMERCE - INSURANCE	THOMAS	O'MEARA	J	EXEC OFF 3	\$39.97	\$619.54	\$639.52
216	COMMERCE - INSURANCE	TODD	RULLESTAD	A	INFO TECH SPECIALIST 4	\$38.58	\$192.90	\$0.00
216	COMMERCE - INSURANCE	WAYNE	LACHER	L.	COMPLIANCE OFFICER 2	\$38.58	\$520.83	\$0.00

217	COMMERCE - PROFESSIONAL LICE	JEFFREY	EVANS	M	PROFESSIONAL LICENSING INVSTGT	\$27.44	\$329.28	\$699.72
217	COMMERCE - PROFESSIONAL LICE	JENNIFER	MORRISON	L	CLERK-SPECIALIST	\$17.66	\$0.00	\$223.05
217	COMMERCE - PROFESSIONAL LICE	JILL	SIMBRO	S	CLERK-SPECIALIST	\$19.32	\$0.00	\$57.96
217	COMMERCE - PROFESSIONAL LICE	SANDY	MALEK	K	ADMIN ASSISTANT 2	\$25.27	\$530.67	\$455.11
219	COMMERCE - UTILITIES	BARBARA	OSWALT	L	SENIOR UTILITY ANALYST	\$40.39	\$0.00	\$3,834.25
219	COMMERCE - UTILITIES	BRENDA	BIDDLE	KAY	SENIOR UTILITY ANALYST	\$38.30	\$0.00	\$698.41
219	COMMERCE - UTILITIES	CHANCY	BITTNER	I	UTILITY SPECIALIST	\$46.47	\$0.00	\$2,368.48
219	COMMERCE - UTILITIES	DANIEL	FRITZ	W	UTILITY SPECIALIST	\$46.47	\$0.00	\$487.93
219	COMMERCE - UTILITIES	DENNIS	ROSAUER	M	UTILITY SPECIALIST	\$46.47	\$0.00	\$162.65
219	COMMERCE - UTILITIES	ELLEN	SHAW	K	UTILITY ANALYST 2	\$30.74	\$0.00	\$30.74
219	COMMERCE - UTILITIES	GORDON	DUNN	P	UTILITY SPECIALIST	\$46.47	\$0.00	\$139.41
219	COMMERCE - UTILITIES	GREGORY	WATKINS		SENIOR UTILITY ANALYST	\$31.12	\$0.00	\$186.72
219	COMMERCE - UTILITIES	JAMES	KELLENBERG	L	SENIOR UTILITY ANALYST	\$39.99	\$0.00	\$129.97
219	COMMERCE - UTILITIES	JANE	WHETSTONE	L	EXEC OFF 2	\$38.58	\$0.00	\$865.39
219	COMMERCE - UTILITIES	JANET	MCGURK	M	SENIOR UTILITY ANALYST	\$35.20	\$0.00	\$874.50
219	COMMERCE - UTILITIES	JENNIFER	LUDWIG	L	ADMIN ASSISTANT 1	\$18.47	\$0.00	\$221.64
219	COMMERCE - UTILITIES	LARRY	STEVENS	M.	UTILITY SPECIALIST	\$46.47	\$0.00	\$737.54
219	COMMERCE - UTILITIES	LEIGHANN	LAROCCA	O	SENIOR UTILITY ANALYST	\$40.39	\$0.00	\$706.23
219	COMMERCE - UTILITIES	MICHAEL	BALCH	J	UTILITY SPECIALIST	\$46.47	\$0.00	\$859.70
219	COMMERCE - UTILITIES	ROBERT	LAROCCA	W	UTILITY SPECIALIST	\$46.47	\$0.00	\$1,949.21
219	COMMERCE - UTILITIES	SHANE	LUDWIG	L	INFO TECH SPECIALIST 5	\$38.93	\$0.00	\$2,415.69
219	COMMERCE - UTILITIES	TERESA	MCCONNELL	R	INFO TECH SPECIALIST 4	\$38.58	\$0.00	\$462.96
219	COMMERCE - UTILITIES	VERNON	JORDAN	D	SENIOR UTILITY ANALYST	\$40.39	\$0.00	\$472.88
238	CORRECTIONS	ABIGAIL	WILLIAMS	A	SECRETARY 2	\$19.30	\$0.00	\$115.80
238	CORRECTIONS	DAVID	SILER	J	INVESTIGATOR 3	\$31.79	\$0.00	\$3,265.74
238	CORRECTIONS	DELBERT	LONGLEY		EXEC OFF 3	\$43.07	\$0.00	\$5,865.34
238	CORRECTIONS	DIANA	BILLHORN	M	SECRETARY 2	\$21.19	\$0.00	\$95.36
238	CORRECTIONS	IRENE	OLSON	FAY	EXEC SECRETARY	\$28.65	\$0.00	\$795.04
238	CORRECTIONS	JILL	HUBBARD	H	SECRETARY 2	\$21.83	\$0.00	\$999.33
238	CORRECTIONS	MARY	ROCHE	P	EXEC OFF 1	\$33.44	\$0.00	\$1,664.41
238	CORRECTIONS	PAMELA	BARTLING	K	SECRETARY 2	\$21.83	\$0.00	\$343.49
238	CORRECTIONS	RANDALL	HANSSSEN		INVESTIGATOR 3	\$27.66	\$20.54	\$4,742.33
238	CORRECTIONS	SANDRA	SMITH		EXEC OFF 3	\$44.43	\$0.00	\$3,729.70
238	CORRECTIONS	SONDRA	HOLCK	K	MANAGEMENT ANALYST 4	\$40.39	\$0.00	\$1,445.80

238	CORRECTIONS	TERI	HARRISON	L	ADMIN ASSISTANT 2	\$17.74	\$0.00	\$765.48
242	CORRECTIONS - STATE PENITENTI, AARON		FREEMAN	S	CORRECTIONAL OFFICER	\$17.74	\$1,034.37	\$1,025.88
242	CORRECTIONS - STATE PENITENTI, ADAM		BENDA	M	SENIOR CORRECTIONAL OFFICER	\$22.21	\$2,998.44	\$1,940.45
242	CORRECTIONS - STATE PENITENTI, ALAN		SEIGFRIED	D	CORRECTIONAL OFFICER	\$19.37	\$541.62	\$1,380.12
242	CORRECTIONS - STATE PENITENTI, AMANDA		DODSON	D	RADIOLOGICAL TECHNOLOGIST 1	\$20.99	\$6.16	\$0.00
242	CORRECTIONS - STATE PENITENTI, AMANDA		O'TOOL	C	REGISTERED NURSE	\$35.09	\$723.11	\$3,336.43
242	CORRECTIONS - STATE PENITENTI, AMOS		WRIGHT	D	CORRECTIONAL OFFICER	\$24.91	\$937.46	\$597.84
242	CORRECTIONS - STATE PENITENTI, ANDREW		KROGMEIER	M	CORRECTIONAL TRADES LEADER	\$21.99	\$9.37	\$401.54
242	CORRECTIONS - STATE PENITENTI, ANDY		JONES	L	CORRECTIONAL OFFICER	\$25.16	\$1,536.93	\$0.00
242	CORRECTIONS - STATE PENITENTI, ANGELA		ROLLER	M	SOCIAL WORKER 3	\$30.86	\$357.63	\$21.51
242	CORRECTIONS - STATE PENITENTI, ANNA		SCHWERING	E	STOREKEEPER 3	\$20.60	\$3.09	\$86.52
242	CORRECTIONS - STATE PENITENTI, ANNE		GEHLE	M	CORRECTIONAL COUNSELOR	\$31.34	\$430.78	\$179.97
242	CORRECTIONS - STATE PENITENTI, ASHLEY		WEST	N	CORRECTIONAL OFFICER	\$18.53	\$1,928.03	\$1,304.80
242	CORRECTIONS - STATE PENITENTI, BERL		WILCOX III	G	CORRECTIONAL SUPERVISOR 1	\$29.47	\$0.00	\$1,473.50
242	CORRECTIONS - STATE PENITENTI, BOBBI		LEGGETT	L	CORRECTIONAL OFFICER	\$25.16	\$3,857.24	\$2,108.21
242	CORRECTIONS - STATE PENITENTI, BRAD		PETERSON		CORRECTIONAL OFFICER	\$25.16	\$1,110.28	\$1,821.39
242	CORRECTIONS - STATE PENITENTI, BRADLEY		ALLEN	D	CORRECTIONAL OFFICER	\$25.16	\$0.00	\$1,198.68
242	CORRECTIONS - STATE PENITENTI, BRADLEY		HOCKER	M	CORRECTIONAL OFFICER	\$22.89	\$360.16	\$525.33
242	CORRECTIONS - STATE PENITENTI, BRADLEY		WINKEL	D	CORRECTIONAL OFFICER	\$25.16	\$3,359.74	\$2,993.73
242	CORRECTIONS - STATE PENITENTI, BRENDA		WILSON	JO	CORRECTIONAL OFFICER	\$25.16	\$22.58	\$0.00
242	CORRECTIONS - STATE PENITENTI, BRENT		GANSY	S	CORRECTIONAL OFFICER	\$25.16	\$1,811.96	\$1,201.68
242	CORRECTIONS - STATE PENITENTI, BRETT		BUTTZ	A	CORRECTIONAL TRADES LEADER	\$25.16	\$478.31	\$602.94
242	CORRECTIONS - STATE PENITENTI, BRETT		MOORE	E	CORRECTIONAL OFFICER	\$17.74	\$792.31	\$485.83
242	CORRECTIONS - STATE PENITENTI, BRETT		SNAADT	R	CORRECTIONAL OFFICER	\$17.75	\$1,649.94	\$1,949.79
242	CORRECTIONS - STATE PENITENTI, BRIAN		DICKEY	D	POWER PLANT ENGINEER 4	\$22.99	\$12,174.43	\$1,324.59
242	CORRECTIONS - STATE PENITENTI, BRIAN		HALTERMAN	A	CORRECTIONAL OFFICER	\$25.16	\$558.37	\$489.48
242	CORRECTIONS - STATE PENITENTI, BRIAN		NEITZEL	A	CORRECTIONAL OFFICER	\$24.16	\$2,765.39	\$2,283.83
242	CORRECTIONS - STATE PENITENTI, BRIAN		YOUNG	L	CORRECTIONAL OFFICER	\$17.74	\$1,351.38	\$813.48
242	CORRECTIONS - STATE PENITENTI, BRYAN		ALLEN	K	CORRECTIONAL OFFICER	\$25.16	\$306.39	\$2,407.13
242	CORRECTIONS - STATE PENITENTI, BRYAN		DUBOIS	K	CORRECTIONAL OFFICER	\$24.16	\$0.00	\$931.46
242	CORRECTIONS - STATE PENITENTI, BRYAN		KOECHLE	K	PROGRAM PLANNER 2	\$29.11	\$880.93	\$259.38
242	CORRECTIONS - STATE PENITENTI, CARL		RIPPENKROEGER	E	CORRECTIONAL FOOD SERVICE COOR	\$26.34	\$1,632.26	\$1,887.91
242	CORRECTIONS - STATE PENITENTI, CAROL		ROBINSON	S	CLERK-SPECIALIST	\$19.56	\$2.93	\$0.00
242	CORRECTIONS - STATE PENITENTI, CAROLYN		WARTH	J	CORRECTIONAL OFFICER	\$17.74	\$550.30	\$416.64

242	CORRECTIONS - STATE PENITENTI. CARRIE	TAYLOR	LEE	CORRECTIONAL OFFICER	\$19.36	\$1,081.57	\$2,148.75
242	CORRECTIONS - STATE PENITENTI. CEVIN	COX	R	POWER PLANT ENGINEER 4	\$21.99	\$4,616.04	\$2,461.08
242	CORRECTIONS - STATE PENITENTI. CHAD	BAILEY	M	CORRECTIONAL OFFICER	\$20.24	\$15.48	\$1,406.40
242	CORRECTIONS - STATE PENITENTI. CHAD	CANGAS	A	SENIOR CORRECTIONAL OFFICER	\$27.66	\$2,042.43	\$1,654.03
242	CORRECTIONS - STATE PENITENTI. CHARLES	BACHMAN	E	CORRECTIONAL OFFICER	\$25.16	\$26.19	\$2,400.36
242	CORRECTIONS - STATE PENITENTI. CHARLES	NEWMAN	D	CORRECTIONAL OFFICER	\$25.16	\$11,589.85	\$2,094.74
242	CORRECTIONS - STATE PENITENTI. CHARLES	ROBERTS	M	CORRECTIONAL COUNSELOR	\$28.81	\$185.82	\$260.96
242	CORRECTIONS - STATE PENITENTI. CHARLES	WATERMAN	D	CORRECTIONAL SUPERVISOR 2	\$32.46	\$0.00	\$1,623.00
242	CORRECTIONS - STATE PENITENTI. CHET	BREWER	A	CORRECTIONAL TRADES LEADER	\$25.16	\$442.18	\$778.56
242	CORRECTIONS - STATE PENITENTI. CHRIS	DICKEY	D	CORRECTIONAL OFFICER	\$25.16	\$1,510.11	\$2,064.81
242	CORRECTIONS - STATE PENITENTI. CHRIS	GITTINGS	M	CORRECTIONAL OFFICER	\$17.56	\$871.68	\$210.72
242	CORRECTIONS - STATE PENITENTI. CHRIS	MCCORMICK	L	CORRECTIONAL OFFICER	\$25.16	\$3,989.77	\$0.00
242	CORRECTIONS - STATE PENITENTI. CHRIS	NIGGEMEYER	E	CORRECTIONAL OFFICER	\$25.16	\$7,212.50	\$2,424.64
242	CORRECTIONS - STATE PENITENTI. CHRISTIAN	BOYER	E	CORRECTIONAL OFFICER	\$25.10	\$1,075.30	\$0.00
242	CORRECTIONS - STATE PENITENTI. CHRISTINA	EAVES	D	CORRECTIONAL OFFICER	\$25.16	\$37.64	\$1,799.52
242	CORRECTIONS - STATE PENITENTI. CHRISTOPHER	BROWN	R	CORRECTIONAL OFFICER	\$24.16	\$1,611.47	\$289.92
242	CORRECTIONS - STATE PENITENTI. CHRISTOPHER	CONLEE	R	CORRECTIONAL OFFICER	\$25.16	\$931.68	\$1,538.86
242	CORRECTIONS - STATE PENITENTI. CHRISTOPHER	JONES	L	CORRECTIONAL OFFICER	\$24.16	\$1,111.58	\$1,722.51
242	CORRECTIONS - STATE PENITENTI. CHRISTOPHER	RYLAND	J	SENIOR CORRECTIONAL OFFICER	\$26.51	\$2,903.34	\$2,019.03
242	CORRECTIONS - STATE PENITENTI. CHRISTOPHER	TAYLOR	M	CORRECTIONAL OFFICER	\$19.36	\$5,106.90	\$3,646.43
242	CORRECTIONS - STATE PENITENTI. CINDY	HEALD	L	CORRECTIONAL OFFICER	\$22.65	\$46.85	\$1,824.48
242	CORRECTIONS - STATE PENITENTI. CLARENCE	NORTON	R	CORRECTIONAL OFFICER	\$25.16	\$57.51	\$2,367.87
242	CORRECTIONS - STATE PENITENTI. CLINTON	HOCKER	W	SENIOR CORRECTIONAL OFFICER	\$27.66	\$740.98	\$0.00
242	CORRECTIONS - STATE PENITENTI. CONSTANCE	PARMETER	S	CORRECTIONAL OFFICER	\$25.16	\$941.97	\$1,504.34
242	CORRECTIONS - STATE PENITENTI. COREY	HAWK	L	CORRECTIONAL OFFICER	\$25.16	\$11.24	\$1,500.60
242	CORRECTIONS - STATE PENITENTI. COREY	STEPHENS	D	ACTIVITIES SPECIALIST 2	\$31.96	\$210.88	\$1,908.00
242	CORRECTIONS - STATE PENITENTI. CRIS	ALTGILBERS	W	CORRECTIONAL OFFICER	\$21.15	\$6,139.77	\$2,184.63
242	CORRECTIONS - STATE PENITENTI. CURTIS	STEIN	M	CORRECTIONAL OFFICER	\$25.16	\$1,496.61	\$1,803.29
242	CORRECTIONS - STATE PENITENTI. CYNTHIA	JOHNSON	J	CORRECTIONAL OFFICER	\$24.16	\$132.21	\$1,104.49
242	CORRECTIONS - STATE PENITENTI. CYNTHIA	PHILLIPS	L	MAIL CLERK 2	\$14.32	\$66.59	\$637.04
242	CORRECTIONS - STATE PENITENTI. DAMON	TRIPP	J	CORRECTIONAL OFFICER	\$18.53	\$1,912.99	\$1,554.95
242	CORRECTIONS - STATE PENITENTI. DANIEL	GEORGE	E	CORRECTIONAL SUPERVISOR 2	\$32.46	\$0.00	\$1,298.40
242	CORRECTIONS - STATE PENITENTI. DANIEL	ROACH	R	CORRECTIONAL OFFICER	\$27.22	\$54.44	\$1,434.31
242	CORRECTIONS - STATE PENITENTI. DANIEL	STEWART	S	CORRECTIONAL OFFICER	\$25.16	\$7.70	\$1,184.87

242	CORRECTIONS - STATE PENITENTI, DANNY	THOMPSON	D	CORRECTIONAL OFFICER	\$25.10	\$575.45	\$1,775.52
242	CORRECTIONS - STATE PENITENTI, DARIN	GENTRY	L	CORRECTIONAL OFFICER	\$25.16	\$76.54	\$2,101.44
242	CORRECTIONS - STATE PENITENTI, DARRELL	NEWQUIST	L	CORRECTIONAL FOOD SERVICE COOR	\$26.34	\$208.31	\$2,539.04
242	CORRECTIONS - STATE PENITENTI, DARRELL	SUTTON	L	ELECTRONIC ENGINEER TECHNICIAN	\$31.96	\$52.73	\$942.35
242	CORRECTIONS - STATE PENITENTI, DARREN	KOECHLE	D	CORRECTIONAL OFFICER	\$25.16	\$1,387.75	\$1,816.84
242	CORRECTIONS - STATE PENITENTI, DARWIN	JOHNSON		CORRECTIONAL OFFICER	\$25.16	\$7,757.21	\$2,269.58
242	CORRECTIONS - STATE PENITENTI, DAVID	BENTLEY	A	ACTIVITIES SPECIALIST 2	\$31.96	\$42.72	\$1,906.08
242	CORRECTIONS - STATE PENITENTI, DAVID	CHIPMAN	G	CORRECTIONAL TRADES LEADER	\$22.97	\$218.41	\$249.93
242	CORRECTIONS - STATE PENITENTI, DAVID	DEGRANGE	MICHAEL	INVESTIGATOR 2	\$29.11	\$8.74	\$3,043.63
242	CORRECTIONS - STATE PENITENTI, DAVID	EID	H	CORRECTIONAL OFFICER	\$25.10	\$2,195.92	\$2,638.73
242	CORRECTIONS - STATE PENITENTI, DAVID	FAGEOL	J	ELECTRONICS TECHNICIAN	\$22.89	\$30.90	\$159.82
242	CORRECTIONS - STATE PENITENTI, DAVID	HAYES	D	CORRECTIONAL OFFICER	\$17.74	\$1,021.38	\$1,012.68
242	CORRECTIONS - STATE PENITENTI, DAVID	JURGENSON	A	CORRECTIONAL OFFICER	\$24.16	\$2,742.01	\$1,141.56
242	CORRECTIONS - STATE PENITENTI, DAVID	MAYNARD	W	CORRECTIONAL OFFICER	\$25.16	\$3.77	\$0.00
242	CORRECTIONS - STATE PENITENTI, DAVID	ORTON	L	CORRECTIONAL OFFICER	\$25.16	\$73.06	\$2,681.54
242	CORRECTIONS - STATE PENITENTI, DAVID	RASHID	G	CORRECTIONAL OFFICER	\$24.16	\$445.09	\$1,647.04
242	CORRECTIONS - STATE PENITENTI, DAVID	SIMPSON	W	CORRECTIONAL OFFICER	\$24.16	\$1,233.36	\$1,989.27
242	CORRECTIONS - STATE PENITENTI, DAVID	THORNTON	M	CORRECTIONAL OFFICER	\$17.74	\$745.94	\$416.64
242	CORRECTIONS - STATE PENITENTI, DEANNA	BROOKS	S	CORRECTIONAL OFFICER	\$19.36	\$235.99	\$2,157.86
242	CORRECTIONS - STATE PENITENTI, DEBORAH	ANSON	L	CORRECTIONAL FOOD SERVICE COOR	\$25.48	\$160.67	\$1,954.92
242	CORRECTIONS - STATE PENITENTI, DEBRA	HOUSHOLDER	S	ADMIN ASSISTANT 1	\$22.66	\$6.80	\$0.00
242	CORRECTIONS - STATE PENITENTI, DENISE	KOECHLE	A	ACCOUNTING CLERK 2	\$19.01	\$57.03	\$93.16
242	CORRECTIONS - STATE PENITENTI, DENNIS	BRUMBAUGH	W	CORRECTIONAL OFFICER	\$25.16	\$1,173.48	\$1,500.60
242	CORRECTIONS - STATE PENITENTI, DENNIS	DAVIS	B	CORRECTIONAL OFFICER	\$25.16	\$139.06	\$1,503.60
242	CORRECTIONS - STATE PENITENTI, DENNIS	HESTER	R	CORRECTIONAL OFFICER	\$25.16	\$2,135.16	\$1,806.99
242	CORRECTIONS - STATE PENITENTI, DEREK	GOSNELL	L	CORRECTIONAL OFFICER	\$25.16	\$10,602.40	\$1,657.53
242	CORRECTIONS - STATE PENITENTI, DIANA	GERVELER	L	CORRECTIONAL OFFICER	\$25.16	\$218.82	\$1,541.70
242	CORRECTIONS - STATE PENITENTI, DIANA	KILLOREN	L	CORRECTIONAL OFFICER	\$25.16	\$2,326.20	\$2,181.05
242	CORRECTIONS - STATE PENITENTI, DIANE	BURGESS	M	ACCOUNTING CLERK 2	\$13.64	\$3.92	\$205.75
242	CORRECTIONS - STATE PENITENTI, DIANNA	CHIPMAN	LYNN	REGISTERED NURSE	\$25.38	\$162.32	\$2,412.09
242	CORRECTIONS - STATE PENITENTI, DIRK	JACOBS	E	CORRECTIONAL OFFICER	\$25.16	\$635.28	\$1,805.52
242	CORRECTIONS - STATE PENITENTI, DONALD	ELLIOTT	E	POWER PLANT ENGINEER 4	\$25.16	\$4,749.83	\$2,407.87
242	CORRECTIONS - STATE PENITENTI, DONALD	ELLIOTT	J	CORRECTIONAL OFFICER	\$24.16	\$2,458.50	\$1,416.24
242	CORRECTIONS - STATE PENITENTI, DONALD	EMDIA JR	A	CORRECTIONAL OFFICER	\$25.16	\$1,074.38	\$1,529.94

242	CORRECTIONS - STATE PENITENTI, DONALD	MURPHY	C	CORRECTIONAL FOOD SERVICE COOR	\$26.34	\$299.14	\$2,829.12
242	CORRECTIONS - STATE PENITENTI, DONALD	RAY	SCOTT	CORRECTIONAL OFFICER	\$25.16	\$650.70	\$1,971.21
242	CORRECTIONS - STATE PENITENTI, DOUGLAS	BEAVERS	S	CORRECTIONAL OFFICER	\$25.16	\$415.16	\$600.84
242	CORRECTIONS - STATE PENITENTI, DOUGLAS	DAVIS	W	CORRECTIONAL OFFICER	\$25.16	\$927.99	\$1,526.91
242	CORRECTIONS - STATE PENITENTI, DOUGLAS	HAWKINS	E	CORRECTIONAL OFFICER	\$25.16	\$13,463.73	\$2,788.22
242	CORRECTIONS - STATE PENITENTI, DOUGLAS	HAYES	E	CORRECTIONAL OFFICER	\$25.16	\$1,225.25	\$2,400.36
242	CORRECTIONS - STATE PENITENTI, DUANE	CASE	A	CORRECTIONAL OFFICER	\$25.16	\$918.74	\$1,207.68
242	CORRECTIONS - STATE PENITENTI, DUANE	KRAMER	E	CORRECTIONAL OFFICER	\$25.16	\$18.76	\$1,503.60
242	CORRECTIONS - STATE PENITENTI, DUSTAN	WELLMAN	B	CORRECTIONAL OFFICER	\$19.36	\$809.33	\$1,140.11
242	CORRECTIONS - STATE PENITENTI, DUSTIN	YAGER	J	CORRECTIONAL OFFICER	\$17.75	\$5,720.23	\$2,115.80
242	CORRECTIONS - STATE PENITENTI, EDWARD	BLINDT JR	J	POWER PLANT ENGINEER 4	\$25.16	\$429.63	\$1,803.26
242	CORRECTIONS - STATE PENITENTI, EDWARD	MENDEZ	L	SENIOR CORRECTIONAL OFFICER	\$27.66	\$1,395.70	\$2,639.16
242	CORRECTIONS - STATE PENITENTI, ELLEN	WEBER	O	PSYCHOLOGIST 2	\$31.57	\$406.14	\$1,376.39
242	CORRECTIONS - STATE PENITENTI, ERIC	DOCHTERMAN	C	CORRECTIONAL FOOD SERVICE COOR	\$21.36	\$468.24	\$973.92
242	CORRECTIONS - STATE PENITENTI, ERIC	POLLPETER	H	CORRECTIONAL OFFICER	\$21.15	\$140.36	\$739.56
242	CORRECTIONS - STATE PENITENTI, FRANCINE	GOMEZ-LEE	Y	CORRECTIONAL FOOD SERVICE COOR	\$26.34	\$339.55	\$3,695.90
242	CORRECTIONS - STATE PENITENTI, GARY	ALTGILBERS	A	CORRECTIONAL OFFICER	\$21.15	\$932.49	\$1,220.52
242	CORRECTIONS - STATE PENITENTI, GARY	DECKER	L	CORRECTIONAL OFFICER	\$25.10	\$2,805.19	\$871.92
242	CORRECTIONS - STATE PENITENTI, GARY	EISNNICHER JR.	M	PSYCHOLOGIST 1	\$21.93	\$217.79	\$638.10
242	CORRECTIONS - STATE PENITENTI, GARY	REA	A	CORRECTIONAL OFFICER	\$25.16	\$400.80	\$2,744.98
242	CORRECTIONS - STATE PENITENTI, GARY	TWADDLE	LEE	SENIOR CORRECTIONAL OFFICER	\$27.66	\$3,087.73	\$331.92
242	CORRECTIONS - STATE PENITENTI, GEOFFREY	WELLMAN	R	CORRECTIONAL OFFICER	\$25.16	\$3,715.15	\$1,803.26
242	CORRECTIONS - STATE PENITENTI, GREG	COLVIN		ACTIVITIES SPECIALIST 2	\$31.96	\$4.79	\$1,423.80
242	CORRECTIONS - STATE PENITENTI, GREGORY	BLAKEMAN	M	CORRECTIONAL OFFICER	\$25.10	\$4,494.25	\$1,173.12
242	CORRECTIONS - STATE PENITENTI, GREGORY	OLSON	J	CORRECTIONAL OFFICER	\$25.16	\$5,626.45	\$2,702.28
242	CORRECTIONS - STATE PENITENTI, GREGORY	YAGER	J	CORRECTIONAL OFFICER	\$25.16	\$8,065.30	\$603.84
242	CORRECTIONS - STATE PENITENTI, HAROLD	HENDRICKSON	G	CORRECTIONAL OFFICER	\$25.16	\$3,108.93	\$600.84
242	CORRECTIONS - STATE PENITENTI, HARVEY	HUFFMAN	B	CORRECTIONAL OFFICER	\$25.16	\$101.38	\$1,799.52
242	CORRECTIONS - STATE PENITENTI, HAYES	LEISENRING	E	CORRECTIONAL TRADES LEADER	\$24.91	\$343.76	\$0.00
242	CORRECTIONS - STATE PENITENTI, HAZEL	DOHMAN	M	CORRECTIONAL OFFICER	\$24.16	\$11,499.95	\$2,126.84
242	CORRECTIONS - STATE PENITENTI, HEATHER	BRUECK	R	CORRECTIONAL TREATMENT DIRECTO	\$41.12	\$0.00	\$328.96
242	CORRECTIONS - STATE PENITENTI, HEATHER	FERGUSON	A	CORRECTIONAL OFFICER	\$19.37	\$602.86	\$973.52
242	CORRECTIONS - STATE PENITENTI, HEATHER	HAWK	A	CORRECTIONAL OFFICER	\$25.11	\$288.25	\$446.06
242	CORRECTIONS - STATE PENITENTI, INEZ	HADNOT	M	CORRECTIONAL OFFICER	\$25.16	\$6,555.19	\$1,198.68

242	CORRECTIONS - STATE PENITENTI, JACK	BATES, JR.	L	CORRECTIONAL OFFICER	\$25.16	\$84.62	\$1,799.52
242	CORRECTIONS - STATE PENITENTI, JACK	GRAY	D	CORRECTIONAL SUPERVISOR 1	\$28.83	\$0.00	\$1,585.65
242	CORRECTIONS - STATE PENITENTI, JACKIE	ELLEFRITZ	L	CORRECTIONAL OFFICER	\$25.16	\$0.00	\$1,500.60
242	CORRECTIONS - STATE PENITENTI, JACOB	BOHNENKAMP	D	CORRECTIONAL OFFICER	\$17.74	\$356.96	\$203.76
242	CORRECTIONS - STATE PENITENTI, JAMES	BEECHTREE	A	CORRECTIONAL OFFICER	\$25.10	\$1,357.14	\$2,235.88
242	CORRECTIONS - STATE PENITENTI, JAMES	COLLIER	W	CORRECTIONAL OFFICER	\$24.16	\$1,590.46	\$2,338.92
242	CORRECTIONS - STATE PENITENTI, JAMES	CREASY	R	SENIOR CORRECTIONAL OFFICER	\$27.66	\$231.08	\$1,321.20
242	CORRECTIONS - STATE PENITENTI, JAMES	GOUDIE	D	CORRECTIONAL OFFICER	\$25.16	\$635.93	\$2,669.46
242	CORRECTIONS - STATE PENITENTI, JAMES	PEZLEY	E	SENIOR CORRECTIONAL OFFICER	\$27.66	\$669.16	\$0.00
242	CORRECTIONS - STATE PENITENTI, JAMES	ROLLER	M	CORRECTIONAL OFFICER	\$25.16	\$5,821.15	\$0.00
242	CORRECTIONS - STATE PENITENTI, JAMES	SEYB	PETER	CORRECTIONAL OFFICER	\$19.36	\$929.78	\$1,555.09
242	CORRECTIONS - STATE PENITENTI, JAMES	SHOUP	W	CORRECTIONAL SUPERVISOR 1	\$29.47	\$0.00	\$1,178.80
242	CORRECTIONS - STATE PENITENTI, JAMES	TENNANT	P	CORRECTIONAL OFFICER	\$24.16	\$585.75	\$2,258.40
242	CORRECTIONS - STATE PENITENTI, JAMES	WATERMAN	L	CORRECTIONAL OFFICER	\$25.16	\$1,716.92	\$2,702.28
242	CORRECTIONS - STATE PENITENTI, JAMIE	HAWK	L	CORRECTIONAL OFFICER	\$25.16	\$298.92	\$1,497.60
242	CORRECTIONS - STATE PENITENTI, JAMIE	RETTIG	R	CORRECTIONAL OFFICER	\$25.10	\$1,236.16	\$2,219.40
242	CORRECTIONS - STATE PENITENTI, JARED	DRAY	H	CORRECTIONAL OFFICER	\$25.10	\$526.31	\$2,624.87
242	CORRECTIONS - STATE PENITENTI, JARRARD	TATE	B	CORRECTIONAL OFFICER	\$24.16	\$1,069.47	\$2,195.72
242	CORRECTIONS - STATE PENITENTI, JASON	BOYER	T	CORRECTIONAL OFFICER	\$25.16	\$5,293.09	\$0.00
242	CORRECTIONS - STATE PENITENTI, JASON	GOLD	K	CORRECTIONAL OFFICER	\$24.16	\$318.63	\$1,129.20
242	CORRECTIONS - STATE PENITENTI, JASON	HAWK	E	CORRECTIONAL OFFICER	\$25.16	\$811.00	\$896.76
242	CORRECTIONS - STATE PENITENTI, JASON	MANN	R	CORRECTIONAL OFFICER	\$17.74	\$346.69	\$416.64
242	CORRECTIONS - STATE PENITENTI, JASON	RUNG	R	ACTIVITIES SPECIALIST 2	\$26.63	\$119.76	\$2,767.35
242	CORRECTIONS - STATE PENITENTI, JASON	STOLTENBURG	H	CORRECTIONAL OFFICER	\$25.16	\$2,909.05	\$2,892.95
242	CORRECTIONS - STATE PENITENTI, JASON	SUTCLIFFE	W	CORRECTIONAL OFFICER	\$25.16	\$48.97	\$1,497.60
242	CORRECTIONS - STATE PENITENTI, JAY	ECKHARDT	W	CORRECTIONAL OFFICER	\$20.24	\$716.21	\$1,609.03
242	CORRECTIONS - STATE PENITENTI, JAYNE	PEZLEY	E	CORRECTIONAL OFFICER	\$20.24	\$2,191.42	\$2,412.78
242	CORRECTIONS - STATE PENITENTI, JEFFREY	BERGTHOLD	C	CORRECTIONAL OFFICER	\$25.10	\$57.84	\$1,474.32
242	CORRECTIONS - STATE PENITENTI, JEFFREY	BIRDSSELL	K	CORRECTIONAL OFFICER	\$25.16	\$5,001.17	\$1,810.77
242	CORRECTIONS - STATE PENITENTI, JEFFREY	MCDOWELL	D	CORRECTIONAL OFFICER	\$25.16	\$11.27	\$1,504.34
242	CORRECTIONS - STATE PENITENTI, JEFFREY	WARNER	W	CORRECTIONAL OFFICER	\$25.16	\$10,833.86	\$1,799.52
242	CORRECTIONS - STATE PENITENTI, JEFFREY	WICK	C	SENIOR CORRECTIONAL OFFICER	\$20.34	\$3,089.06	\$1,518.12
242	CORRECTIONS - STATE PENITENTI, JENNIFER	WILLIAMS	R	CORRECTIONAL OFFICER	\$25.16	\$143.38	\$2,198.79
242	CORRECTIONS - STATE PENITENTI, JEREMY	DOHMAN	J	CORRECTIONAL OFFICER	\$25.16	\$350.53	\$600.84

242	CORRECTIONS - STATE PENITENTI, JEREMY	ENGEMAN	L	CORRECTIONAL SUPERVISOR 1	\$27.78	\$7.65	\$854.52
242	CORRECTIONS - STATE PENITENTI, JEREMY	HAWK	A	CORRECTIONAL OFFICER	\$25.10	\$90.07	\$0.00
242	CORRECTIONS - STATE PENITENTI, JEREMY	MARTIN	A	CORRECTIONAL OFFICER	\$25.10	\$1,362.87	\$1,184.42
242	CORRECTIONS - STATE PENITENTI, JESSE	BURGHER JR	E	CORRECTIONAL OFFICER	\$25.16	\$101.47	\$1,497.60
242	CORRECTIONS - STATE PENITENTI, JESSE	SMITH	L	CORRECTIONAL OFFICER	\$18.35	\$17.06	\$440.40
242	CORRECTIONS - STATE PENITENTI, JILL	JOHNSON	S	ADMIN ASSISTANT 1	\$22.22	\$26.66	\$426.62
242	CORRECTIONS - STATE PENITENTI, JO	SMITH	A	CORRECTIONAL OFFICER	\$25.16	\$365.38	\$1,813.07
242	CORRECTIONS - STATE PENITENTI, JOAN	NEWBERRY	E	CORRECTIONAL FOOD SERVICE COOR	\$26.34	\$453.58	\$2,855.63
242	CORRECTIONS - STATE PENITENTI, JOANN	WATSON	J	REGISTERED NURSE	\$33.40	\$129.31	\$3,296.30
242	CORRECTIONS - STATE PENITENTI, JOE	BOHNENKAMP	T	CORRECTIONAL OFFICER	\$21.15	\$69.94	\$2,235.73
242	CORRECTIONS - STATE PENITENTI, JOE	JOHNSON		CORRECTIONAL OFFICER	\$25.16	\$305.70	\$899.76
242	CORRECTIONS - STATE PENITENTI, JOE	LAMPE	B	CORRECTIONAL OFFICER	\$25.16	\$370.63	\$2,108.99
242	CORRECTIONS - STATE PENITENTI, JOEY	MCGRAW	A	CORRECTIONAL OFFICER	\$25.16	\$3,747.13	\$0.00
242	CORRECTIONS - STATE PENITENTI, JOHANA	JERDEN	L	ADMIN ASSISTANT 1	\$20.86	\$198.77	\$545.23
242	CORRECTIONS - STATE PENITENTI, JOHN	FEDLER	F	CORRECTIONAL SUPERVISOR 2	\$32.46	\$0.00	\$1,623.00
242	CORRECTIONS - STATE PENITENTI, JOHN	HAWK	D	SENIOR CORRECTIONAL OFFICER	\$27.66	\$9,581.60	\$1,317.96
242	CORRECTIONS - STATE PENITENTI, JOHN	HOPP	E	CORRECTIONAL OFFICER	\$25.16	\$307.72	\$1,120.95
242	CORRECTIONS - STATE PENITENTI, JOHN	KEMPER	W	CORRECTIONAL OFFICER	\$25.16	\$3.77	\$0.00
242	CORRECTIONS - STATE PENITENTI, JOHN	LAMBERT	D	CORRECTIONAL SUPERVISOR 1	\$29.47	\$374.64	\$2,688.12
242	CORRECTIONS - STATE PENITENTI, JOHN	MARTIN	A	CORRECTIONAL OFFICER	\$25.16	\$318.01	\$1,799.52
242	CORRECTIONS - STATE PENITENTI, JOHN	MARTINEZ JR	G	CORRECTIONAL OFFICER	\$25.16	\$123.52	\$1,500.60
242	CORRECTIONS - STATE PENITENTI, JOHN	RASCON	M	CORRECTIONAL OFFICER	\$25.16	\$904.24	\$1,503.60
242	CORRECTIONS - STATE PENITENTI, JOHN	RHODES	D	CORRECTIONAL SUPERVISOR 2	\$32.46	\$0.00	\$1,298.40
242	CORRECTIONS - STATE PENITENTI, JOHN	STAUFFER	E	STOREKEEPER 2	\$18.07	\$42.99	\$0.00
242	CORRECTIONS - STATE PENITENTI, JOHN	WACKER	R	CORRECTIONAL OFFICER	\$25.16	\$30.19	\$1,201.68
242	CORRECTIONS - STATE PENITENTI, JON	BURGHOFFER	A	CORRECTIONAL OFFICER	\$25.16	\$0.00	\$1,799.52
242	CORRECTIONS - STATE PENITENTI, JON	WELLS	A	CORRECTIONAL OFFICER	\$25.16	\$4,888.87	\$0.00
242	CORRECTIONS - STATE PENITENTI, JONATHAN	CLARKE	M	CORRECTIONAL FOOD SERVICE COOR	\$20.44	\$14.54	\$2,974.10
242	CORRECTIONS - STATE PENITENTI, JONATHAN	WEBER	T	CORRECTIONAL OFFICER	\$17.74	\$941.58	\$620.40
242	CORRECTIONS - STATE PENITENTI, JOSE	MUNOZ JR	R	CORRECTIONAL OFFICER	\$25.16	\$6,312.76	\$1,900.64
242	CORRECTIONS - STATE PENITENTI, JOSEPH	GROSECLOSE	W	CORRECTIONAL OFFICER	\$24.16	\$97.02	\$1,445.23
242	CORRECTIONS - STATE PENITENTI, JOSEPH	LARKIN		CORRECTIONAL OFFICER	\$24.16	\$4,339.10	\$1,419.12
242	CORRECTIONS - STATE PENITENTI, JOSEPH	MCCANN	P	CORRECTIONAL OFFICER	\$25.16	\$8,140.83	\$1,217.40
242	CORRECTIONS - STATE PENITENTI, JOSEPH	MCCORMICK	A	CORRECTIONAL OFFICER	\$25.16	\$321.33	\$1,842.38

242	CORRECTIONS - STATE PENITENTI, JOSEPH	POWERS	F	CORRECTIONAL OFFICER	\$21.15	\$566.83	\$1,885.00
242	CORRECTIONS - STATE PENITENTI, JOSEPH	WALKER	W	CORRECTIONAL OFFICER	\$19.36	\$1,872.01	\$1,298.73
242	CORRECTIONS - STATE PENITENTI, JOSHUA	WILCOX	M	CORRECTIONAL OFFICER	\$17.74	\$817.53	\$1,437.65
242	CORRECTIONS - STATE PENITENTI, JOY	KUPER	E	PSYCHOLOGIST 2	\$35.09	\$6.95	\$1,919.62
242	CORRECTIONS - STATE PENITENTI, JOYCE	MILLER	A	CORRECTIONAL OFFICER	\$25.16	\$2,776.45	\$1,124.70
242	CORRECTIONS - STATE PENITENTI, JULIE	BANKS	A	ACCOUNTING CLERK 2	\$14.25	\$2.03	\$38.59
242	CORRECTIONS - STATE PENITENTI, JULIE	BOUTWELL	A	REGISTERED NURSE	\$34.90	\$622.04	\$2,033.47
242	CORRECTIONS - STATE PENITENTI, JULIE	WOOLEVER	A	REGISTERED NURSE	\$31.03	\$889.77	\$3,798.24
242	CORRECTIONS - STATE PENITENTI, JULLEE	NEWQUIST	S	CORRECTIONAL OFFICER	\$17.74	\$762.97	\$1,427.28
242	CORRECTIONS - STATE PENITENTI, JUSTIN	NEALLY	J	CORRECTIONAL OFFICER	\$19.37	\$654.58	\$1,143.12
242	CORRECTIONS - STATE PENITENTI, KACI	STORY	J	CORRECTIONAL OFFICER	\$25.16	\$18.70	\$1,799.52
242	CORRECTIONS - STATE PENITENTI, KASEY	BAWDEN	W	CORRECTIONAL OFFICER	\$19.36	\$4,067.08	\$1,328.30
242	CORRECTIONS - STATE PENITENTI, KATHLEEN	WEBER	L	CLERK-SPECIALIST	\$18.73	\$8.13	\$0.00
242	CORRECTIONS - STATE PENITENTI, KATHRYN	CRANE	D	CLERK-SPECIALIST	\$19.91	\$2.99	\$206.96
242	CORRECTIONS - STATE PENITENTI, KATHRYN	HERSHBERGER	T	REGISTERED NURSE	\$33.52	\$2,365.96	\$2,600.40
242	CORRECTIONS - STATE PENITENTI, KATHY	AZINGER	J	LICENSED PRACTICAL NURSE	\$24.16	\$2,094.69	\$2,388.12
242	CORRECTIONS - STATE PENITENTI, KATHY	REHMAN	M	HR TECHNICAL ASST	\$12.67	\$190.05	\$36.11
242	CORRECTIONS - STATE PENITENTI, KEITH	MCCORD	J	CORRECTIONAL OFFICER	\$25.16	\$9,481.78	\$0.00
242	CORRECTIONS - STATE PENITENTI, KEITH	UPTON	J	CORRECTIONAL OFFICER	\$20.24	\$18.76	\$1,892.16
242	CORRECTIONS - STATE PENITENTI, KELLY	JOHNSON	W	PROGRAM PLANNER 2	\$29.11	\$752.34	\$881.58
242	CORRECTIONS - STATE PENITENTI, KELLY	PETERS	L	HR TECHNICAL ASST	\$19.60	\$0.00	\$73.50
242	CORRECTIONS - STATE PENITENTI, KENNETH	LOBBERECHT	A	CORRECTIONAL OFFICER	\$25.16	\$26.39	\$902.76
242	CORRECTIONS - STATE PENITENTI, KENNETH	ROBERTS	V	CORRECTIONAL OFFICER	\$25.16	\$30.08	\$2,104.44
242	CORRECTIONS - STATE PENITENTI, KENNETH	VEIL	E	CORRECTIONAL OFFICER	\$19.36	\$2,284.53	\$2,118.76
242	CORRECTIONS - STATE PENITENTI, KENT	BAWDEN	D	SENIOR CORRECTIONAL OFFICER	\$27.66	\$345.92	\$1,317.96
242	CORRECTIONS - STATE PENITENTI, KENT	RUBEY	J	CORRECTIONAL OFFICER	\$25.16	\$22.57	\$600.84
242	CORRECTIONS - STATE PENITENTI, KEVIN	BIRDSELL	D	CORRECTIONAL SUPERVISOR 1	\$25.65	\$322.06	\$595.20
242	CORRECTIONS - STATE PENITENTI, KEVIN	DENLY	R	SENIOR CORRECTIONAL OFFICER	\$27.61	\$494.43	\$1,575.84
242	CORRECTIONS - STATE PENITENTI, KEVIN	KOECHLE		CORRECTIONAL OFFICER	\$25.16	\$1,655.27	\$1,975.14
242	CORRECTIONS - STATE PENITENTI, KEVIN	MILLER	A	CORRECTIONAL OFFICER	\$24.16	\$591.95	\$1,416.24
242	CORRECTIONS - STATE PENITENTI, KEVIN	SELTERS	L	CORRECTIONAL SUPERVISOR 2	\$32.46	\$0.00	\$1,363.32
242	CORRECTIONS - STATE PENITENTI, KIMBERLEY	PARKER	E	SECRETARY 1	\$18.82	\$2.82	\$47.99
242	CORRECTIONS - STATE PENITENTI, KORY	PALM	J	CORRECTIONAL OFFICER	\$20.24	\$2,274.99	\$2,004.76
242	CORRECTIONS - STATE PENITENTI, KRIS	NEWMAN	M	CORRECTIONAL OFFICER	\$25.16	\$1,244.77	\$2,190.14

242	CORRECTIONS - STATE PENITENTI, KRISTINE	SINK	L	CORRECTIONAL OFFICER	\$24.16	\$268.34	\$1,388.64
242	CORRECTIONS - STATE PENITENTI, KYLE	CARRUTHERS	G	CORRECTIONAL OFFICER	\$21.15	\$1,275.43	\$1,239.88
242	CORRECTIONS - STATE PENITENTI, LADONNA	WILCOX	D	SENIOR CORRECTIONAL OFFICER	\$27.66	\$825.80	\$1,981.80
242	CORRECTIONS - STATE PENITENTI, LARRY	FARRELL	W	CORRECTIONAL OFFICER	\$20.04	\$0.00	\$240.48
242	CORRECTIONS - STATE PENITENTI, LARRY	LACHMANN	L	CORRECTIONAL OFFICER	\$25.16	\$1,106.98	\$2,702.28
242	CORRECTIONS - STATE PENITENTI, LARRY	SOUTH	D	CORRECTIONAL OFFICER	\$25.16	\$2,747.93	\$2,082.37
242	CORRECTIONS - STATE PENITENTI, LARRY	TRIPP JR	J	CORRECTIONAL OFFICER	\$25.16	\$299.58	\$1,538.08
242	CORRECTIONS - STATE PENITENTI, LAUREL	HECOX	DAWN	REGISTERED NURSE	\$34.90	\$5,538.84	\$3,969.89
242	CORRECTIONS - STATE PENITENTI, LAURIE	SPERFSLAGE	A	ADMIN ASSISTANT 2	\$26.34	\$19.64	\$320.78
242	CORRECTIONS - STATE PENITENTI, LAWRENCE	MACK JR	A	CORRECTIONAL OFFICER	\$25.16	\$2,644.52	\$0.00
242	CORRECTIONS - STATE PENITENTI, LEANNE	BABINGTON	M	CORRECTIONAL OFFICER	\$24.16	\$9,484.07	\$1,458.97
242	CORRECTIONS - STATE PENITENTI, LEONARD	HARVEY	P	HVAC TECHNICIAN	\$20.14	\$378.38	\$386.64
242	CORRECTIONS - STATE PENITENTI, LESLEY	ESTRADA	L	CORRECTIONAL OFFICER	\$24.91	\$2,548.28	\$0.00
242	CORRECTIONS - STATE PENITENTI, LINDA	BRUCE	R	INFO TECH SPECIALIST 4	\$38.58	\$122.24	\$796.14
242	CORRECTIONS - STATE PENITENTI, LINDA	KOECHLE	D	CORRECTIONAL OFFICER	\$25.16	\$11.31	\$1,802.52
242	CORRECTIONS - STATE PENITENTI, LINDY	ROBERTS	L	CORRECTIONAL OFFICER	\$25.16	\$112.66	\$1,198.68
242	CORRECTIONS - STATE PENITENTI, LINUS	FEDLER	R	CORRECTIONAL SUPERVISOR 1	\$26.49	\$0.00	\$529.80
242	CORRECTIONS - STATE PENITENTI, LISA	BROOKS	M	CORRECTIONAL OFFICER	\$17.74	\$335.78	\$971.42
242	CORRECTIONS - STATE PENITENTI, LISA	SHELFORD	A	REGISTERED NURSE	\$25.15	\$1,776.89	\$648.87
242	CORRECTIONS - STATE PENITENTI, LONNY	CALE	L	CORRECTIONAL OFFICER	\$25.16	\$180.19	\$2,861.91
242	CORRECTIONS - STATE PENITENTI, LORA	GEORGE	J	CORRECTIONAL OFFICER	\$25.16	\$300.16	\$2,640.01
242	CORRECTIONS - STATE PENITENTI, LORENZO	RILES	L	CORRECTIONAL OFFICER	\$25.16	\$69.16	\$2,556.57
242	CORRECTIONS - STATE PENITENTI, LUCIANNE	MONROE	R	CORRECTIONAL OFFICER	\$25.10	\$194.60	\$1,676.70
242	CORRECTIONS - STATE PENITENTI, LYNDSEY	RICHARDSON	B	CORRECTIONAL OFFICER	\$17.74	\$1,061.46	\$1,035.00
242	CORRECTIONS - STATE PENITENTI, LYNN	HARTSOCK	D	CORRECTIONAL COUNSELOR	\$30.25	\$88.96	\$0.00
242	CORRECTIONS - STATE PENITENTI, MACE	BARNES	S	CORRECTIONAL OFFICER	\$17.74	\$438.52	\$419.19
242	CORRECTIONS - STATE PENITENTI, MAGDALENA	DAVIS	B	REGISTERED NURSE	\$33.52	\$224.69	\$4,078.92
242	CORRECTIONS - STATE PENITENTI, MANUEL	SANDOVAL	E	CORRECTIONAL OFFICER	\$25.10	\$2,613.67	\$0.00
242	CORRECTIONS - STATE PENITENTI, MARC	BOHNENKAMP	F	CORRECTIONAL OFFICER	\$25.16	\$986.81	\$1,500.60
242	CORRECTIONS - STATE PENITENTI, MARIA	SANDOVAL	E	CORRECTIONAL OFFICER	\$19.37	\$3,991.26	\$862.24
242	CORRECTIONS - STATE PENITENTI, MARIO	MENDEZ	R	CORRECTIONAL OFFICER	\$25.16	\$3,392.44	\$1,500.60
242	CORRECTIONS - STATE PENITENTI, MARK	BOWERS	A	POWER PLANT ENGINEER 4	\$21.99	\$3,963.79	\$1,188.12
242	CORRECTIONS - STATE PENITENTI, MARK	CULBERTSON	A	CORRECTIONAL OFFICER	\$25.10	\$3,210.13	\$1,477.89
242	CORRECTIONS - STATE PENITENTI, MARK	LAIR	A	CORRECTIONAL OFFICER	\$25.16	\$1,832.08	\$2,702.28

242	CORRECTIONS - STATE PENITENTI, MARK	LEE	A	CORRECTIONAL OFFICER	\$25.16	\$828.16	\$899.76
242	CORRECTIONS - STATE PENITENTI, MARK	LOHMAN	LEE	ELECTRICIAN	\$26.29	\$147.58	\$189.29
242	CORRECTIONS - STATE PENITENTI, MARK	SHANSTROM	A	CORRECTIONAL SUPERVISOR 1	\$29.47	\$0.00	\$884.10
242	CORRECTIONS - STATE PENITENTI, MARSHA	FRUEH	A	CORRECTIONAL FOOD SERVICE COOR	\$26.34	\$1,414.98	\$1,574.99
242	CORRECTIONS - STATE PENITENTI, MARVIN	BOYLES	E	CORRECTIONAL OFFICER	\$25.16	\$8,918.69	\$2,433.40
242	CORRECTIONS - STATE PENITENTI, MARY	FETT	J	CORRECTIONAL OFFICER	\$24.16	\$217.72	\$1,474.03
242	CORRECTIONS - STATE PENITENTI, MARY	PIPER	A	CORRECTIONAL OFFICER	\$22.65	\$17,894.06	\$2,136.91
242	CORRECTIONS - STATE PENITENTI, MARY	WENKE	A	REGISTERED NURSE	\$33.52	\$4,864.58	\$1,956.89
242	CORRECTIONS - STATE PENITENTI, MARYLOU	BIRDSSELL	L	CORRECTIONAL OFFICER	\$25.16	\$67.73	\$1,511.15
242	CORRECTIONS - STATE PENITENTI, MATT	JONES	R	CORRECTIONAL OFFICER	\$19.37	\$1,006.90	\$2,321.66
242	CORRECTIONS - STATE PENITENTI, MATT	REHM	R	CORRECTIONAL OFFICER	\$24.16	\$173.64	\$2,817.13
242	CORRECTIONS - STATE PENITENTI, MATTHEW	BANNIER	E	CORRECTIONAL OFFICER	\$25.16	\$541.55	\$1,492.83
242	CORRECTIONS - STATE PENITENTI, MATTHEW	CALLAHAN	J	CORRECTIONAL OFFICER	\$20.24	\$3,668.22	\$1,582.49
242	CORRECTIONS - STATE PENITENTI, MATTHEW	SIMONS	J	CORRECTIONAL OFFICER	\$17.74	\$1,775.56	\$1,494.90
242	CORRECTIONS - STATE PENITENTI, MATTHEW	TATE	R	CORRECTIONAL OFFICER	\$20.24	\$312.12	\$958.80
242	CORRECTIONS - STATE PENITENTI, MATTHEW	THORNTON	R	CORRECTIONAL SUPERVISOR 1	\$29.47	\$0.00	\$1,178.80
242	CORRECTIONS - STATE PENITENTI, MERRY	POWERS	L	SECRETARY 1	\$18.82	\$11.29	\$0.00
242	CORRECTIONS - STATE PENITENTI, MICHAEL	AZINGER	R	CORRECTIONAL OFFICER	\$25.16	\$3,053.62	\$1,802.52
242	CORRECTIONS - STATE PENITENTI, MICHAEL	BARNES	E	SENIOR CORRECTIONAL OFFICER	\$27.66	\$0.00	\$2,958.85
242	CORRECTIONS - STATE PENITENTI, MICHAEL	BRIXIUS	G	ACTIVITIES SPECIALIST 2	\$31.96	\$9.49	\$2,382.60
242	CORRECTIONS - STATE PENITENTI, MICHAEL	CARLE	A	CORRECTIONAL OFFICER	\$25.16	\$7.48	\$1,805.52
242	CORRECTIONS - STATE PENITENTI, MICHAEL	CHAPMAN	C	CORRECTIONAL OFFICER	\$25.16	\$7,339.07	\$2,827.35
242	CORRECTIONS - STATE PENITENTI, MICHAEL	CHAPMAN JR	C	CORRECTIONAL OFFICER	\$20.24	\$2,298.26	\$3,398.95
242	CORRECTIONS - STATE PENITENTI, MICHAEL	CONWELL	K	CORRECTIONAL OFFICER	\$25.16	\$11.21	\$2,400.36
242	CORRECTIONS - STATE PENITENTI, MICHAEL	FRAISE	G	CORRECTIONAL OFFICER	\$25.16	\$192.82	\$1,973.66
242	CORRECTIONS - STATE PENITENTI, MICHAEL	GEHLE II	W	CORRECTIONAL OFFICER	\$25.16	\$975.06	\$1,971.40
242	CORRECTIONS - STATE PENITENTI, MICHAEL	GREEN	E	CORRECTIONAL TRADES LEADER	\$21.99	\$2,197.16	\$2,058.10
242	CORRECTIONS - STATE PENITENTI, MICHAEL	MANLEY	L	CORRECTIONAL OFFICER	\$25.16	\$73.36	\$1,689.30
242	CORRECTIONS - STATE PENITENTI, MICHAEL	MAYER	C	CORRECTIONAL OFFICER	\$25.16	\$7.55	\$905.76
242	CORRECTIONS - STATE PENITENTI, MICHAEL	MILLIGAN	S	CORRECTIONAL COUNSELOR	\$31.34	\$9.34	\$0.00
242	CORRECTIONS - STATE PENITENTI, MICHAEL	O REILLY	A	CORRECTIONAL COUNSELOR	\$31.03	\$0.00	\$164.46
242	CORRECTIONS - STATE PENITENTI, MICHAEL	O'TOOL JR	W	SENIOR CORRECTIONAL OFFICER	\$27.66	\$65.79	\$2,600.50
242	CORRECTIONS - STATE PENITENTI, MICHAEL	PABEN	J	CORRECTIONAL OFFICER	\$25.16	\$1,175.87	\$2,389.04
242	CORRECTIONS - STATE PENITENTI, MICHAEL	REA	D	SENIOR CORRECTIONAL OFFICER	\$27.66	\$42.10	\$2,061.74

242	CORRECTIONS - STATE PENITENTI, MICHAEL	SCHWERING	A	CORRECTIONAL TRADES LEADER	\$24.91	\$302.66	\$0.00
242	CORRECTIONS - STATE PENITENTI, MICHAEL	SCOTT	A	CORRECTIONAL OFFICER	\$25.16	\$434.30	\$1,803.26
242	CORRECTIONS - STATE PENITENTI, MICHAEL	SMITH	S	CORRECTIONAL OFFICER	\$25.10	\$2,814.98	\$1,751.37
242	CORRECTIONS - STATE PENITENTI, MICHAEL	WILKENS	R	CORRECTIONAL OFFICER	\$25.16	\$453.78	\$2,411.64
242	CORRECTIONS - STATE PENITENTI, MICHELLE	WATERMAN	R	CORRECTIONAL OFFICER	\$25.16	\$631.51	\$2,713.49
242	CORRECTIONS - STATE PENITENTI, MICHELLE	WELBORN	D	CORRECTIONAL OFFICER	\$25.16	\$7,087.53	\$899.76
242	CORRECTIONS - STATE PENITENTI, MIKE	PETERIE	K	CORRECTIONAL SUPERVISOR 2	\$32.46	\$0.00	\$1,268.50
242	CORRECTIONS - STATE PENITENTI, MITCH	BOAL	D	CORRECTIONAL OFFICER	\$25.16	\$316.92	\$1,521.66
242	CORRECTIONS - STATE PENITENTI, MITCHELL	PETRY	D	CORRECTIONAL OFFICER	\$25.16	\$260.24	\$1,500.60
242	CORRECTIONS - STATE PENITENTI, MONICA	NYE	L	DENTAL ASSISTANT	\$16.82	\$0.00	\$12.61
242	CORRECTIONS - STATE PENITENTI, MONTY	THORNTON	R	CORRECTIONAL OFFICER	\$24.16	\$307.05	\$1,440.96
242	CORRECTIONS - STATE PENITENTI, NANCY	CANGAS	K	CORRECTIONAL OFFICER	\$21.18	\$3,245.94	\$1,518.03
242	CORRECTIONS - STATE PENITENTI, NANCY	MCCLURE	J	CORRECTIONAL COUNSELOR	\$31.34	\$260.54	\$0.00
242	CORRECTIONS - STATE PENITENTI, NANCY	ROTH	L	CORRECTIONAL OFFICER	\$25.10	\$32.52	\$1,173.12
242	CORRECTIONS - STATE PENITENTI, NATHAN	OSBON	L	CORRECTIONAL OFFICER	\$24.16	\$3,595.59	\$1,712.66
242	CORRECTIONS - STATE PENITENTI, NEIL	LEMASTER	A	CORRECTIONAL OFFICER	\$25.16	\$1,072.61	\$1,500.60
242	CORRECTIONS - STATE PENITENTI, NICHOLAS	HOCKER	L	CORRECTIONAL OFFICER	\$20.24	\$636.38	\$1,214.31
242	CORRECTIONS - STATE PENITENTI, NICK	CLARK	J	CORRECTIONAL OFFICER	\$25.16	\$0.00	\$1,799.52
242	CORRECTIONS - STATE PENITENTI, NICKY	CLARK, JR.	J	CORRECTIONAL OFFICER	\$25.16	\$8,151.69	\$0.00
242	CORRECTIONS - STATE PENITENTI, NICOLAS	SCOTT	J	CORRECTIONAL OFFICER	\$19.37	\$1,310.48	\$1,921.56
242	CORRECTIONS - STATE PENITENTI, NICOLE	NEFF	M	CORRECTIONAL OFFICER	\$16.81	\$490.79	\$201.72
242	CORRECTIONS - STATE PENITENTI, NIKKI	EAVES	R	MAIL CLERK 2	\$14.32	\$20.41	\$99.97
242	CORRECTIONS - STATE PENITENTI, ORA	ROBINSON	A	CORRECTIONAL TRADES LEADER	\$24.16	\$743.35	\$342.82
242	CORRECTIONS - STATE PENITENTI, PAMELA	MILLER	A	CORRECTIONAL OFFICER	\$25.16	\$681.02	\$2,256.90
242	CORRECTIONS - STATE PENITENTI, PATRICIA	MCPHERSON	KAY	CORRECTIONAL FOOD SERVICE COOR	\$20.44	\$618.90	\$1,179.60
242	CORRECTIONS - STATE PENITENTI, PATRICK	BOHNENKAMP	A	CORRECTIONAL OFFICER	\$18.53	\$2,199.99	\$1,672.16
242	CORRECTIONS - STATE PENITENTI, PATRICK	CLARK	A	CORRECTIONAL OFFICER	\$25.16	\$18.76	\$1,500.60
242	CORRECTIONS - STATE PENITENTI, PATRICK	KURTZ	J	CORRECTIONAL OFFICER	\$25.16	\$992.53	\$2,262.11
242	CORRECTIONS - STATE PENITENTI, PATRICK	NICHOLSON	C	CORRECTIONAL OFFICER	\$21.15	\$91.68	\$492.38
242	CORRECTIONS - STATE PENITENTI, PATRICK	VRADENBURG	L	CORRECTIONAL OFFICER	\$24.16	\$305.16	\$629.09
242	CORRECTIONS - STATE PENITENTI, PAUL	DOHMAN	HOWARD	ELECTRICIAN	\$26.29	\$184.48	\$189.29
242	CORRECTIONS - STATE PENITENTI, PAUL	GAGER	N	ADMIN LAW JUDGE 2	\$42.65	\$7,679.83	\$3,352.77
242	CORRECTIONS - STATE PENITENTI, PAUL	PATTON	J	CORRECTIONAL OFFICER	\$25.16	\$42.23	\$2,476.77
242	CORRECTIONS - STATE PENITENTI, PETER	CARLSON	T	ACTIVITIES SPECIALIST 2	\$31.96	\$382.32	\$2,702.60

242	CORRECTIONS - STATE PENITENTI, PHILLIP	EAVES	P	CORRECTIONAL OFFICER	\$20.24	\$746.42	\$1,186.56
242	CORRECTIONS - STATE PENITENTI, PHILLIP	FARR	A	CORRECTIONAL OFFICER	\$18.53	\$361.68	\$1,107.48
242	CORRECTIONS - STATE PENITENTI, RALEIGH	HELMICK	H	CORRECTIONAL OFFICER	\$25.16	\$638.42	\$1,198.68
242	CORRECTIONS - STATE PENITENTI, RANDY	HAMILTON	W	CORRECTIONAL OFFICER	\$19.18	\$1,928.46	\$0.00
242	CORRECTIONS - STATE PENITENTI, RANDY	KRUSE	C	STOREKEEPER 2	\$17.89	\$2.68	\$0.00
242	CORRECTIONS - STATE PENITENTI, RANDY	SANDERS	C	CORRECTIONAL OFFICER	\$20.24	\$1,362.60	\$1,176.24
242	CORRECTIONS - STATE PENITENTI, RANDY	STROUD	D	CORRECTIONAL SUPERVISOR 2	\$32.46	\$0.00	\$1,493.16
242	CORRECTIONS - STATE PENITENTI, RANDY	STRUNK	L	CORRECTIONAL OFFICER	\$25.16	\$3,504.15	\$1,878.93
242	CORRECTIONS - STATE PENITENTI, RANDY	VANWYE	D	INVESTIGATOR 3	\$28.77	\$1,087.04	\$1,288.04
242	CORRECTIONS - STATE PENITENTI, REBECCA	JANIC	S	CORRECTIONAL OFFICER	\$25.16	\$1,995.34	\$1,805.52
242	CORRECTIONS - STATE PENITENTI, RICHARD	BARLOW	H	CORRECTIONAL COUNSELOR	\$31.34	\$12.54	\$142.74
242	CORRECTIONS - STATE PENITENTI, RICHARD	BROOKHART JR	L	CORRECTIONAL OFFICER	\$25.16	\$3,901.06	\$879.02
242	CORRECTIONS - STATE PENITENTI, RICHARD	ROONEY	P	SENIOR CORRECTIONAL OFFICER	\$27.66	\$783.64	\$0.00
242	CORRECTIONS - STATE PENITENTI, RICHARD	TROUTMAN	M	CORRECTIONAL OFFICER	\$21.15	\$2,275.78	\$1,220.52
242	CORRECTIONS - STATE PENITENTI, RICHIE	EAVES	D	CORRECTIONAL OFFICER	\$25.16	\$50.13	\$2,407.13
242	CORRECTIONS - STATE PENITENTI, RICKY	HILL	L	CORRECTIONAL OFFICER	\$25.16	\$1,801.01	\$1,498.35
242	CORRECTIONS - STATE PENITENTI, RICKY	WIBBELL	L	MECHANIC	\$24.01	\$104.41	\$0.00
242	CORRECTIONS - STATE PENITENTI, ROBERT	BURGESS	D	CORRECTIONAL OFFICER	\$25.16	\$4,458.92	\$2,419.04
242	CORRECTIONS - STATE PENITENTI, ROBERT	CRANE	J	CORRECTIONAL OFFICER	\$25.16	\$8,104.73	\$2,709.79
242	CORRECTIONS - STATE PENITENTI, ROBERT	HELMICK	E	CORRECTIONAL OFFICER	\$25.16	\$984.84	\$2,256.90
242	CORRECTIONS - STATE PENITENTI, ROBERT	PICTON	A	CORRECTIONAL OFFICER	\$25.16	\$6,396.71	\$1,855.83
242	CORRECTIONS - STATE PENITENTI, ROBERT	SCHNEIDER	E	CORRECTIONAL COUNSELOR	\$31.34	\$154.51	\$632.14
242	CORRECTIONS - STATE PENITENTI, ROBERT	SMITH	L	CORRECTIONAL OFFICER	\$24.16	\$9,785.50	\$1,987.15
242	CORRECTIONS - STATE PENITENTI, ROBERT	WALTERS	CARL	CORRECTIONAL FOOD SERVICE COOR	\$20.44	\$1,789.26	\$2,068.06
242	CORRECTIONS - STATE PENITENTI, ROBERT	WARNER	S	CORRECTIONAL OFFICER	\$25.16	\$1,568.08	\$1,872.00
242	CORRECTIONS - STATE PENITENTI, ROCHELLE	BEACH	I	CORRECTIONAL OFFICER	\$25.10	\$180.15	\$1,786.81
242	CORRECTIONS - STATE PENITENTI, RODNEY	BARTHOLOMEW	J	CORRECTIONAL OFFICER	\$25.16	\$7,700.05	\$2,567.77
242	CORRECTIONS - STATE PENITENTI, RODNEY	JENKINS	D	CORRECTIONAL OFFICER	\$25.16	\$237.22	\$1,500.60
242	CORRECTIONS - STATE PENITENTI, ROGER	COOK	A	CORRECTIONAL FOOD SERVICE COOR	\$19.55	\$57.39	\$2,141.80
242	CORRECTIONS - STATE PENITENTI, ROGER	COUNTRYMAN	W	CORRECTIONAL OFFICER	\$25.16	\$1,497.60	\$2,702.28
242	CORRECTIONS - STATE PENITENTI, ROGER	HINGST	F	CORRECTIONAL OFFICER	\$25.16	\$26.27	\$2,101.44
242	CORRECTIONS - STATE PENITENTI, ROGER	MCPHERSON	M	CORRECTIONAL OFFICER	\$25.16	\$8,631.90	\$1,198.68
242	CORRECTIONS - STATE PENITENTI, RONALD	DEEN	M	CORRECTIONAL OFFICER	\$25.16	\$612.83	\$1,497.60
242	CORRECTIONS - STATE PENITENTI, RONALD	LAMBERT	L	CORRECTIONAL OFFICER	\$24.16	\$900.88	\$1,709.04

242	CORRECTIONS - STATE PENITENTI, RONALD	MYERS	K	CORRECTIONAL OFFICER	\$25.16	\$212.98	\$1,198.68
242	CORRECTIONS - STATE PENITENTI, RONALD	OSBON	G	CORRECTIONAL OFFICER	\$25.16	\$1,140.48	\$1,600.95
242	CORRECTIONS - STATE PENITENTI, RONNIE	STEWART	C	CORRECTIONAL OFFICER	\$17.74	\$301.38	\$416.64
242	CORRECTIONS - STATE PENITENTI, RORY	INGWERSEN	D	CORRECTIONAL OFFICER	\$25.16	\$1,898.16	\$2,104.44
242	CORRECTIONS - STATE PENITENTI, ROY	GEHLE	W	CORRECTIONAL SUPERVISOR 1	\$29.47	\$0.00	\$884.10
242	CORRECTIONS - STATE PENITENTI, RUDY	PEREZ	D	CORRECTIONAL OFFICER	\$25.16	\$41.41	\$1,497.60
242	CORRECTIONS - STATE PENITENTI, RUSTY	VANNIEWAAL	F	CORRECTIONAL OFFICER	\$17.75	\$1,277.48	\$1,492.06
242	CORRECTIONS - STATE PENITENTI, SAMUEL	WILSON	J	CORRECTIONAL OFFICER	\$25.16	\$73.08	\$0.00
242	CORRECTIONS - STATE PENITENTI, SARA	VERMAZEN	R	CORRECTIONAL OFFICER	\$25.11	\$5,985.90	\$2,033.38
242	CORRECTIONS - STATE PENITENTI, SCOTT	BULLERMAN	T	CORRECTIONAL TRADES LEADER	\$25.16	\$171.88	\$490.62
242	CORRECTIONS - STATE PENITENTI, SEAN	COCKRELL	C	CORRECTIONAL OFFICER	\$25.16	\$138.28	\$2,572.44
242	CORRECTIONS - STATE PENITENTI, SETH	FRANKE	J	PSYCHOLOGIST 1	\$21.93	\$0.00	\$518.14
242	CORRECTIONS - STATE PENITENTI, SHANE	HITCHCOCK	A	CORRECTIONAL OFFICER	\$25.16	\$400.39	\$1,791.35
242	CORRECTIONS - STATE PENITENTI, SHANE	HOUSEAL	S	CORRECTIONAL OFFICER	\$25.16	\$2,422.51	\$1,813.03
242	CORRECTIONS - STATE PENITENTI, SHAWN	THOMPSON	G	SAFETY OFFICER	\$29.11	\$14.52	\$771.46
242	CORRECTIONS - STATE PENITENTI, SHEENA	SOVERN	A	REGISTERED NURSE	\$24.90	\$180.12	\$0.00
242	CORRECTIONS - STATE PENITENTI, SHEILA	STANSBERY	K	LICENSED PRACTICAL NURSE	\$25.20	\$3,882.56	\$1,544.37
242	CORRECTIONS - STATE PENITENTI, SHEILA	VORWALDT	KAY	CLERK-SPECIALIST	\$19.91	\$10.38	\$310.43
242	CORRECTIONS - STATE PENITENTI, SHELIA	KLEIN	M	REGISTERED NURSE	\$26.28	\$661.81	\$3,566.52
242	CORRECTIONS - STATE PENITENTI, SHELLEY	MERSCHBROCK	L	CORRECTIONAL OFFICER	\$21.87	\$2,009.07	\$1,960.36
242	CORRECTIONS - STATE PENITENTI, SHERRY	STOTTS	D	CORRECTIONAL OFFICER	\$20.24	\$540.32	\$1,829.48
242	CORRECTIONS - STATE PENITENTI, SONYA	FREEMAN	L	ACCOUNTING TECHNICIAN 3	\$25.16	\$0.00	\$1,161.17
242	CORRECTIONS - STATE PENITENTI, STACEY	LINK	D	REGISTERED NURSE	\$23.64	\$3,828.75	\$1,729.75
242	CORRECTIONS - STATE PENITENTI, STEPHANIE	HALE	S	CORRECTIONAL FOOD SERVICE COOR	\$20.44	\$296.38	\$2,601.82
242	CORRECTIONS - STATE PENITENTI, STEPHANIE	KEMPKER	A	CORRECTIONAL OFFICER	\$25.16	\$228.04	\$2,104.44
242	CORRECTIONS - STATE PENITENTI, STEPHEN	JANIC III	M	CORRECTIONAL OFFICER	\$25.16	\$5,035.84	\$1,508.07
242	CORRECTIONS - STATE PENITENTI, STEVEN	DILL	F	CORRECTIONAL OFFICER	\$20.24	\$1,198.96	\$1,211.30
242	CORRECTIONS - STATE PENITENTI, STEVEN	MILLER	R	CORRECTIONAL OFFICER	\$25.16	\$274.39	\$1,202.42
242	CORRECTIONS - STATE PENITENTI, STEVEN	YOUNG	C	TREATMENT SERVICES DIRECTOR	\$35.74	\$0.00	\$643.32
242	CORRECTIONS - STATE PENITENTI, STUART	WELDING	F	CORRECTIONAL OFFICER	\$25.16	\$2,245.55	\$1,705.65
242	CORRECTIONS - STATE PENITENTI, SUSAN	MANGELS	A	REGISTERED NURSE	\$33.52	\$5,033.97	\$2,724.90
242	CORRECTIONS - STATE PENITENTI, TABITHA	HALTERMAN		INFO TECH SPECIALIST 3	\$33.05	\$52.45	\$804.37
242	CORRECTIONS - STATE PENITENTI, TAMARA	BAKER	L	SECRETARY 1	\$15.57	\$201.64	\$0.00
242	CORRECTIONS - STATE PENITENTI, TAMMY	MAYER	D	REGISTERED NURSE	\$25.15	\$1,950.85	\$1,153.17

242	CORRECTIONS - STATE PENITENTI, TASHA	WHALEN	R	REGISTERED NURSE	\$32.28	\$1,666.82	\$1,215.33
242	CORRECTIONS - STATE PENITENTI, TAYLOR	ROBINSON	K	CORRECTIONAL OFFICER	\$24.16	\$557.50	\$1,673.02
242	CORRECTIONS - STATE PENITENTI, TEAHNNA	EICHER	R	CORRECTIONAL OFFICER	\$25.16	\$295.19	\$1,803.96
242	CORRECTIONS - STATE PENITENTI, TENEIL	CANGAS	M	CORRECTIONAL OFFICER	\$21.15	\$1,582.93	\$1,210.21
242	CORRECTIONS - STATE PENITENTI, TERI	HAMM	LEA	BUDGET ANALYST 2	\$29.11	\$0.00	\$1,159.01
242	CORRECTIONS - STATE PENITENTI, TERRANCE	DAVIS	L	CORRECTIONAL OFFICER	\$25.16	\$356.81	\$2,049.95
242	CORRECTIONS - STATE PENITENTI, TERRY	BEAIRD	W	CORRECTIONAL OFFICER	\$25.16	\$2,803.14	\$1,803.26
242	CORRECTIONS - STATE PENITENTI, THOMAS	HOCKER	W	CORRECTIONAL OFFICER	\$25.16	\$101.29	\$1,504.34
242	CORRECTIONS - STATE PENITENTI, THOMAS	JONES JR	M	CORRECTIONAL OFFICER	\$25.16	\$183.20	\$2,400.36
242	CORRECTIONS - STATE PENITENTI, THOMAS	KINNEMANN	J	CORRECTIONAL OFFICER	\$25.16	\$240.91	\$1,803.29
242	CORRECTIONS - STATE PENITENTI, THOMAS	NORTON	J	CORRECTIONAL OFFICER	\$20.24	\$1,469.52	\$1,792.24
242	CORRECTIONS - STATE PENITENTI, THOMAS	SEIBERT JR	M	CORRECTIONAL OFFICER	\$25.16	\$446.05	\$2,406.35
242	CORRECTIONS - STATE PENITENTI, THOMAS	WOOLEVER	F	CORRECTIONAL OFFICER	\$24.16	\$25.96	\$1,715.64
242	CORRECTIONS - STATE PENITENTI, TIM	SEVERIN	A	SENIOR CORRECTIONAL OFFICER	\$27.66	\$65.77	\$0.00
242	CORRECTIONS - STATE PENITENTI, TIMOTHY	MILLIGAN	A	CORRECTIONAL OFFICER	\$25.10	\$406.01	\$1,458.48
242	CORRECTIONS - STATE PENITENTI, TINA	JENKINS	J	CORRECTIONAL OFFICER	\$17.74	\$295.55	\$416.64
242	CORRECTIONS - STATE PENITENTI, TODD	EAVES	A	CORRECTIONAL OFFICER	\$25.16	\$310.12	\$1,201.68
242	CORRECTIONS - STATE PENITENTI, TODD	ENSMINGER	W	CORRECTIONAL COUNSELOR	\$31.03	\$285.48	\$0.00
242	CORRECTIONS - STATE PENITENTI, TODD	MENKE		CORRECTIONAL OFFICER	\$25.16	\$5,849.45	\$1,180.94
242	CORRECTIONS - STATE PENITENTI, TONY	MENDEZ	A	CORRECTIONAL OFFICER	\$25.16	\$611.39	\$1,497.60
242	CORRECTIONS - STATE PENITENTI, TORIBIO	ESTRADA	J	CORRECTIONAL OFFICER	\$20.24	\$255.33	\$799.60
242	CORRECTIONS - STATE PENITENTI, TRACY	BLANCHARD	L	PSYCHOLOGIST 2	\$25.15	\$0.00	\$893.26
242	CORRECTIONS - STATE PENITENTI, TRAVIS	LOZANO	J	CORRECTIONAL OFFICER	\$25.16	\$2,200.60	\$230.21
242	CORRECTIONS - STATE PENITENTI, TRESA	WALTE	R	CORRECTIONAL OFFICER	\$19.36	\$2,295.85	\$1,707.13
242	CORRECTIONS - STATE PENITENTI, TROY	FENTON	M	CORRECTIONAL OFFICER	\$25.16	\$407.64	\$1,895.66
242	CORRECTIONS - STATE PENITENTI, TYRONE	LOZANO	J	CORRECTIONAL OFFICER	\$25.16	\$864.61	\$373.65
242	CORRECTIONS - STATE PENITENTI, VINCENT	HOCKER	D	CORRECTIONAL OFFICER	\$25.16	\$3,029.60	\$0.00
242	CORRECTIONS - STATE PENITENTI, WADE	ERICKSON	W	CORRECTIONAL OFFICER	\$25.16	\$149.50	\$1,083.58
242	CORRECTIONS - STATE PENITENTI, WADE	JONES	P	CORRECTIONAL OFFICER	\$25.16	\$2,445.76	\$2,717.23
242	CORRECTIONS - STATE PENITENTI, WENDY	CONLEE	S	CORRECTIONAL OFFICER	\$25.16	\$3,218.97	\$2,101.44
242	CORRECTIONS - STATE PENITENTI, WILL	FULLENKAMP	A	CORRECTIONAL OFFICER	\$20.24	\$90.61	\$1,456.76
242	CORRECTIONS - STATE PENITENTI, WILLIAM	ELL JR	L	ACTIVITIES SPECIALIST 2	\$31.96	\$33.31	\$2,377.81
242	CORRECTIONS - STATE PENITENTI, WILLIAM	KENNEDY JR	J	CORRECTIONAL SUPERVISOR 1	\$29.47	\$0.00	\$1,709.26
242	CORRECTIONS - STATE PENITENTI, WILLIAM	MEREDITH	E	CORRECTIONAL OFFICER	\$24.16	\$960.04	\$1,996.08

242	CORRECTIONS - STATE PENITENTI, WILLIAM	WILKE JR	R	CORRECTIONAL OFFICER	\$25.16	\$5,865.66	\$2,706.05
242	CORRECTIONS - STATE PENITENTI, XUONG	TU	NAI	SENIOR CORRECTIONAL OFFICER	\$27.66	\$20,437.81	\$1,978.56
242	CORRECTIONS - STATE PENITENTI, YLINDA	GULLY	O	CORRECTIONAL OFFICER	\$25.16	\$258.41	\$1,594.88
242	CORRECTIONS - STATE PENITENTI, ZEBULON	BUTLER	E	SENIOR CORRECTIONAL OFFICER	\$21.24	\$380.92	\$1,552.65
243	CORRECTIONS - MEN'S REFORMA' AARON	BONIFAZI	D	CORRECTIONAL OFFICER	\$17.74	\$10,363.76	\$1,693.05
243	CORRECTIONS - MEN'S REFORMA' AARON	TJADEN	F	CORRECTIONAL OFFICER	\$19.36	\$5,566.58	\$1,220.90
243	CORRECTIONS - MEN'S REFORMA' ALAN	SALOW	J	CORRECTIONAL OFFICER	\$25.16	\$6,156.76	\$5,450.29
243	CORRECTIONS - MEN'S REFORMA' ALEX	GALEMA	A	CORRECTIONAL OFFICER	\$25.16	\$8,141.45	\$3,973.24
243	CORRECTIONS - MEN'S REFORMA' ALFRED	BIERBRODT JR	L	CORRECTIONAL OFFICER	\$25.16	\$960.80	\$1,799.52
243	CORRECTIONS - MEN'S REFORMA' ALLAN	DETTBARN	M	CORRECTIONAL OFFICER	\$25.16	\$1,560.86	\$1,500.60
243	CORRECTIONS - MEN'S REFORMA' AMY	CHRISTIANSON		SECRETARY 1	\$19.91	\$765.03	\$1,473.17
243	CORRECTIONS - MEN'S REFORMA' AMY	SHIPLEY	J	REGISTERED NURSE	\$33.52	\$251.13	\$4,286.87
243	CORRECTIONS - MEN'S REFORMA' ANGELA	SORENSEN	L	PSYCHOLOGIST 3	\$38.16	\$0.00	\$19.08
243	CORRECTIONS - MEN'S REFORMA' ANNA	SIEBELS	L	HUMAN RESOURCES ASSOCIATE	\$25.57	\$559.99	\$694.23
243	CORRECTIONS - MEN'S REFORMA' ANNE	BABBE	M	PSYCHOLOGIST 2	\$31.56	\$287.63	\$451.31
243	CORRECTIONS - MEN'S REFORMA' ANTHONY	ADDUCI	J	CORRECTIONAL OFFICER	\$25.16	\$7,241.80	\$2,521.05
243	CORRECTIONS - MEN'S REFORMA' ANTHONY	DIETIKER	M	CORRECTIONAL OFFICER	\$25.16	\$9,241.74	\$3,257.54
243	CORRECTIONS - MEN'S REFORMA' ANTHONY	LUEKEN	J	CORRECTIONAL OFFICER	\$17.74	\$3,027.05	\$4,019.53
243	CORRECTIONS - MEN'S REFORMA' BARBARA	KULA	A	CORRECTIONAL OFFICER	\$24.91	\$7.65	\$298.92
243	CORRECTIONS - MEN'S REFORMA' BRENDA	BROKENS	K	HR TECHNICAL ASST	\$21.19	\$505.39	\$635.70
243	CORRECTIONS - MEN'S REFORMA' BRETT	TAYLOR	E	SENIOR CORRECTIONAL OFFICER	\$27.66	\$4,669.54	\$1,557.12
243	CORRECTIONS - MEN'S REFORMA' BRIAN	AHLRICHS	H	CORRECTIONAL TRADES LEADER	\$25.16	\$884.79	\$0.00
243	CORRECTIONS - MEN'S REFORMA' BRIAN	HORAK	L	SENIOR CORRECTIONAL OFFICER	\$27.66	\$718.66	\$1,646.64
243	CORRECTIONS - MEN'S REFORMA' BRIAN	KEENEY	L	CORRECTIONAL OFFICER	\$25.16	\$4,616.25	\$2,063.64
243	CORRECTIONS - MEN'S REFORMA' BRIAN	KELLEY	E	CORRECTIONAL OFFICER	\$25.16	\$2,677.36	\$1,805.52
243	CORRECTIONS - MEN'S REFORMA' BRIAN	LAWRENCE	V	CORRECTIONAL OFFICER	\$25.16	\$1,565.03	\$2,295.00
243	CORRECTIONS - MEN'S REFORMA' BRIAN	NASSIF	P	ELECTRONIC ENGINEER TECHNICIAN	\$31.96	\$2,474.04	\$4,684.14
243	CORRECTIONS - MEN'S REFORMA' BRIAN	SUTHERS	W	CORRECTIONAL OFFICER	\$17.74	\$3,972.29	\$1,662.04
243	CORRECTIONS - MEN'S REFORMA' BRIAN	TRACY	D	CORRECTIONAL TRADES LEADER	\$25.16	\$631.47	\$1,821.89
243	CORRECTIONS - MEN'S REFORMA' BRIAN	VONTHUN	C	CORRECTIONAL OFFICER	\$18.54	\$17.23	\$0.00
243	CORRECTIONS - MEN'S REFORMA' BRICE	HEIAR	ALLEN	CORRECTIONAL OFFICER	\$22.13	\$4,200.01	\$4,578.65
243	CORRECTIONS - MEN'S REFORMA' BRYAN	PAYNE	A	CORRECTIONAL OFFICER	\$25.16	\$7,752.07	\$902.76
243	CORRECTIONS - MEN'S REFORMA' CARETA	BONTRAGER	D	CORRECTIONAL FOOD SERVICE COOR	\$26.34	\$7,733.63	\$2,465.75
243	CORRECTIONS - MEN'S REFORMA' CAREY	FOX	A	CORRECTIONAL COUNSELOR	\$23.37	\$192.80	\$0.00

243	CORRECTIONS - MEN'S REFORMA' CAREY	GLICK	A	CORRECTIONAL OFFICER	\$22.13	\$3,378.26	\$1,769.04
243	CORRECTIONS - MEN'S REFORMA' CASEY	FRISK	DALTON	CORRECTIONAL OFFICER	\$17.75	\$220.20	\$0.00
243	CORRECTIONS - MEN'S REFORMA' CHAD	KERKER	E	CORRECTIONAL OFFICER	\$25.16	\$7,395.46	\$2,693.84
243	CORRECTIONS - MEN'S REFORMA' CHAD	MUELLER	L	CORRECTIONAL OFFICER	\$17.74	\$8,192.12	\$1,961.52
243	CORRECTIONS - MEN'S REFORMA' CHARLES	GILE	R	CORRECTIONAL FOOD SERVICE COOR	\$26.34	\$8,154.04	\$1,574.95
243	CORRECTIONS - MEN'S REFORMA' CHARLES	OKOYE	C	ACTIVITIES SPECIALIST 2	\$31.96	\$495.73	\$2,295.25
243	CORRECTIONS - MEN'S REFORMA' CHARLES	ROBINSON	D	CORRECTIONAL OFFICER	\$25.16	\$24,232.04	\$6,473.47
243	CORRECTIONS - MEN'S REFORMA' CHRIS	CULLEN	E	CORRECTIONAL OFFICER	\$25.16	\$10,449.98	\$4,965.35
243	CORRECTIONS - MEN'S REFORMA' CHRISTINE	EDWARDS	LYNN	CORRECTIONAL OFFICER	\$22.13	\$2,403.50	\$2,917.93
243	CORRECTIONS - MEN'S REFORMA' CHRISTOPHER	WHALEN	JAMES	CORRECTIONAL OFFICER	\$17.74	\$440.16	\$0.00
243	CORRECTIONS - MEN'S REFORMA' CINDY	WOLMUTT	LOU	ADMIN ASSISTANT 1	\$22.89	\$20.43	\$106.44
243	CORRECTIONS - MEN'S REFORMA' CLARENCE	TUEL	D	CORRECTIONAL OFFICER	\$25.16	\$1,818.46	\$2,702.28
243	CORRECTIONS - MEN'S REFORMA' CLINTON	CRUBEL	C	CORRECTIONAL OFFICER	\$17.74	\$769.40	\$4,102.90
243	CORRECTIONS - MEN'S REFORMA' CLINTON	PHILLIPS	A	SENIOR CORRECTIONAL OFFICER	\$27.66	\$5,267.66	\$0.00
243	CORRECTIONS - MEN'S REFORMA' COLE	MILLARD	R	CORRECTIONAL OFFICER	\$20.24	\$2,015.72	\$4,803.16
243	CORRECTIONS - MEN'S REFORMA' CRAIG	CAMPBELL	A	ACTIVITIES SPECIALIST 2	\$31.96	\$389.44	\$1,913.76
243	CORRECTIONS - MEN'S REFORMA' CRAIG	DECKER	D	CORRECTIONAL OFFICER	\$25.16	\$17,366.23	\$1,799.52
243	CORRECTIONS - MEN'S REFORMA' CURT	SALAND	A	CORRECTIONAL FOOD SERVICE COOR	\$24.15	\$126.79	\$191.99
243	CORRECTIONS - MEN'S REFORMA' CURTIS	DAILY	J	CORRECTIONAL FOOD SERVICE COOR	\$26.34	\$1,652.10	\$2,891.83
243	CORRECTIONS - MEN'S REFORMA' CURTIS	GAULEY	S	CORRECTIONAL OFFICER	\$17.74	\$9,893.96	\$1,455.61
243	CORRECTIONS - MEN'S REFORMA' CYRIL	IRVINE JR	E	CORRECTIONAL OFFICER	\$17.74	\$11,330.27	\$1,962.27
243	CORRECTIONS - MEN'S REFORMA' DAN	SNYDER	D	CORRECTIONAL TRADES LEADER	\$20.14	\$1,024.30	\$0.00
243	CORRECTIONS - MEN'S REFORMA' DANIEL	DIETIKER JR	R	CORRECTIONAL OFFICER	\$25.16	\$2,672.57	\$1,799.52
243	CORRECTIONS - MEN'S REFORMA' DANIEL	OSTRANDER	J	CORRECTIONAL OFFICER	\$19.36	\$8,106.02	\$4,577.97
243	CORRECTIONS - MEN'S REFORMA' DANIEL	VOLK	T	CORRECTIONAL OFFICER	\$25.16	\$3,149.80	\$1,508.07
243	CORRECTIONS - MEN'S REFORMA' DANNY	EVEN	L	SENIOR CORRECTIONAL OFFICER	\$27.66	\$2,047.54	\$2,368.40
243	CORRECTIONS - MEN'S REFORMA' DARBY	WASHINGTON	J	CORRECTIONAL COUNSELOR	\$31.03	\$302.54	\$0.00
243	CORRECTIONS - MEN'S REFORMA' DARIN	JARDING	J	CORRECTIONAL OFFICER	\$17.74	\$1,715.15	\$1,030.92
243	CORRECTIONS - MEN'S REFORMA' DARIN	REESE	W	CORRECTIONAL TRADES LEADER	\$25.16	\$74.73	\$876.03
243	CORRECTIONS - MEN'S REFORMA' DARRELL	PORTER	R	CORRECTIONAL OFFICER	\$25.16	\$1,648.31	\$2,735.98
243	CORRECTIONS - MEN'S REFORMA' DARREN	BALIK	J	CORRECTIONAL OFFICER	\$17.74	\$1,935.88	\$2,320.84
243	CORRECTIONS - MEN'S REFORMA' DARREN	PIERCE	R	CORRECTIONAL OFFICER	\$25.16	\$1,033.99	\$4,242.75
243	CORRECTIONS - MEN'S REFORMA' DAVID	JACOBS	M	CORRECTIONAL OFFICER	\$25.10	\$4,139.44	\$1,788.36
243	CORRECTIONS - MEN'S REFORMA' DAVID	KOFFRON	M	SENIOR CORRECTIONAL OFFICER	\$27.66	\$4,942.06	\$3,297.39

243	CORRECTIONS - MEN'S REFORMA	DAVID	MAYER	P	CORRECTIONAL OFFICER	\$25.16	\$1,755.64	\$2,476.52
243	CORRECTIONS - MEN'S REFORMA	DAVID	RAYNOR	G	CORRECTIONAL OFFICER	\$25.16	\$1,299.60	\$2,109.76
243	CORRECTIONS - MEN'S REFORMA	DAVID	SCHMITT	J	CORRECTIONAL OFFICER	\$24.91	\$399.81	\$302.66
243	CORRECTIONS - MEN'S REFORMA	DAVID	SMALLEY	A	CORRECTIONAL OFFICER	\$25.16	\$1,330.85	\$2,104.44
243	CORRECTIONS - MEN'S REFORMA	DEBORAH	DREYER	L	CORRECTIONAL OFFICER	\$19.36	\$2,353.66	\$4,124.63
243	CORRECTIONS - MEN'S REFORMA	DELMAR	THIBADEAU JR	D	CORRECTIONAL OFFICER	\$24.91	\$613.44	\$0.00
243	CORRECTIONS - MEN'S REFORMA	DENNIS	LAWLER	J	CORRECTIONAL TRADES LEADER	\$25.16	\$3,378.54	\$264.18
243	CORRECTIONS - MEN'S REFORMA	DEREK	DILL	G	CORRECTIONAL OFFICER	\$17.74	\$3,997.95	\$1,673.95
243	CORRECTIONS - MEN'S REFORMA	DIANE	MUELLER	M	REGISTERED NURSE	\$27.33	\$246.84	\$2,049.02
243	CORRECTIONS - MEN'S REFORMA	DIXIE	WHEELER	L	REGISTERED NURSE	\$25.15	\$3,271.76	\$3,898.29
243	CORRECTIONS - MEN'S REFORMA	DON	ELLIS	A	CORRECTIONAL OFFICER	\$20.24	\$1,271.96	\$1,934.08
243	CORRECTIONS - MEN'S REFORMA	DONALD	KRAUS	J	CORRECTIONAL OFFICER	\$25.16	\$1,373.53	\$3,001.94
243	CORRECTIONS - MEN'S REFORMA	DUANE	THOLE		ELECTRICIAN	\$27.47	\$66.73	\$1,858.06
243	CORRECTIONS - MEN'S REFORMA	EDDIE	WOOLSEY	M	CORRECTIONAL FOOD SERVICE COOR	\$26.34	\$735.57	\$945.95
243	CORRECTIONS - MEN'S REFORMA	EDWARD	STAHOLI	H	CORRECTIONAL OFFICER	\$25.16	\$3,512.77	\$1,262.06
243	CORRECTIONS - MEN'S REFORMA	ERIC	COPPESS	K	CORRECTIONAL OFFICER	\$19.37	\$2,901.75	\$1,270.44
243	CORRECTIONS - MEN'S REFORMA	ERIC	PETERSON	A	CORRECTIONAL OFFICER	\$17.74	\$978.44	\$1,658.40
243	CORRECTIONS - MEN'S REFORMA	ERIC	STANFORD	W	CORRECTIONAL OFFICER	\$25.16	\$1,653.09	\$1,213.63
243	CORRECTIONS - MEN'S REFORMA	GABRIEL	GILE	J	CORRECTIONAL FOOD SERVICE COOR	\$21.25	\$373.46	\$4,344.06
243	CORRECTIONS - MEN'S REFORMA	GARRETT	BARTON	C	CORRECTIONAL OFFICER	\$17.74	\$3,410.02	\$2,339.61
243	CORRECTIONS - MEN'S REFORMA	GARRY	GANSEN	A	CORRECTIONAL OFFICER	\$25.16	\$14,463.55	\$6,053.82
243	CORRECTIONS - MEN'S REFORMA	GARY	HARTIG	A	CORRECTIONAL OFFICER	\$25.16	\$1,939.32	\$1,529.76
243	CORRECTIONS - MEN'S REFORMA	GARY	HUSMANN	L	SENIOR CORRECTIONAL OFFICER	\$27.66	\$12,792.59	\$1,384.34
243	CORRECTIONS - MEN'S REFORMA	GREGORY	HOLUB	L	CORRECTIONAL OFFICER	\$25.16	\$22,811.90	\$4,722.24
243	CORRECTIONS - MEN'S REFORMA	HEATHER	SWAIN	A	CORRECTIONAL FOOD SERVICE COOR	\$18.73	\$685.13	\$897.53
243	CORRECTIONS - MEN'S REFORMA	HENRY	ROHWEDDER	V	SENIOR CORRECTIONAL OFFICER	\$27.66	\$1,546.84	\$328.68
243	CORRECTIONS - MEN'S REFORMA	ISAAC	HUNT	J	CORRECTIONAL OFFICER	\$17.74	\$844.19	\$938.30
243	CORRECTIONS - MEN'S REFORMA	JACOB	NEFF	S	CORRECTIONAL OFFICER	\$19.36	\$3,613.02	\$1,751.56
243	CORRECTIONS - MEN'S REFORMA	JAMES	FLINT	J	SENIOR CORRECTIONAL OFFICER	\$27.66	\$9,228.72	\$2,163.45
243	CORRECTIONS - MEN'S REFORMA	JAMES	HAGEMANN	E	CORRECTIONAL OFFICER	\$25.16	\$3,951.07	\$1,497.60
243	CORRECTIONS - MEN'S REFORMA	JAMES	JACKSON	C	CORRECTIONAL OFFICER	\$20.24	\$3,488.57	\$2,667.36
243	CORRECTIONS - MEN'S REFORMA	JANET	FLIEHLER	L	ADMIN ASSISTANT 2	\$24.92	\$3,525.38	\$0.00
243	CORRECTIONS - MEN'S REFORMA	JANET	ORR	E	REGISTERED NURSE	\$34.90	\$95.26	\$3,988.66
243	CORRECTIONS - MEN'S REFORMA	JANICE	HOLUB	E	ACCOUNTING CLERK 2	\$19.01	\$90.69	\$14.26

243	CORRECTIONS - MEN'S REFORMA' JARED	ASH	Y	CORRECTIONAL OFFICER	\$24.16	\$2,284.90	\$2,193.91
243	CORRECTIONS - MEN'S REFORMA' JARED	SOPER	E	CORRECTIONAL OFFICER	\$24.16	\$776.97	\$5,392.66
243	CORRECTIONS - MEN'S REFORMA' JASON	BRULZ	M	CORRECTIONAL OFFICER	\$17.74	\$3,721.21	\$1,685.01
243	CORRECTIONS - MEN'S REFORMA' JASON	HEWITT	J	CORRECTIONAL SUPERVISOR 2	\$32.46	\$0.00	\$779.04
243	CORRECTIONS - MEN'S REFORMA' JASON	HUTE		CORRECTIONAL COUNSELOR	\$31.34	\$6.58	\$0.00
243	CORRECTIONS - MEN'S REFORMA' JAY	SCHMITT	J	CORRECTIONAL OFFICER	\$25.16	\$415.28	\$1,799.52
243	CORRECTIONS - MEN'S REFORMA' JAY	SCOVEL	A	CORRECTIONAL OFFICER	\$25.16	\$950.73	\$899.76
243	CORRECTIONS - MEN'S REFORMA' JEAN	HALL	MARIE	PURCHASING ASSISTANT	\$19.91	\$0.00	\$1,378.06
243	CORRECTIONS - MEN'S REFORMA' JEFFERY	MAYNE	M	CORRECTIONAL OFFICER	\$24.16	\$6,621.11	\$2,737.05
243	CORRECTIONS - MEN'S REFORMA' JEFFREY	FLIEHLER	C	CORRECTIONAL COUNSELOR	\$31.34	\$269.96	\$428.45
243	CORRECTIONS - MEN'S REFORMA' JEFFREY	FRANKFURT	M	CORRECTIONAL OFFICER	\$17.74	\$4,826.69	\$2,409.32
243	CORRECTIONS - MEN'S REFORMA' JEFFREY	LUEKEN	A	SENIOR CORRECTIONAL OFFICER	\$27.66	\$18,298.39	\$4,381.03
243	CORRECTIONS - MEN'S REFORMA' JEFFREY	STADTMUELLER	J	CORRECTIONAL OFFICER	\$25.16	\$751.58	\$1,538.11
243	CORRECTIONS - MEN'S REFORMA' JENNIFER	MCVEY	L	CORRECTIONAL OFFICER	\$20.24	\$3,565.82	\$1,431.84
243	CORRECTIONS - MEN'S REFORMA' JEREMY	BURDS	E	CORRECTIONAL OFFICER	\$21.15	\$7,093.71	\$6,035.35
243	CORRECTIONS - MEN'S REFORMA' JEREMY	DUNN	D	CORRECTIONAL OFFICER	\$24.16	\$6,276.64	\$3,252.96
243	CORRECTIONS - MEN'S REFORMA' JEREMY	FALL	D	CORRECTIONAL OFFICER	\$22.13	\$14,161.57	\$2,537.88
243	CORRECTIONS - MEN'S REFORMA' JILL	KENNEBECK	S	PURCHASING AGENT 2	\$25.04	\$35.60	\$792.13
243	CORRECTIONS - MEN'S REFORMA' JIMMY	GREEN	D	SENIOR CORRECTIONAL OFFICER	\$27.66	\$1,204.31	\$2,274.66
243	CORRECTIONS - MEN'S REFORMA' JOE	DUNKEL	B	CORRECTIONAL OFFICER	\$25.16	\$3,709.07	\$2,702.03
243	CORRECTIONS - MEN'S REFORMA' JOHN	CLARK	H	CORRECTIONAL OFFICER	\$24.16	\$4,840.63	\$3,515.24
243	CORRECTIONS - MEN'S REFORMA' JOHN	LINVELL JR	L	CORRECTIONAL OFFICER	\$25.16	\$3,721.62	\$906.53
243	CORRECTIONS - MEN'S REFORMA' JOHN	MELLAND	R	CORRECTIONAL OFFICER	\$25.16	\$16,542.01	\$2,104.44
243	CORRECTIONS - MEN'S REFORMA' JOHN	MULLAN	D	POWER PLANT ENGINEER 4	\$25.16	\$3,095.82	\$3,443.45
243	CORRECTIONS - MEN'S REFORMA' JOHNATHAN	FETTERS	C	CORRECTIONAL OFFICER	\$25.16	\$7,559.98	\$2,132.47
243	CORRECTIONS - MEN'S REFORMA' JON	DAY	C	CORRECTIONAL TRADES LEADER	\$25.16	\$3,292.81	\$683.16
243	CORRECTIONS - MEN'S REFORMA' JOSEPH	BEADLE	D	CORRECTIONAL OFFICER	\$25.16	\$326.09	\$0.00
243	CORRECTIONS - MEN'S REFORMA' JOSEPH	BERINGER	J	CORRECTIONAL OFFICER	\$25.10	\$5,311.63	\$1,490.16
243	CORRECTIONS - MEN'S REFORMA' JOSEPH	EHLERS	J	CORRECTIONAL OFFICER	\$26.34	\$2,249.99	\$2,268.15
243	CORRECTIONS - MEN'S REFORMA' JOSEPH	MAST	A	CORRECTIONAL OFFICER	\$24.16	\$0.00	\$2,295.36
243	CORRECTIONS - MEN'S REFORMA' JOSEPH	MCLAUGHLIN	E	CORRECTIONAL OFFICER	\$25.16	\$7,689.85	\$1,198.68
243	CORRECTIONS - MEN'S REFORMA' JOSEPH	VEACH JR	R	CORRECTIONAL OFFICER	\$24.16	\$1,906.27	\$2,059.63
243	CORRECTIONS - MEN'S REFORMA' JOSHUA	BAAL	M	CORRECTIONAL OFFICER	\$25.16	\$3,314.54	\$1,507.34
243	CORRECTIONS - MEN'S REFORMA' JOSHUA	ENGLISH	A	CORRECTIONAL OFFICER	\$17.74	\$2,992.02	\$4,173.90

243	CORRECTIONS - MEN'S REFORMA	JOSHUA MEYER	J	SENIOR CORRECTIONAL OFFICER	\$27.66	\$19,506.10	\$2,292.67
243	CORRECTIONS - MEN'S REFORMA	JOSHUA SUMMERS	J	CORRECTIONAL OFFICER	\$20.24	\$2,374.43	\$2,761.40
243	CORRECTIONS - MEN'S REFORMA	JUDITH SWARTZENDRUBER	R	CORRECTIONAL FOOD SERVICE COOR	\$26.34	\$3,146.30	\$2,501.66
243	CORRECTIONS - MEN'S REFORMA	JULIE CLINE	A	INFO TECH SPECIALIST 4	\$37.03	\$0.00	\$2,210.54
243	CORRECTIONS - MEN'S REFORMA	KAREN FALCONER	L	NURSING UNIT COORDINATOR	\$21.83	\$330.15	\$6.55
243	CORRECTIONS - MEN'S REFORMA	KASEY BEAN	R	CORRECTIONAL OFFICER	\$17.74	\$2,140.83	\$3,271.04
243	CORRECTIONS - MEN'S REFORMA	KATHERINE NEVILLE	R	CORRECTIONAL FOOD SERVICE COOR	\$21.36	\$70.83	\$951.56
243	CORRECTIONS - MEN'S REFORMA	KATHRYN LINT	M	MAIL CLERK 2	\$17.13	\$169.59	\$0.00
243	CORRECTIONS - MEN'S REFORMA	KATHRYN WILES	M	REGISTERED NURSE	\$23.64	\$1,075.58	\$359.46
243	CORRECTIONS - MEN'S REFORMA	KATHRYN WILLIAMS	D	CORRECTIONAL COUNSELOR	\$23.60	\$382.11	\$162.84
243	CORRECTIONS - MEN'S REFORMA	KATHY CONDON	J	CORRECTIONAL OFFICER	\$25.16	\$13,580.57	\$4,990.33
243	CORRECTIONS - MEN'S REFORMA	KATIE JOHNSON	M	STOREKEEPER 3	\$16.09	\$0.00	\$337.89
243	CORRECTIONS - MEN'S REFORMA	KEITH PAULSON	A	CANTEEN OPERATOR 2	\$15.57	\$3,035.78	\$349.58
243	CORRECTIONS - MEN'S REFORMA	KEITH TALLMAN	H	CORRECTIONAL OFFICER	\$25.16	\$4,385.77	\$1,500.60
243	CORRECTIONS - MEN'S REFORMA	KENNETH PIRC	P	CORRECTIONAL COUNSELOR	\$23.59	\$644.06	\$0.00
243	CORRECTIONS - MEN'S REFORMA	KEVIN DREES	J	CORRECTIONAL OFFICER	\$25.16	\$10,002.93	\$4,340.34
243	CORRECTIONS - MEN'S REFORMA	KEVIN HAGEMANN	R	CORRECTIONAL SECURITY MANAGER	\$32.42	\$0.00	\$259.36
243	CORRECTIONS - MEN'S REFORMA	KEVIN HUINKER	R	CORRECTIONAL OFFICER	\$25.16	\$8,246.40	\$1,500.60
243	CORRECTIONS - MEN'S REFORMA	KEVIN MANTERNACH	J	CORRECTIONAL OFFICER	\$25.16	\$17,379.67	\$2,569.67
243	CORRECTIONS - MEN'S REFORMA	KEVIN SPRAU	C	CORRECTIONAL OFFICER	\$25.16	\$4,067.15	\$3,082.61
243	CORRECTIONS - MEN'S REFORMA	KIRK CLARK	B	CORRECTIONAL OFFICER	\$25.16	\$3,409.15	\$2,098.44
243	CORRECTIONS - MEN'S REFORMA	KRIS KOVARIK	E	CORRECTIONAL COUNSELOR	\$31.34	\$90.59	\$0.00
243	CORRECTIONS - MEN'S REFORMA	KRISTIN LINVELL	M	CORRECTIONAL FOOD SERVICE COOR	\$26.34	\$3,429.88	\$339.24
243	CORRECTIONS - MEN'S REFORMA	KRISTOPHER ARY	A	CORRECTIONAL OFFICER	\$19.36	\$4,825.04	\$1,599.00
243	CORRECTIONS - MEN'S REFORMA	KURT DAVIS	W	CORRECTIONAL OFFICER	\$25.16	\$4,530.68	\$2,403.36
243	CORRECTIONS - MEN'S REFORMA	KURT GILLMORE	D	CORRECTIONAL TRADES LEADER	\$25.16	\$3.77	\$2,897.41
243	CORRECTIONS - MEN'S REFORMA	LARRY FANGMANN	HILLAR	CORRECTIONAL OFFICER	\$25.10	\$6,462.13	\$1,458.48
243	CORRECTIONS - MEN'S REFORMA	LARY WINDERS	A	TRAINING SPECIALIST 1	\$29.47	\$154.71	\$2,797.75
243	CORRECTIONS - MEN'S REFORMA	LAURIE BRUSS	L	CORRECTIONAL COUNSELOR	\$31.03	\$0.00	\$512.00
243	CORRECTIONS - MEN'S REFORMA	LEO GANSEN	J	SENIOR CORRECTIONAL OFFICER	\$27.61	\$6,561.48	\$932.90
243	CORRECTIONS - MEN'S REFORMA	LEON NISSEN	R	CORRECTIONAL FOOD SERVICE COOR	\$23.96	\$10,262.70	\$1,120.37
243	CORRECTIONS - MEN'S REFORMA	LINDA BOFFELI	M	REGISTERED NURSE	\$34.90	\$0.00	\$4,050.76
243	CORRECTIONS - MEN'S REFORMA	LINDA MERCHIE	S	REGISTERED NURSE	\$23.64	\$4,930.52	\$467.04
243	CORRECTIONS - MEN'S REFORMA	LINDSAY STUPKA	M	CORRECTIONAL OFFICER	\$19.37	\$789.86	\$1,399.13

243	CORRECTIONS - MEN'S REFORMA' LISA	ROBERTS	A	CORRECTIONAL OFFICER	\$24.16	\$7,349.64	\$2,646.15
243	CORRECTIONS - MEN'S REFORMA' LITASHA	ANDERSON	S	CORRECTIONAL OFFICER	\$17.74	\$6,456.87	\$2,031.05
243	CORRECTIONS - MEN'S REFORMA' LORENA	SCHULTE	YANIRA	REGISTERED NURSE	\$28.77	\$3,219.62	\$4,099.41
243	CORRECTIONS - MEN'S REFORMA' LORI	NELSON	J	REGISTERED NURSE	\$32.60	\$18.62	\$3,201.30
243	CORRECTIONS - MEN'S REFORMA' LORIE	MOEN	G	DENTAL ASSISTANT	\$19.01	\$0.00	\$196.27
243	CORRECTIONS - MEN'S REFORMA' LUCAS	FOWLER	P	CORRECTIONAL OFFICER	\$17.74	\$2,214.00	\$4,069.68
243	CORRECTIONS - MEN'S REFORMA' MARC	BURGE	G	CORRECTIONAL OFFICER	\$25.16	\$8,073.18	\$4,546.73
243	CORRECTIONS - MEN'S REFORMA' MARILEE	GIEGERICH	S	SENIOR CORRECTIONAL OFFICER	\$27.61	\$3,677.08	\$1,720.79
243	CORRECTIONS - MEN'S REFORMA' MARK	BAKER	A	CORRECTIONAL OFFICER	\$25.16	\$15,910.53	\$1,919.51
243	CORRECTIONS - MEN'S REFORMA' MARK	CLARK	R	CORRECTIONAL OFFICER	\$20.24	\$2,394.59	\$1,630.68
243	CORRECTIONS - MEN'S REFORMA' MARK	DOLL	A	ACTIVITIES SPECIALIST 2	\$27.83	\$123.84	\$1,952.81
243	CORRECTIONS - MEN'S REFORMA' MARK	HIGGINS	O	CORRECTIONAL OFFICER	\$25.16	\$26,218.23	\$3,234.02
243	CORRECTIONS - MEN'S REFORMA' MARK	LEOS	A	CORRECTIONAL OFFICER	\$25.16	\$9,903.34	\$1,934.05
243	CORRECTIONS - MEN'S REFORMA' MARQUES	MARYLAND	D	CORRECTIONAL OFFICER	\$17.74	\$2,874.41	\$1,910.54
243	CORRECTIONS - MEN'S REFORMA' MARVIN	KURT	J	MAIL CLERK 2	\$17.13	\$2.57	\$0.00
243	CORRECTIONS - MEN'S REFORMA' MARY	COLEMAN	R	ACCOUNTING CLERK 2	\$19.01	\$1,400.21	\$50.87
243	CORRECTIONS - MEN'S REFORMA' MATTHEW	EIVINS	D	CORRECTIONAL COUNSELOR	\$30.10	\$496.65	\$0.00
243	CORRECTIONS - MEN'S REFORMA' MAVIS	ENGLER	A	ACCOUNTING CLERK 2	\$19.01	\$67.75	\$654.59
243	CORRECTIONS - MEN'S REFORMA' MELISSA	DAWSON	L	CORRECTIONAL OFFICER	\$16.81	\$181.55	\$0.00
243	CORRECTIONS - MEN'S REFORMA' MICHAEL	BECHTHOLD	K	CORRECTIONAL OFFICER	\$25.16	\$448.85	\$2,845.74
243	CORRECTIONS - MEN'S REFORMA' MICHAEL	CULVER	T	CORRECTIONAL OFFICER	\$25.16	\$464.46	\$2,656.99
243	CORRECTIONS - MEN'S REFORMA' MICHAEL	DUNCAN	A	CORRECTIONAL OFFICER	\$24.16	\$4,439.49	\$2,599.32
243	CORRECTIONS - MEN'S REFORMA' MICHAEL	HANSEN	A	CORRECTIONAL OFFICER	\$25.16	\$10,640.11	\$2,681.16
243	CORRECTIONS - MEN'S REFORMA' MICHAEL	HAUN	J	CORRECTIONAL OFFICER	\$21.15	\$0.00	\$3,580.65
243	CORRECTIONS - MEN'S REFORMA' MICHAEL	HEINRICY	P	CORRECTIONAL COUNSELOR	\$26.35	\$367.00	\$142.33
243	CORRECTIONS - MEN'S REFORMA' MICHAEL	HENRY	E	CORRECTIONAL OFFICER	\$20.24	\$14,207.89	\$4,896.99
243	CORRECTIONS - MEN'S REFORMA' MICHAEL	KRAY	C	CORRECTIONAL TRADES LEADER	\$25.16	\$123.65	\$0.00
243	CORRECTIONS - MEN'S REFORMA' MICHAEL	NEIERS	J	SENIOR CORRECTIONAL OFFICER	\$27.66	\$6,190.78	\$2,238.92
243	CORRECTIONS - MEN'S REFORMA' MICHAEL	ROSENCRANS	W	CORRECTIONAL OFFICER	\$25.16	\$19,521.93	\$1,799.52
243	CORRECTIONS - MEN'S REFORMA' MICHAEL	SHIRLEY	R	SENIOR CORRECTIONAL OFFICER	\$27.66	\$7,244.07	\$1,780.28
243	CORRECTIONS - MEN'S REFORMA' MICHAEL	TRENTZ	J	CORRECTIONAL OFFICER	\$25.16	\$161.14	\$1,829.64
243	CORRECTIONS - MEN'S REFORMA' MICHEAL	SHIPLEY	P	CORRECTIONAL OFFICER	\$25.10	\$469.66	\$2,039.84
243	CORRECTIONS - MEN'S REFORMA' MITCHELL	MICHEL	J	CORRECTIONAL OFFICER	\$25.16	\$6,782.08	\$7,830.54
243	CORRECTIONS - MEN'S REFORMA' MOLLY	CHAMPEAU	A	CORRECTIONAL OFFICER	\$20.24	\$2,795.46	\$2,408.21

243	CORRECTIONS - MEN'S REFORMA'	MONIQUE	HINSON	D	CORRECTIONAL OFFICER	\$17.74	\$2,026.18	\$1,668.49
243	CORRECTIONS - MEN'S REFORMA'	NANCY	BARNES	J	ACCOUNTING CLERK 2	\$19.01	\$2,566.54	\$393.51
243	CORRECTIONS - MEN'S REFORMA'	NATHAN	SCHMITT	D	CORRECTIONAL OFFICER	\$20.24	\$79.90	\$6,060.17
243	CORRECTIONS - MEN'S REFORMA'	NICHOLAS	MARLETTE	R	CORRECTIONAL OFFICER	\$17.74	\$1,147.41	\$1,762.18
243	CORRECTIONS - MEN'S REFORMA'	NICHOLAS	SCHROPP	J	CORRECTIONAL OFFICER	\$17.75	\$3,266.33	\$2,980.22
243	CORRECTIONS - MEN'S REFORMA'	OWEN	BICKFORD	R	SENIOR CORRECTIONAL OFFICER	\$27.66	\$1,410.33	\$1,649.88
243	CORRECTIONS - MEN'S REFORMA'	PAMELA	RUSSELL	S	CORRECTIONAL OFFICER	\$25.16	\$1,961.00	\$2,243.98
243	CORRECTIONS - MEN'S REFORMA'	PATRICK	CLANCY	J	CORRECTIONAL OFFICER	\$25.16	\$14,126.92	\$9,274.36
243	CORRECTIONS - MEN'S REFORMA'	PAUL	BLOOMQUIST	R	CORRECTIONAL OFFICER	\$25.16	\$20,356.22	\$2,606.22
243	CORRECTIONS - MEN'S REFORMA'	PAUL	CONTER	M	CORRECTIONAL OFFICER	\$19.36	\$1,726.70	\$3,696.19
243	CORRECTIONS - MEN'S REFORMA'	PAUL	FELDMAN	A	CORRECTIONAL OFFICER	\$25.16	\$1,278.98	\$0.00
243	CORRECTIONS - MEN'S REFORMA'	PAUL	MCMULLEN	D	CORRECTIONAL OFFICER	\$25.16	\$4,529.73	\$2,098.44
243	CORRECTIONS - MEN'S REFORMA'	PAULA	KOUNSE	J	CORRECTIONAL OFFICER	\$17.74	\$633.97	\$829.20
243	CORRECTIONS - MEN'S REFORMA'	PENNY	SCHILTZ	E	CLERK-SPECIALIST	\$19.91	\$292.87	\$0.00
243	CORRECTIONS - MEN'S REFORMA'	RANDY	CASPERS	R	SENIOR CORRECTIONAL OFFICER	\$27.66	\$5,014.20	\$5,916.00
243	CORRECTIONS - MEN'S REFORMA'	RAYMOND	ESTRADA	R	CORRECTIONAL OFFICER	\$22.13	\$7,557.81	\$1,676.13
243	CORRECTIONS - MEN'S REFORMA'	RAYMOND	TURANO	D	SENIOR CORRECTIONAL OFFICER	\$25.36	\$817.75	\$8,346.57
243	CORRECTIONS - MEN'S REFORMA'	REX	ANDREWS	D	CORRECTIONAL OFFICER	\$25.16	\$3.77	\$0.00
243	CORRECTIONS - MEN'S REFORMA'	RICHARD	DIETIKER	L	CORRECTIONAL OFFICER	\$22.13	\$4,035.99	\$6,778.33
243	CORRECTIONS - MEN'S REFORMA'	RICHARD	GADIENT	M	CORRECTIONAL OFFICER	\$19.37	\$4,788.07	\$1,555.74
243	CORRECTIONS - MEN'S REFORMA'	RICHARD	GERJETS	M	CORRECTIONAL OFFICER	\$25.16	\$149.75	\$1,235.35
243	CORRECTIONS - MEN'S REFORMA'	RICHARD	JENKINS	L	CHAPLAIN	\$25.78	\$192.98	\$3,627.08
243	CORRECTIONS - MEN'S REFORMA'	RICHARD	JUNE	LEE	CORRECTIONAL OFFICER	\$25.16	\$13,579.81	\$5,529.85
243	CORRECTIONS - MEN'S REFORMA'	RICHARD	OPPELT	D	CORRECTIONAL OFFICER	\$17.74	\$6,356.35	\$1,251.36
243	CORRECTIONS - MEN'S REFORMA'	RICHARD	ORR JR.	L	CORRECTIONAL OFFICER	\$25.16	\$3,795.37	\$3,069.63
243	CORRECTIONS - MEN'S REFORMA'	RICHARD	WARNER	W	CORRECTIONAL OFFICER	\$25.16	\$1,404.19	\$2,673.02
243	CORRECTIONS - MEN'S REFORMA'	RICKIE	MAJURIN	L	CORRECTIONAL OFFICER	\$16.81	\$229.82	\$201.72
243	CORRECTIONS - MEN'S REFORMA'	RICKY	FERRELL	S	CORRECTIONAL OFFICER	\$17.74	\$2,934.86	\$2,241.08
243	CORRECTIONS - MEN'S REFORMA'	RICKY	FRANKFURT	D	SENIOR CORRECTIONAL OFFICER	\$27.66	\$1,652.84	\$0.00
243	CORRECTIONS - MEN'S REFORMA'	ROBERT	HARTIG	A	CORRECTIONAL OFFICER	\$21.15	\$4,601.96	\$1,269.10
243	CORRECTIONS - MEN'S REFORMA'	ROBERT	MCFARLAND	L	CORRECTIONAL OFFICER	\$19.36	\$6,358.52	\$989.81
243	CORRECTIONS - MEN'S REFORMA'	ROBERT	SISLER	E	CORRECTIONAL TRADES LEADER	\$25.16	\$3.74	\$538.39
243	CORRECTIONS - MEN'S REFORMA'	ROBERT	WILSON	W	CORRECTIONAL OFFICER	\$25.16	\$8,116.08	\$1,500.60
243	CORRECTIONS - MEN'S REFORMA'	ROBIN	BERNHARD	R	CORRECTIONAL COUNSELOR	\$22.57	\$13.60	\$0.00

243	CORRECTIONS - MEN'S REFORMA' RODERICK	JONES		CORRECTIONAL OFFICER	\$17.74	\$7,879.55	\$1,023.84
243	CORRECTIONS - MEN'S REFORMA' RODNEY	HESS	J	CORRECTIONAL OFFICER	\$25.16	\$363.01	\$6,387.24
243	CORRECTIONS - MEN'S REFORMA' RODNEY	LAMMERS	LEE	SENIOR CORRECTIONAL OFFICER	\$27.66	\$59.03	\$3,667.22
243	CORRECTIONS - MEN'S REFORMA' RODNEY	MEYER	C	CORRECTIONAL TRADES LEADER	\$24.91	\$220.46	\$183.09
243	CORRECTIONS - MEN'S REFORMA' RODNEY	SHAULL	J	CORRECTIONAL OFFICER	\$25.16	\$1,317.23	\$1,503.60
243	CORRECTIONS - MEN'S REFORMA' ROGER	DUNYON	BRENT	SENIOR CORRECTIONAL OFFICER	\$27.60	\$2,713.54	\$2,660.25
243	CORRECTIONS - MEN'S REFORMA' ROGER	PUETZ	J	SENIOR CORRECTIONAL OFFICER	\$27.66	\$8,411.67	\$0.00
243	CORRECTIONS - MEN'S REFORMA' ROGER	SUPPLE	A	CORRECTIONAL OFFICER	\$25.16	\$14,762.37	\$3,153.71
243	CORRECTIONS - MEN'S REFORMA' RONALD	DENNIS	E	CORRECTIONAL OFFICER	\$25.16	\$15,095.96	\$2,255.78
243	CORRECTIONS - MEN'S REFORMA' RONALD	LEHMAN	PAUL	CORRECTIONAL OFFICER	\$25.16	\$8,346.24	\$605.31
243	CORRECTIONS - MEN'S REFORMA' RONNIE	STUTT	E	CORRECTIONAL OFFICER	\$25.16	\$18,527.64	\$2,498.08
243	CORRECTIONS - MEN'S REFORMA' ROY	CAMPBELL III	J	CORRECTIONAL OFFICER	\$17.74	\$9,869.56	\$1,915.91
243	CORRECTIONS - MEN'S REFORMA' RYAN	BARTA	T	CORRECTIONAL OFFICER	\$19.37	\$6,215.19	\$3,467.60
243	CORRECTIONS - MEN'S REFORMA' RYAN	QUINBY	C	CORRECTIONAL OFFICER	\$19.36	\$9,280.93	\$1,867.84
243	CORRECTIONS - MEN'S REFORMA' SALLY	POTTER	J	REGISTERED NURSE	\$34.87	\$853.91	\$4,980.27
243	CORRECTIONS - MEN'S REFORMA' SAMUEL	FIERRO	M	CORRECTIONAL OFFICER	\$22.13	\$6,939.29	\$2,086.15
243	CORRECTIONS - MEN'S REFORMA' SARA	COONEY	R	CORRECTIONAL COUNSELOR	\$23.36	\$0.00	\$336.38
243	CORRECTIONS - MEN'S REFORMA' SCOTT	COLLINS	J	CORRECTIONAL SUPERVISOR 1	\$29.47	\$0.00	\$44.21
243	CORRECTIONS - MEN'S REFORMA' SCOTT	WALTON	E	CORRECTIONAL OFFICER	\$25.16	\$3.74	\$2,355.07
243	CORRECTIONS - MEN'S REFORMA' SETH	HAMPSHER	J	CORRECTIONAL OFFICER	\$22.13	\$1,501.96	\$5,021.04
243	CORRECTIONS - MEN'S REFORMA' SETH	VOGEL	T	CORRECTIONAL OFFICER	\$17.74	\$5,992.28	\$1,068.71
243	CORRECTIONS - MEN'S REFORMA' SHANNON	RICKELS	E	CORRECTIONAL OFFICER	\$25.11	\$1,497.81	\$872.28
243	CORRECTIONS - MEN'S REFORMA' SHARI	LAFELLA	L	CORRECTIONAL OFFICER	\$19.36	\$1,073.93	\$1,333.78
243	CORRECTIONS - MEN'S REFORMA' SHAWN	EVARTS	P	CORRECTIONAL OFFICER	\$21.15	\$2,307.88	\$1,929.94
243	CORRECTIONS - MEN'S REFORMA' SHERYL	PERRIN	A	ADMIN ASSISTANT 1	\$22.22	\$369.98	\$189.98
243	CORRECTIONS - MEN'S REFORMA' SPIKEY	EDWARDS	F	CORRECTIONAL FOOD SERVICE COOR	\$20.44	\$672.93	\$1,920.70
243	CORRECTIONS - MEN'S REFORMA' STACIE	ANDERSON	L	CORRECTIONAL COUNSELOR	\$23.36	\$7.01	\$0.00
243	CORRECTIONS - MEN'S REFORMA' STACY	KRUG	L	CORRECTIONAL OFFICER	\$16.81	\$768.86	\$605.16
243	CORRECTIONS - MEN'S REFORMA' STEPHAN	PETERSON	L	CORRECTIONAL OFFICER	\$25.16	\$1,770.31	\$1,814.47
243	CORRECTIONS - MEN'S REFORMA' STEPHEN	BROULIK	L	CORRECTIONAL OFFICER	\$25.16	\$327.80	\$2,403.36
243	CORRECTIONS - MEN'S REFORMA' STEPHEN	NEMMERS	L	CORRECTIONAL TRADES LEADER	\$25.16	\$310.35	\$2,327.75
243	CORRECTIONS - MEN'S REFORMA' STEPHEN	QUINN	C	CORRECTIONAL OFFICER	\$25.16	\$3,442.24	\$1,213.00
243	CORRECTIONS - MEN'S REFORMA' STEPHEN	WALTERS	A	CORRECTIONAL OFFICER	\$20.24	\$13,733.23	\$2,861.06
243	CORRECTIONS - MEN'S REFORMA' STEVEN	HORCH	F	POWER PLANT ENGINEER 4	\$23.54	\$6,538.86	\$5,137.60

243	CORRECTIONS - MEN'S REFORMA' STEVEN	LEYTEM	E	CORRECTIONAL OFFICER	\$25.16	\$5,316.17	\$2,079.47
243	CORRECTIONS - MEN'S REFORMA' STEVEN	LYNCH	E	CORRECTIONAL OFFICER	\$25.16	\$0.00	\$5,895.25
243	CORRECTIONS - MEN'S REFORMA' STEVEN	MECKEL	L	CORRECTIONAL OFFICER	\$25.16	\$2,988.29	\$1,814.47
243	CORRECTIONS - MEN'S REFORMA' STEVEN	PAULSON	L	CORRECTIONAL SUPERVISOR 1	\$29.47	\$0.00	\$707.28
243	CORRECTIONS - MEN'S REFORMA' STEVEN	TEYMER	J	CORRECTIONAL OFFICER	\$25.16	\$44.88	\$0.00
243	CORRECTIONS - MEN'S REFORMA' STEVEN	WENDL	T	CORRECTIONAL COUNSELOR	\$31.03	\$486.35	\$0.00
243	CORRECTIONS - MEN'S REFORMA' STEVEN	WEST	E	CORRECTIONAL OFFICER	\$25.16	\$1,554.71	\$3,128.14
243	CORRECTIONS - MEN'S REFORMA' SUZANNE	GANSEN	E	REGISTERED NURSE	\$28.56	\$0.00	\$2,105.85
243	CORRECTIONS - MEN'S REFORMA' TAMARA	BROWN	K	CLERK-SPECIALIST	\$19.91	\$62.09	\$2,554.41
243	CORRECTIONS - MEN'S REFORMA' TAMMY	PERROTT	S	CORRECTIONAL OFFICER	\$19.37	\$7,418.67	\$2,360.87
243	CORRECTIONS - MEN'S REFORMA' TAMRA	MOORE	S	CLERK-SPECIALIST	\$19.91	\$2,543.18	\$0.00
243	CORRECTIONS - MEN'S REFORMA' TERRANCE	BROWNELL	C	CORRECTIONAL OFFICER	\$22.13	\$2,912.84	\$2,145.04
243	CORRECTIONS - MEN'S REFORMA' TERRY	KENNEBECK	L	CORRECTIONAL TRADES LEADER	\$25.16	\$437.25	\$759.26
243	CORRECTIONS - MEN'S REFORMA' TERRY	MAYO	L	CORRECTIONAL OFFICER	\$19.36	\$4,617.92	\$2,021.48
243	CORRECTIONS - MEN'S REFORMA' THOMAS	GRANT	J	CORRECTIONAL OFFICER	\$25.11	\$2,844.73	\$2,097.16
243	CORRECTIONS - MEN'S REFORMA' THOMAS	LEHEW	P	CORRECTIONAL OFFICER	\$22.13	\$2,125.78	\$1,531.32
243	CORRECTIONS - MEN'S REFORMA' THOMAS	LUENSMAN	L	CORRECTIONAL SUPERVISOR 1	\$29.47	\$0.00	\$1,178.80
243	CORRECTIONS - MEN'S REFORMA' THOMAS	MCDONNELL	C	CORRECTIONAL COUNSELOR	\$31.03	\$0.00	\$423.56
243	CORRECTIONS - MEN'S REFORMA' THOMAS	MOORE	E	SENIOR CORRECTIONAL OFFICER	\$27.61	\$1,255.69	\$634.08
243	CORRECTIONS - MEN'S REFORMA' TIMOTHY	BEN	A	CORRECTIONAL OFFICER	\$22.13	\$11,279.50	\$1,597.48
243	CORRECTIONS - MEN'S REFORMA' TIMOTHY	BERGFELD	J	CORRECTIONAL OFFICER	\$25.16	\$2,186.89	\$2,367.39
243	CORRECTIONS - MEN'S REFORMA' TIMOTHY	MAHONEY	J	CORRECTIONAL OFFICER	\$25.16	\$9,301.31	\$10,252.24
243	CORRECTIONS - MEN'S REFORMA' TODD	DINGBAUM	M	CORRECTIONAL OFFICER	\$25.16	\$1,749.53	\$1,502.07
243	CORRECTIONS - MEN'S REFORMA' TODD	EDLER	A	CORRECTIONAL FOOD SERVICE COOR	\$24.97	\$41.20	\$303.39
243	CORRECTIONS - MEN'S REFORMA' TONY	RIEDL	G	CORRECTIONAL OFFICER	\$17.74	\$4,290.08	\$1,263.26
243	CORRECTIONS - MEN'S REFORMA' TRACY	BUNGE	L	POWER PLANT ENGINEER 4	\$25.16	\$10,246.17	\$269.03
243	CORRECTIONS - MEN'S REFORMA' TRACY	RUSSELL	L	CORRECTIONAL OFFICER	\$25.16	\$7,209.26	\$1,805.52
243	CORRECTIONS - MEN'S REFORMA' TROY	STUPKA	E	CORRECTIONAL OFFICER	\$25.16	\$806.79	\$1,515.55
243	CORRECTIONS - MEN'S REFORMA' TY	THOMAS	G	CORRECTIONAL OFFICER	\$25.16	\$669.01	\$2,448.93
243	CORRECTIONS - MEN'S REFORMA' TYLER	BONTRAGER	W	CORRECTIONAL OFFICER	\$25.16	\$6,088.89	\$1,726.27
243	CORRECTIONS - MEN'S REFORMA' VERLYN	ISAAC	J	CORRECTIONAL SUPERVISOR 1	\$29.47	\$0.00	\$1,178.80
243	CORRECTIONS - MEN'S REFORMA' VICKI	BOUCHARD	L	REGISTERED NURSE	\$25.89	\$103.32	\$699.03
243	CORRECTIONS - MEN'S REFORMA' WAYNE	LEYTEM	P	CORRECTIONAL OFFICER	\$20.97	\$506.43	\$754.92
243	CORRECTIONS - MEN'S REFORMA' WAYNE	ZYSK	A	CORRECTIONAL OFFICER	\$19.36	\$4,946.65	\$1,333.78

243	CORRECTIONS - MEN'S REFORMA' WENDY	DAVIS	A	CORRECTIONAL OFFICER	\$25.16	\$2,709.16	\$2,428.77
243	CORRECTIONS - MEN'S REFORMA' WILLIAM	GIEGERICH	P	CORRECTIONAL OFFICER	\$17.75	\$2,501.74	\$2,041.20
243	CORRECTIONS - MEN'S REFORMA' WILLIAM	LAFLER JR	J	SENIOR CORRECTIONAL OFFICER	\$27.66	\$21,340.62	\$6,274.72
243	CORRECTIONS - MEN'S REFORMA' WILLIAM	RINDY	D	CORRECTIONAL SUPERVISOR 2	\$32.46	\$0.00	\$1,298.40
243	CORRECTIONS - MEN'S REFORMA' WILLIAM	SCHETTLER	EUGENE	PSYCHOLOGIST 3	\$38.58	\$7.72	\$674.33
243	CORRECTIONS - MEN'S REFORMA' WILLIAM	SUMMY III	E	CORRECTIONAL OFFICER	\$17.74	\$2,218.97	\$1,030.92
243	CORRECTIONS - MEN'S REFORMA' WILLIAM	THOMSEN	E	CORRECTIONAL OFFICER	\$20.24	\$3,174.55	\$4,423.69
243	CORRECTIONS - MEN'S REFORMA' WILLIAM	WEST SR	P	CORRECTIONAL OFFICER	\$19.36	\$14,171.01	\$3,628.34
244	CORRECTIONS - MEDICAL/CLASSIF ABIGAIL	BARRERA		REGISTERED NURSE	\$25.04	\$9,476.00	\$2,363.29
244	CORRECTIONS - MEDICAL/CLASSIF ADAM	DRURY-ALDRICH	JAMES	ACTIVITIES SPECIALIST 2	\$24.20	\$12.04	\$360.05
244	CORRECTIONS - MEDICAL/CLASSIF ADAM	HEALEY	J	CORRECTIONAL OFFICER	\$20.24	\$1,771.31	\$4,839.84
244	CORRECTIONS - MEDICAL/CLASSIF ADAM	KANN	J	CORRECTIONAL OFFICER	\$19.37	\$1,915.64	\$6,846.30
244	CORRECTIONS - MEDICAL/CLASSIF ADAM	POOCK	J	CORRECTIONAL OFFICER	\$20.24	\$5,318.56	\$5,035.67
244	CORRECTIONS - MEDICAL/CLASSIF AGNES	SCHATZ		LICENSED PRACTICAL NURSE	\$24.16	\$253.80	\$1,087.20
244	CORRECTIONS - MEDICAL/CLASSIF AIMEE	HINGTGEN	J	CORRECTIONAL COUNSELOR	\$23.37	\$7.01	\$3.51
244	CORRECTIONS - MEDICAL/CLASSIF AIMEE	NOLAND	J	PHARMACY TECHNICIAN	\$14.88	\$939.60	\$465.88
244	CORRECTIONS - MEDICAL/CLASSIF ALBA	QUINONES	N	SAFETY OFFICER	\$25.14	\$0.00	\$76.82
244	CORRECTIONS - MEDICAL/CLASSIF ALICIA	BREAM	J	REGISTERED NURSE	\$34.91	\$4,394.70	\$1,212.60
244	CORRECTIONS - MEDICAL/CLASSIF ALLEN	BICKAL	L	ELECTRONICS TECHNICIAN	\$20.42	\$35.92	\$275.59
244	CORRECTIONS - MEDICAL/CLASSIF ALVIN	KING	D	CORRECTIONAL OFFICER	\$25.16	\$168.47	\$608.37
244	CORRECTIONS - MEDICAL/CLASSIF AMANDA	HARSON	J	NURSING UNIT COORDINATOR	\$17.00	\$0.00	\$910.09
244	CORRECTIONS - MEDICAL/CLASSIF AMANDA	JONES	J	NURSING UNIT COORDINATOR	\$17.77	\$1,835.70	\$0.00
244	CORRECTIONS - MEDICAL/CLASSIF AMBER	BURGUS	L	CORRECTIONAL OFFICER	\$20.24	\$3,395.11	\$3,781.58
244	CORRECTIONS - MEDICAL/CLASSIF AMBER	MOATS	F	CORRECTIONAL OFFICER	\$20.24	\$2,895.14	\$3,312.57
244	CORRECTIONS - MEDICAL/CLASSIF AMBER	RANSOM	L	CORRECTIONAL OFFICER	\$20.24	\$3,051.43	\$1,890.53
244	CORRECTIONS - MEDICAL/CLASSIF AMBER	SNIDER	N	CORRECTIONAL OFFICER	\$19.37	\$13,823.63	\$2,427.37
244	CORRECTIONS - MEDICAL/CLASSIF AMY	BRENNAN	E	REGISTERED NURSE	\$23.64	\$2,829.72	\$2,549.72
244	CORRECTIONS - MEDICAL/CLASSIF AMY	HOLUB	J	REGISTERED NURSE	\$27.33	\$0.00	\$4,062.70
244	CORRECTIONS - MEDICAL/CLASSIF AMY	JACOBS	JO	CORRECTIONAL OFFICER	\$24.16	\$11,271.55	\$1,722.80
244	CORRECTIONS - MEDICAL/CLASSIF AMY	LEDVINA	J	LICENSED PRACTICAL NURSE	\$22.25	\$1,276.06	\$772.92
244	CORRECTIONS - MEDICAL/CLASSIF ANDREA	CALLAN	D	REGISTERED NURSE	\$27.51	\$325.74	\$1,679.32
244	CORRECTIONS - MEDICAL/CLASSIF ANDREW	ROBBINS	K	CORRECTIONAL OFFICER	\$25.16	\$12,793.74	\$753.28
244	CORRECTIONS - MEDICAL/CLASSIF ANDREW	SEYDEL	J	POWER PLANT ENGINEER 4	\$25.16	\$465.32	\$1,802.52
244	CORRECTIONS - MEDICAL/CLASSIF ANGELA	BALSTER	M	SECRETARY 1	\$14.75	\$209.08	\$0.00

244	CORRECTIONS - MEDICAL/CLASSIF ANTHONY	LIECHTY	JOHN	CORRECTIONAL OFFICER	\$17.74	\$3,438.30	\$1,547.94
244	CORRECTIONS - MEDICAL/CLASSIF ASHLEY	BUEHLER	R	NURSING UNIT COORDINATOR	\$17.00	\$0.00	\$408.00
244	CORRECTIONS - MEDICAL/CLASSIF AUDRA	BURNS	M	CORRECTIONAL OFFICER	\$25.10	\$51.94	\$10,215.74
244	CORRECTIONS - MEDICAL/CLASSIF BARBARA	MORANO	L	SECRETARY 2	\$21.19	\$0.00	\$1,423.12
244	CORRECTIONS - MEDICAL/CLASSIF BEN	GULICK	J	CORRECTIONAL OFFICER	\$20.24	\$2,512.18	\$3,022.06
244	CORRECTIONS - MEDICAL/CLASSIF BENJAMIN	SCHWENKER	A	CORRECTIONAL OFFICER	\$20.24	\$2,286.54	\$2,233.48
244	CORRECTIONS - MEDICAL/CLASSIF BENTLY	YORK	E	CORRECTIONAL OFFICER	\$25.16	\$1,990.69	\$14,954.28
244	CORRECTIONS - MEDICAL/CLASSIF BERNADETT	HAMAN	L	CUSTODIAL WORKER	\$11.95	\$145.55	\$143.40
244	CORRECTIONS - MEDICAL/CLASSIF BETTY	WRIGHT	L	CLERK-SPECIALIST	\$19.71	\$70.07	\$624.22
244	CORRECTIONS - MEDICAL/CLASSIF BEVERLY	HUFFMAN	S	CORRECTIONAL COUNSELOR	\$30.23	\$0.00	\$27.81
244	CORRECTIONS - MEDICAL/CLASSIF BLAKE	ROWLEY	R	NURSING UNIT COORDINATOR	\$17.77	\$211.92	\$639.91
244	CORRECTIONS - MEDICAL/CLASSIF BOBAK	POURAHMADI	A	PSYCHOLOGIST 2	\$31.57	\$270.18	\$358.92
244	CORRECTIONS - MEDICAL/CLASSIF BONNIE	TREMMEL	L	CORRECTIONAL OFFICER	\$24.91	\$0.00	\$604.32
244	CORRECTIONS - MEDICAL/CLASSIF BRADLEY	KESSENS	D	CORRECTIONAL OFFICER	\$25.16	\$44,207.10	\$3,316.71
244	CORRECTIONS - MEDICAL/CLASSIF BRADLEY	PANNELL	S	CORRECTIONAL OFFICER	\$20.24	\$3,382.84	\$5,030.45
244	CORRECTIONS - MEDICAL/CLASSIF BRANDEE	HEIDELBERG	D	LICENSED PRACTICAL NURSE	\$20.93	\$10,266.80	\$4,950.65
244	CORRECTIONS - MEDICAL/CLASSIF BRANDI	SELBERG	S	CORRECTIONAL OFFICER	\$20.24	\$13.35	\$927.01
244	CORRECTIONS - MEDICAL/CLASSIF BRANDON	GIZA	L	CORRECTIONAL OFFICER	\$19.36	\$9,309.41	\$3,273.87
244	CORRECTIONS - MEDICAL/CLASSIF BRANDON	MARKLEY	L	CUSTODIAL WORKER	\$12.61	\$0.00	\$1,016.75
244	CORRECTIONS - MEDICAL/CLASSIF BRANDON	WENNER	SCOTT	CORRECTIONAL OFFICER	\$17.75	\$1,355.22	\$1,060.03
244	CORRECTIONS - MEDICAL/CLASSIF BRENDA	BREKKE	L	CORRECTIONAL OFFICER	\$18.54	\$13,620.46	\$1,400.31
244	CORRECTIONS - MEDICAL/CLASSIF BRENDA	BROULIK	L	CORRECTIONAL OFFICER	\$20.24	\$3.64	\$2,834.30
244	CORRECTIONS - MEDICAL/CLASSIF BRENDA	PIPER	L	SECRETARY 1	\$14.91	\$0.00	\$40.26
244	CORRECTIONS - MEDICAL/CLASSIF BRENT	BOEDING	B	CORRECTIONAL OFFICER	\$20.24	\$49.20	\$4,528.05
244	CORRECTIONS - MEDICAL/CLASSIF BRENT	COOK	L	CORRECTIONAL OFFICER	\$20.24	\$4,104.04	\$2,158.83
244	CORRECTIONS - MEDICAL/CLASSIF BRENT	KELTNER	ANDREW	CORRECTIONAL OFFICER	\$17.75	\$2,248.23	\$1,594.85
244	CORRECTIONS - MEDICAL/CLASSIF BRET	SLAGLE	A	CORRECTIONAL TRADES LEADER	\$21.99	\$0.00	\$982.14
244	CORRECTIONS - MEDICAL/CLASSIF BRIAN	BENDER	M	CORRECTIONAL OFFICER	\$25.10	\$0.00	\$2,380.05
244	CORRECTIONS - MEDICAL/CLASSIF BRIAN	BURCH	L	CORRECTIONAL OFFICER	\$20.24	\$8,596.05	\$2,497.94
244	CORRECTIONS - MEDICAL/CLASSIF BRIAN	CHAPMAN	L	CORRECTIONAL SUPERVISOR 2	\$32.46	\$0.00	\$1,103.64
244	CORRECTIONS - MEDICAL/CLASSIF BRIAN	CORRIGAN	F	CORRECTIONAL OFFICER	\$20.24	\$934.18	\$2,142.71
244	CORRECTIONS - MEDICAL/CLASSIF BRIAN	KUBICEK	J	CORRECTIONAL OFFICER	\$22.13	\$7,419.38	\$2,915.27
244	CORRECTIONS - MEDICAL/CLASSIF BRIAN	RICKELS	W	CORRECTIONAL OFFICER	\$20.24	\$640.32	\$1,930.85
244	CORRECTIONS - MEDICAL/CLASSIF BRIAN	VONTHUN	C	CORRECTIONAL OFFICER	\$18.54	\$97.32	\$266.91

244	CORRECTIONS - MEDICAL/CLASSIF BRIAN	ZIRKELBACH	P	CORRECTIONAL OFFICER	\$20.24	\$68.00	\$2,226.52
244	CORRECTIONS - MEDICAL/CLASSIF BRUCE	MARLOWE	A	CORRECTIONAL OFFICER	\$25.16	\$1,555.38	\$1,834.73
244	CORRECTIONS - MEDICAL/CLASSIF BRUCE	THOMAS	S	CORRECTIONAL COUNSELOR	\$31.34	\$18.43	\$0.00
244	CORRECTIONS - MEDICAL/CLASSIF BRYAN	ZEHRT	K	CORRECTIONAL OFFICER	\$25.16	\$239.27	\$899.76
244	CORRECTIONS - MEDICAL/CLASSIF BYRON	BENTON		CORRECTIONAL OFFICER	\$20.24	\$3.64	\$1,366.71
244	CORRECTIONS - MEDICAL/CLASSIF CALVIN	YODER	M	CHAPLAIN	\$31.34	\$72.67	\$1,942.68
244	CORRECTIONS - MEDICAL/CLASSIF CAREY	FOX	A	CORRECTIONAL COUNSELOR	\$24.66	\$6.91	\$0.00
244	CORRECTIONS - MEDICAL/CLASSIF CARISA	BISHOP	N	INFO TECH SUPPORT WORKER 4	\$20.02	\$0.60	\$0.00
244	CORRECTIONS - MEDICAL/CLASSIF CARLA	LEVI	L	SOCIAL WORKER 3	\$22.52	\$149.67	\$0.00
244	CORRECTIONS - MEDICAL/CLASSIF CARMEN	NOSKA	L	INFO TECH SPECIALIST 2	\$27.43	\$0.00	\$47.45
244	CORRECTIONS - MEDICAL/CLASSIF CAROL	MANTERNACH	S	PURCHASING AGENT 2	\$27.16	\$0.00	\$211.54
244	CORRECTIONS - MEDICAL/CLASSIF CARRIE	CARSON	L	CORRECTIONAL COUNSELOR	\$29.41	\$304.97	\$13.10
244	CORRECTIONS - MEDICAL/CLASSIF CARY	MELLO	A	CORRECTIONAL OFFICER	\$20.24	\$1,893.80	\$1,259.95
244	CORRECTIONS - MEDICAL/CLASSIF CASEY	FRISK	DALTON	CORRECTIONAL OFFICER	\$17.75	\$7,676.23	\$2,146.81
244	CORRECTIONS - MEDICAL/CLASSIF CATHY	PERRY	V	REGISTERED NURSE	\$34.91	\$0.00	\$3,878.78
244	CORRECTIONS - MEDICAL/CLASSIF CATINA	FRANTZ	R	CORRECTIONAL OFFICER	\$19.18	\$0.00	\$235.34
244	CORRECTIONS - MEDICAL/CLASSIF CELESTA	BRENDEL	L	REGISTERED NURSE	\$26.15	\$0.00	\$1,719.20
244	CORRECTIONS - MEDICAL/CLASSIF CERA	MCKIM	L	CUSTODIAL WORKER	\$13.22	\$391.00	\$1,311.90
244	CORRECTIONS - MEDICAL/CLASSIF CHAD	BROWNFIELD	R	PSYCHOLOGIST 2	\$26.41	\$61.80	\$314.81
244	CORRECTIONS - MEDICAL/CLASSIF CHAD	KOST	E	CORRECTIONAL OFFICER	\$20.24	\$8,496.31	\$1,651.28
244	CORRECTIONS - MEDICAL/CLASSIF CHAD	OELTJEN	A	CORRECTIONAL COUNSELOR	\$31.03	\$0.00	\$496.48
244	CORRECTIONS - MEDICAL/CLASSIF CHAD	SAUSER	R	CORRECTIONAL OFFICER	\$25.16	\$1,156.78	\$1,373.80
244	CORRECTIONS - MEDICAL/CLASSIF CHARLES	FRANKS III	R	CORRECTIONAL OFFICER	\$20.24	\$62.89	\$3,479.14
244	CORRECTIONS - MEDICAL/CLASSIF CHARLES	PECK	B	CORRECTIONAL OFFICER	\$20.24	\$7,262.25	\$1,475.48
244	CORRECTIONS - MEDICAL/CLASSIF CHARVETTE	WILLIAMS	D	CORRECTIONAL OFFICER	\$17.75	\$1,377.86	\$1,046.49
244	CORRECTIONS - MEDICAL/CLASSIF CHET	WILDEMUTH	W	CORRECTIONAL SUPERVISOR 1	\$29.47	\$0.00	\$1,001.98
244	CORRECTIONS - MEDICAL/CLASSIF CHRISTA	BRANDT	L	REGISTERED NURSE	\$25.02	\$79.10	\$597.48
244	CORRECTIONS - MEDICAL/CLASSIF CHRISTA	GERTH-STEFFENS	L	NURSE SPECIALIST	\$31.43	\$374.46	\$0.00
244	CORRECTIONS - MEDICAL/CLASSIF CHRISTINE	GARLING	A	CUSTODIAL WORKER	\$16.98	\$151.74	\$700.48
244	CORRECTIONS - MEDICAL/CLASSIF CHRISTINE	KLEIBER	M	LICENSED PRACTICAL NURSE	\$20.02	\$15,018.08	\$2,124.45
244	CORRECTIONS - MEDICAL/CLASSIF CHRISTINE	POWELL	M	CLERK-SPECIALIST	\$19.91	\$72.27	\$0.00
244	CORRECTIONS - MEDICAL/CLASSIF CHRISTOPHER	O'BRIEN	P	CORRECTIONAL OFFICER	\$22.13	\$28,401.28	\$3,011.74
244	CORRECTIONS - MEDICAL/CLASSIF CHRISTOPHER	RICHARDSON	JERMAINE	CORRECTIONAL OFFICER	\$17.74	\$1,220.14	\$1,541.84
244	CORRECTIONS - MEDICAL/CLASSIF CLEO	HESTER	A	SOCIAL WORKER 3	\$28.17	\$14.30	\$13.88

244	CORRECTIONS - MEDICAL/CLASSIF CODY	CALKINS	E	CORRECTIONAL OFFICER	\$20.24	\$65.89	\$3,772.50
244	CORRECTIONS - MEDICAL/CLASSIF CODY	O'HARE	R	CORRECTIONAL OFFICER	\$19.36	\$6,215.69	\$5,394.77
244	CORRECTIONS - MEDICAL/CLASSIF COLLEEN	SHAY	F	EXEC OFF 1	\$24.83	\$0.00	\$106.02
244	CORRECTIONS - MEDICAL/CLASSIF CORY	ARDUSER	E	CORRECTIONAL OFFICER	\$20.24	\$575.74	\$1,685.17
244	CORRECTIONS - MEDICAL/CLASSIF CORY	HODGDON	B	CORRECTIONAL OFFICER	\$18.54	\$2,475.77	\$2,690.59
244	CORRECTIONS - MEDICAL/CLASSIF CRAIG	BANDY	R	CORRECTIONAL TRADES LEADER	\$22.99	\$364.86	\$1,733.59
244	CORRECTIONS - MEDICAL/CLASSIF CRAIG	GRIMM	A	CORRECTIONAL OFFICER	\$25.16	\$31,086.67	\$2,703.03
244	CORRECTIONS - MEDICAL/CLASSIF CURT	SALAND	A	CORRECTIONAL FOOD SERVICE COOR	\$25.49	\$0.00	\$1,209.84
244	CORRECTIONS - MEDICAL/CLASSIF CURTIS	LARSON	I	CORRECTIONAL OFFICER	\$25.16	\$86.98	\$902.76
244	CORRECTIONS - MEDICAL/CLASSIF CURTIS	STRONG	L	CORRECTIONAL FOOD SERVICE COOR	\$18.73	\$180.73	\$0.00
244	CORRECTIONS - MEDICAL/CLASSIF DAMIAN	GILBERT	J	PHARMACY ASSISTANT	\$14.15	\$14.65	\$0.00
244	CORRECTIONS - MEDICAL/CLASSIF DAN	ZUNIGA		CORRECTIONAL OFFICER	\$17.75	\$2,973.67	\$1,588.68
244	CORRECTIONS - MEDICAL/CLASSIF DANA	HUMMEL	A	CORRECTIONAL OFFICER	\$25.16	\$4.64	\$4,640.88
244	CORRECTIONS - MEDICAL/CLASSIF DANIEL	BONNER	M	CORRECTIONAL OFFICER	\$20.24	\$22,240.85	\$21,655.43
244	CORRECTIONS - MEDICAL/CLASSIF DANIEL	BYAL	J	CORRECTIONAL BLDG SVCS COORD	\$19.18	\$184.42	\$0.00
244	CORRECTIONS - MEDICAL/CLASSIF DANIEL	CRAIG	R	INSTITUTIONAL SUPERINTENDENT	\$59.33	\$0.00	\$474.64
244	CORRECTIONS - MEDICAL/CLASSIF DANIEL	CRAWFORD	R	CORRECTIONAL OFFICER	\$20.24	\$11,169.59	\$3,837.72
244	CORRECTIONS - MEDICAL/CLASSIF DANIEL	FORBES	J	CORRECTIONAL OFFICER	\$25.16	\$11,976.89	\$6,028.49
244	CORRECTIONS - MEDICAL/CLASSIF DANIEL	HORN	L	CORRECTIONAL OFFICER	\$17.75	\$2,175.04	\$4,496.85
244	CORRECTIONS - MEDICAL/CLASSIF DANIEL	JOSLIN	J	CORRECTIONAL OFFICER	\$19.36	\$1,037.47	\$6,121.32
244	CORRECTIONS - MEDICAL/CLASSIF DANIEL	QUINLAN	J	CORRECTIONAL SUPERVISOR 2	\$32.46	\$0.00	\$1,038.72
244	CORRECTIONS - MEDICAL/CLASSIF DANIEL	SCHROCK	E	CORRECTIONAL OFFICER	\$25.16	\$1,989.99	\$2,817.14
244	CORRECTIONS - MEDICAL/CLASSIF DANIEL	WARE	J	CORRECTIONAL OFFICER	\$20.24	\$10,183.73	\$1,679.78
244	CORRECTIONS - MEDICAL/CLASSIF DANNY	PETERS	J	REGISTERED NURSE	\$31.31	\$0.00	\$1,826.98
244	CORRECTIONS - MEDICAL/CLASSIF DARLA	MABE	J	CORRECTIONAL OFFICER	\$25.16	\$932.95	\$1,469.22
244	CORRECTIONS - MEDICAL/CLASSIF DARREN	RICKELS	W	SENIOR CORRECTIONAL OFFICER	\$27.66	\$1.26	\$4,342.94
244	CORRECTIONS - MEDICAL/CLASSIF DARREN	SWARTZENDRUBER	P	CORRECTIONAL OFFICER	\$25.16	\$10,394.92	\$2,702.28
244	CORRECTIONS - MEDICAL/CLASSIF DARYL	OLNEY	L	CORRECTIONAL OFFICER	\$25.16	\$23,177.08	\$2,403.87
244	CORRECTIONS - MEDICAL/CLASSIF DAVID	ELTON	B	CORRECTIONAL OFFICER	\$20.24	\$1,059.46	\$1,773.79
244	CORRECTIONS - MEDICAL/CLASSIF DAVID	FORBES	D	CORRECTIONAL OFFICER	\$20.24	\$46.38	\$10,500.90
244	CORRECTIONS - MEDICAL/CLASSIF DAVID	HIEDEMAN	A	CORRECTIONAL OFFICER	\$20.24	\$7,826.91	\$1,146.22
244	CORRECTIONS - MEDICAL/CLASSIF DAVID	SOUTHARD	B	ACTIVITIES SPECIALIST 2	\$23.96	\$6.11	\$0.00
244	CORRECTIONS - MEDICAL/CLASSIF DAVID	STERBA	J	CORRECTIONAL OFFICER	\$17.75	\$2,774.63	\$1,054.72
244	CORRECTIONS - MEDICAL/CLASSIF DAVID	VENG-PEDERSEN	P	CORRECTIONAL OFFICER	\$21.15	\$116.23	\$891.30

244	CORRECTIONS - MEDICAL/CLASSIF DEBORA	MURPHY	A	CORRECTIONAL OFFICER	\$25.16	\$2,843.94	\$1,509.57
244	CORRECTIONS - MEDICAL/CLASSIF DEBORAH	CHAPMAN	E	CORRECTIONAL FOOD SERVICE COOR	\$26.08	\$0.00	\$312.96
244	CORRECTIONS - MEDICAL/CLASSIF DEBORAH	SCHAAPVELD	A	CORRECTIONAL OFFICER	\$21.15	\$2,119.60	\$1,527.61
244	CORRECTIONS - MEDICAL/CLASSIF DEBORAH	TOWER	J	MEDICAL TECHNOLOGIST	\$27.11	\$0.00	\$119.56
244	CORRECTIONS - MEDICAL/CLASSIF DEBRA	BEINHART	S	REGISTERED NURSE	\$24.07	\$323.32	\$647.01
244	CORRECTIONS - MEDICAL/CLASSIF DEBRA	GARDNER PERSONS	K	CORRECTIONAL FOOD SERVICE COOR	\$26.34	\$0.39	\$1,887.12
244	CORRECTIONS - MEDICAL/CLASSIF DEBRA	GILE	S	CORRECTIONAL FOOD SERVICE COOR	\$21.36	\$0.00	\$1,618.15
244	CORRECTIONS - MEDICAL/CLASSIF DEBRA	YOUNG	A	REGISTERED NURSE	\$27.53	\$2,914.43	\$2,212.53
244	CORRECTIONS - MEDICAL/CLASSIF DELLA	COVINGTON	L	REGISTERED NURSE	\$27.51	\$4.00	\$1,641.57
244	CORRECTIONS - MEDICAL/CLASSIF DENISE	WILLS	L	CORRECTIONAL OFFICER	\$20.24	\$195.01	\$24,669.45
244	CORRECTIONS - MEDICAL/CLASSIF DENNIS	BUSH	J	CORRECTIONAL OFFICER	\$20.24	\$9,499.12	\$8,219.06
244	CORRECTIONS - MEDICAL/CLASSIF DENNIS	CULVER	W	CORRECTIONAL OFFICER	\$22.13	\$3,723.90	\$1,573.44
244	CORRECTIONS - MEDICAL/CLASSIF DENNIS	DEFORD	B	CORRECTIONAL OFFICER	\$20.24	\$305.38	\$946.08
244	CORRECTIONS - MEDICAL/CLASSIF DENNIS	HANSEN	L	CORRECTIONAL OFFICER	\$24.16	\$19,721.79	\$1,461.10
244	CORRECTIONS - MEDICAL/CLASSIF DENNIS	RICHARDSON	L	CORRECTIONAL OFFICER	\$22.13	\$5,573.75	\$4,847.50
244	CORRECTIONS - MEDICAL/CLASSIF DEON	BIXBY	A	SECRETARY 1	\$14.26	\$0.00	\$84.18
244	CORRECTIONS - MEDICAL/CLASSIF DEREK	RICKELS	A	CORRECTIONAL SUPERVISOR 2	\$32.46	\$0.00	\$1,298.40
244	CORRECTIONS - MEDICAL/CLASSIF DEREK	SUMMERS	C	STOREKEEPER 2	\$16.05	\$3.61	\$0.00
244	CORRECTIONS - MEDICAL/CLASSIF DERRICK	BYAL	C	CORRECTIONAL BLDG SVCS COORD	\$24.02	\$63.50	\$48.04
244	CORRECTIONS - MEDICAL/CLASSIF DEVIN	REUSCH	T	CORRECTIONAL OFFICER	\$25.10	\$503.01	\$2,200.83
244	CORRECTIONS - MEDICAL/CLASSIF DIANA	FITZSIMMONS	L	CORRECTIONAL OFFICER	\$21.15	\$0.00	\$4,589.18
244	CORRECTIONS - MEDICAL/CLASSIF DIANE	BETTS	J	REGISTERED NURSE	\$26.34	\$934.07	\$2,724.90
244	CORRECTIONS - MEDICAL/CLASSIF DIANE	HINGST	M	REGISTERED NURSE	\$25.04	\$2,900.42	\$3,675.56
244	CORRECTIONS - MEDICAL/CLASSIF DIRK	DEBRUYN	W	CORRECTIONAL SUPERVISOR 1	\$29.47	\$0.00	\$1,178.80
244	CORRECTIONS - MEDICAL/CLASSIF DON	PARKS	F	CORRECTIONAL OFFICER	\$20.24	\$2,306.34	\$5,999.90
244	CORRECTIONS - MEDICAL/CLASSIF DOREN	GERLING	J	CORRECTIONAL OFFICER	\$20.24	\$9,967.37	\$14,521.77
244	CORRECTIONS - MEDICAL/CLASSIF DOROTHY	BUSH	J	CORRECTIONAL OFFICER	\$25.16	\$15,091.35	\$9,506.14
244	CORRECTIONS - MEDICAL/CLASSIF DOROTHY	METZ		REGISTERED NURSE	\$27.51	\$12.90	\$2,283.84
244	CORRECTIONS - MEDICAL/CLASSIF DOUG	RUSSELL	L	CORRECTIONAL OFFICER	\$25.16	\$6,117.07	\$24,993.40
244	CORRECTIONS - MEDICAL/CLASSIF DOUGLAS	AUBRECHT	A	CORRECTIONAL FOOD SERVICE COOR	\$26.34	\$942.79	\$2,829.12
244	CORRECTIONS - MEDICAL/CLASSIF DOUGLAS	BISHOP	K	CORRECTIONAL OFFICER	\$25.16	\$336.80	\$5,076.00
244	CORRECTIONS - MEDICAL/CLASSIF DOUGLAS	KINKIN	R	CUSTODIAL WORKER	\$12.07	\$794.98	\$1,333.64
244	CORRECTIONS - MEDICAL/CLASSIF DOUGLAS	PETERS	L	CORRECTIONAL OFFICER	\$19.36	\$1,189.85	\$1,344.75
244	CORRECTIONS - MEDICAL/CLASSIF DOUGLAS	WARNOCK	J	CORRECTIONAL OFFICER	\$20.24	\$5,233.39	\$957.45

244	CORRECTIONS - MEDICAL/CLASSIF DUANE	BRENNEMAN	D	CORRECTIONAL OFFICER	\$20.24	\$525.35	\$2,146.39
244	CORRECTIONS - MEDICAL/CLASSIF DUSTIN	EIDE	L	CORRECTIONAL OFFICER	\$24.16	\$9,154.51	\$2,801.19
244	CORRECTIONS - MEDICAL/CLASSIF DWAYNE	PRULL	L	EXEC OFF 2	\$38.58	\$0.00	\$80.49
244	CORRECTIONS - MEDICAL/CLASSIF EDWARD	HEALEY	J	POWER PLANT ENGINEER 4	\$25.16	\$3,236.34	\$682.34
244	CORRECTIONS - MEDICAL/CLASSIF EILEEN	HENDERSON		NURSING UNIT COORDINATOR	\$17.00	\$1,050.00	\$607.92
244	CORRECTIONS - MEDICAL/CLASSIF ELDON	HOTZ	L	CORRECTIONAL OFFICER	\$25.16	\$10,898.11	\$3,860.20
244	CORRECTIONS - MEDICAL/CLASSIF ELIJAH	WADDELL	J	INFO TECH SUPPORT WORKER 2	\$14.91	\$143.69	\$0.00
244	CORRECTIONS - MEDICAL/CLASSIF EMMA	WELCHER	J	REGISTERED NURSE	\$28.56	\$318.15	\$3,285.81
244	CORRECTIONS - MEDICAL/CLASSIF ERIC	LECLERE	J	CORRECTIONAL OFFICER	\$17.56	\$755.64	\$521.36
244	CORRECTIONS - MEDICAL/CLASSIF ERIN	WRIGHT	A	CORRECTIONAL OFFICER	\$20.24	\$1,543.92	\$1,504.56
244	CORRECTIONS - MEDICAL/CLASSIF ERNEST	YARBROUGH	W	CORRECTIONAL OFFICER	\$21.15	\$1,118.94	\$39,092.76
244	CORRECTIONS - MEDICAL/CLASSIF ETHAN	DARROW	J	CORRECTIONAL OFFICER	\$18.35	\$21.31	\$220.20
244	CORRECTIONS - MEDICAL/CLASSIF ETHAN	KROEMER	P	CORRECTIONAL OFFICER	\$20.24	\$591.36	\$1,777.59
244	CORRECTIONS - MEDICAL/CLASSIF FRANCIS	KRIVANEK	J	CORRECTIONAL OFFICER	\$25.16	\$33,876.98	\$1,516.31
244	CORRECTIONS - MEDICAL/CLASSIF FRANK	AIDOO JR	A	CORRECTIONAL OFFICER	\$20.24	\$65.27	\$19,162.77
244	CORRECTIONS - MEDICAL/CLASSIF FRANKLIN	NOBLET	A	CORRECTIONAL FOOD SERVICE COOR	\$21.36	\$678.25	\$984.96
244	CORRECTIONS - MEDICAL/CLASSIF FRANKLIN	SELDEN	E	CORRECTIONAL OFFICER	\$25.16	\$316.86	\$2,791.80
244	CORRECTIONS - MEDICAL/CLASSIF GAIL	NIX	L	CORRECTIONAL OFFICER	\$25.16	\$1,946.89	\$1,811.48
244	CORRECTIONS - MEDICAL/CLASSIF GARY	JENSEN	L	CORRECTIONAL OFFICER	\$20.24	\$973.56	\$1,818.35
244	CORRECTIONS - MEDICAL/CLASSIF GARY	OBADAL	L	CORRECTIONAL OFFICER	\$25.16	\$6,556.43	\$755.58
244	CORRECTIONS - MEDICAL/CLASSIF GARY	POTTER	L	CORRECTIONAL OFFICER	\$25.16	\$2,563.31	\$4,324.58
244	CORRECTIONS - MEDICAL/CLASSIF GERALD	EHLTS	L	CORRECTIONAL OFFICER	\$25.16	\$0.00	\$1,891.26
244	CORRECTIONS - MEDICAL/CLASSIF GERALD	NEFF	C	CORRECTIONAL OFFICER	\$25.10	\$11,596.83	\$2,921.00
244	CORRECTIONS - MEDICAL/CLASSIF GINA	MAAS	M	REGISTERED NURSE	\$27.51	\$933.33	\$1,948.13
244	CORRECTIONS - MEDICAL/CLASSIF GLENN	STRABALA	W	CORRECTIONAL OFFICER	\$25.16	\$15,134.57	\$8,006.90
244	CORRECTIONS - MEDICAL/CLASSIF GRANT	BUXTON	STEVENS	PHARMACIST	\$43.99	\$584.63	\$0.00
244	CORRECTIONS - MEDICAL/CLASSIF GREGORY	NELSON	C	NURSING SERVICES DIRECTOR	\$42.71	\$0.00	\$341.68
244	CORRECTIONS - MEDICAL/CLASSIF GREGORY	STONE	G	SENIOR CORRECTIONAL OFFICER	\$21.26	\$2,456.54	\$1,461.98
244	CORRECTIONS - MEDICAL/CLASSIF GUY	VOSS	F	CORRECTIONAL OFFICER	\$19.36	\$1,059.02	\$1,821.85
244	CORRECTIONS - MEDICAL/CLASSIF HARBANS	DEOL	S	HEALTH SERVICES ADMINISTRATOR	\$122.29	\$0.00	\$978.32
244	CORRECTIONS - MEDICAL/CLASSIF HEATHER	SHORT	A	CORRECTIONAL OFFICER	\$19.36	\$907.35	\$2,034.22
244	CORRECTIONS - MEDICAL/CLASSIF HEIDI	ZYSK	S	SECRETARY 2	\$14.89	\$26.79	\$290.95
244	CORRECTIONS - MEDICAL/CLASSIF HELMUTH	IBURG	F	CORRECTIONAL FOOD SERVICE COOR	\$26.34	\$0.00	\$2,513.04
244	CORRECTIONS - MEDICAL/CLASSIF HOWARD	WHITE	R	CORRECTIONAL OFFICER	\$25.16	\$8,105.03	\$1,500.60

244	CORRECTIONS - MEDICAL/CLASSIF JACOB	EHLERS	M	CORRECTIONAL OFFICER	\$22.13	\$34.19	\$2,972.65
244	CORRECTIONS - MEDICAL/CLASSIF JACQUELINE	CLEMONS		LICENSED PRACTICAL NURSE	\$20.02	\$6,623.24	\$1,424.78
244	CORRECTIONS - MEDICAL/CLASSIF JAMES	ARMBRUSTER	J	CORRECTIONAL OFFICER	\$25.16	\$15,413.84	\$1,833.26
244	CORRECTIONS - MEDICAL/CLASSIF JAMES	HILLYER	F	CORRECTIONAL OFFICER	\$25.16	\$6,632.72	\$1,134.17
244	CORRECTIONS - MEDICAL/CLASSIF JAMES	LUCY	L	CORRECTIONAL OFFICER	\$25.16	\$0.00	\$1,813.99
244	CORRECTIONS - MEDICAL/CLASSIF JAMES	PATTON	R	POWER PLANT ENGINEER 4	\$25.16	\$2,510.93	\$2,404.10
244	CORRECTIONS - MEDICAL/CLASSIF JAMES	PAYTON	S	CORRECTIONAL OFFICER	\$25.16	\$15.10	\$3,120.97
244	CORRECTIONS - MEDICAL/CLASSIF JAMES	SULLIVAN	P	CORRECTIONAL OFFICER	\$20.24	\$22.56	\$3,234.91
244	CORRECTIONS - MEDICAL/CLASSIF JAMIE	MOORE	E	CORRECTIONAL OFFICER	\$21.15	\$159.72	\$2,030.79
244	CORRECTIONS - MEDICAL/CLASSIF JAMIE	RANDALL	M	LICENSED PRACTICAL NURSE	\$20.02	\$1,486.46	\$967.24
244	CORRECTIONS - MEDICAL/CLASSIF JAN	GWINN	M	CORRECTIONAL FOOD SERVICE COOR	\$26.34	\$946.70	\$2,257.50
244	CORRECTIONS - MEDICAL/CLASSIF JANET	BILLERBECK	A	CORRECTIONAL FOOD SERVICE COOR	\$26.34	\$0.00	\$5.27
244	CORRECTIONS - MEDICAL/CLASSIF JANET	HARDENBROOK-BUR E		CLERK-SPECIALIST	\$19.71	\$134.81	\$0.00
244	CORRECTIONS - MEDICAL/CLASSIF JANICE	HARNEY	D	CORRECTIONAL OFFICER	\$25.16	\$0.00	\$2,222.45
244	CORRECTIONS - MEDICAL/CLASSIF JARED	DOUGLAS	A	CORRECTIONAL OFFICER	\$23.07	\$17,756.79	\$9,485.74
244	CORRECTIONS - MEDICAL/CLASSIF JASON	CLASEN	P	CORRECTIONAL OFFICER	\$25.16	\$57.36	\$2,077.06
244	CORRECTIONS - MEDICAL/CLASSIF JASON	HOUSTON	A	CORRECTIONAL OFFICER	\$20.24	\$770.81	\$8,676.35
244	CORRECTIONS - MEDICAL/CLASSIF JASON	MOATS	D	CORRECTIONAL OFFICER	\$20.24	\$2,243.57	\$3,126.71
244	CORRECTIONS - MEDICAL/CLASSIF JEANNE	SYLVESTER	M	REGISTERED NURSE	\$27.53	\$179.40	\$312.96
244	CORRECTIONS - MEDICAL/CLASSIF JEFF	SIMONSEN	DEAN	CORRECTIONAL OFFICER	\$18.54	\$16,299.49	\$3,008.23
244	CORRECTIONS - MEDICAL/CLASSIF JEFFREY	HURLBUT	R	CORRECTIONAL OFFICER	\$20.24	\$983.96	\$1,188.96
244	CORRECTIONS - MEDICAL/CLASSIF JEFFREY	KRANZ	D	CORRECTIONAL OFFICER	\$20.24	\$10,047.96	\$4,594.53
244	CORRECTIONS - MEDICAL/CLASSIF JEFFREY	MCDOWELL	W	CORRECTIONAL OFFICER	\$25.16	\$9,054.92	\$1,544.69
244	CORRECTIONS - MEDICAL/CLASSIF JEFFREY	STIERLER	D	CORRECTIONAL OFFICER	\$25.16	\$19,913.68	\$2,702.28
244	CORRECTIONS - MEDICAL/CLASSIF JEFFREY	WALKER	S	CORRECTIONAL BLDG SVCS COORD	\$25.16	\$392.79	\$0.00
244	CORRECTIONS - MEDICAL/CLASSIF JENNIFER	LAING	L	CORRECTIONAL OFFICER	\$19.36	\$9,265.67	\$1,838.59
244	CORRECTIONS - MEDICAL/CLASSIF JENNIFER	MAINS	J	LICENSED PRACTICAL NURSE	\$20.02	\$0.00	\$2,551.05
244	CORRECTIONS - MEDICAL/CLASSIF JENNY	BALL	A	LICENSED PRACTICAL NURSE	\$20.02	\$891.62	\$718.32
244	CORRECTIONS - MEDICAL/CLASSIF JENNY	FITZGERALD	M	CORRECTIONAL COUNSELOR	\$24.15	\$7.25	\$0.00
244	CORRECTIONS - MEDICAL/CLASSIF JERA	SMUTNEY	J	CORRECTIONAL OFFICER	\$20.24	\$1,600.49	\$6,997.65
244	CORRECTIONS - MEDICAL/CLASSIF JEREMY	HRABAK	T	SENIOR CORRECTIONAL OFFICER	\$23.24	\$1,988.33	\$12,771.97
244	CORRECTIONS - MEDICAL/CLASSIF JESSICA	KOBER	L	CLERK-SPECIALIST	\$16.17	\$351.91	\$0.00
244	CORRECTIONS - MEDICAL/CLASSIF JETAUN	AIDOO	JOHNSON	CORRECTIONAL OFFICER	\$20.24	\$7,021.13	\$3,010.41
244	CORRECTIONS - MEDICAL/CLASSIF JILL	BREZINA	S	LICENSED PRACTICAL NURSE	\$20.02	\$127.74	\$2,325.56

244	CORRECTIONS - MEDICAL/CLASSIF JOANN	STROUD		ADMIN ASSISTANT 2	\$26.34	\$20.93	\$0.00
244	CORRECTIONS - MEDICAL/CLASSIF JOEL	HIZON	L	REGISTERED NURSE	\$23.64	\$1,050.07	\$1,218.01
244	CORRECTIONS - MEDICAL/CLASSIF JOEL	LOSS	M	CORRECTIONAL OFFICER	\$22.13	\$6,737.31	\$573.11
244	CORRECTIONS - MEDICAL/CLASSIF JOHN	DOUTHIT	ALLEN	CORRECTIONAL OFFICER	\$21.15	\$7,070.79	\$2,454.13
244	CORRECTIONS - MEDICAL/CLASSIF JOHN	EDEN	D	CORRECTIONAL OFFICER	\$19.37	\$109.02	\$5,176.79
244	CORRECTIONS - MEDICAL/CLASSIF JOHN	PHILLIPS	M	PHARMACIST	\$44.43	\$199.94	\$1,656.01
244	CORRECTIONS - MEDICAL/CLASSIF JOHN	POWERS	A	CORRECTIONAL OFFICER	\$20.24	\$193.84	\$4,544.94
244	CORRECTIONS - MEDICAL/CLASSIF JON	BARKALOW	L	CORRECTIONAL TRADES LEADER	\$25.16	\$1,324.97	\$75.48
244	CORRECTIONS - MEDICAL/CLASSIF JONATHAN	BURDT	P	CORRECTIONAL OFFICER	\$25.16	\$119.31	\$2,540.41
244	CORRECTIONS - MEDICAL/CLASSIF JONI	WELLS	K	EXEC OFF 2	\$36.61	\$37.26	\$302.22
244	CORRECTIONS - MEDICAL/CLASSIF JOSEFINA	HIZON	L	PHYSICIAN	\$111.35	\$0.00	\$890.80
244	CORRECTIONS - MEDICAL/CLASSIF JOSEPH	FORBES	S	CORRECTIONAL OFFICER	\$25.16	\$9.29	\$2,731.93
244	CORRECTIONS - MEDICAL/CLASSIF JOSEPH	HAMMONS	A	CORRECTIONAL OFFICER	\$25.11	\$37.67	\$12,552.62
244	CORRECTIONS - MEDICAL/CLASSIF JOSEPH	MONTGOMERY	T	CORRECTIONAL OFFICER	\$20.24	\$5,543.46	\$2,726.68
244	CORRECTIONS - MEDICAL/CLASSIF JOSEPH	MUNGAI	K	SOCIAL WORKER 3	\$20.63	\$431.68	\$390.80
244	CORRECTIONS - MEDICAL/CLASSIF JOSHUA	COLE	B	CORRECTIONAL OFFICER	\$24.16	\$13,361.22	\$2,037.36
244	CORRECTIONS - MEDICAL/CLASSIF JOSHUA	MILLER	A	CORRECTIONAL OFFICER	\$20.24	\$8,100.27	\$4,974.46
244	CORRECTIONS - MEDICAL/CLASSIF JOY	COOK	L	NURSING UNIT COORDINATOR	\$21.61	\$4.21	\$144.14
244	CORRECTIONS - MEDICAL/CLASSIF JOY	FIANCE	L	LICENSED PRACTICAL NURSE	\$20.02	\$712.07	\$3,162.83
244	CORRECTIONS - MEDICAL/CLASSIF JUANITA	BELLACH	A	LICENSED PRACTICAL NURSE	\$20.02	\$114.44	\$1,436.64
244	CORRECTIONS - MEDICAL/CLASSIF JUANITA	WHALEY	A	CORRECTIONAL OFFICER	\$24.91	\$0.00	\$35.37
244	CORRECTIONS - MEDICAL/CLASSIF JULIE	DAVIS	A	LICENSED PRACTICAL NURSE	\$22.25	\$103.63	\$1,821.60
244	CORRECTIONS - MEDICAL/CLASSIF JULIE	JARZYNSKA-PAPINEAU		PHARMACIST	\$44.43	\$299.90	\$2,437.45
244	CORRECTIONS - MEDICAL/CLASSIF JULIE	SCHROPP	A	REGISTERED NURSE	\$27.53	\$1,925.79	\$2,910.15
244	CORRECTIONS - MEDICAL/CLASSIF JUSTIN	COLE	C	CORRECTIONAL OFFICER	\$24.16	\$1,014.15	\$3,047.79
244	CORRECTIONS - MEDICAL/CLASSIF JUSTIN	GILBERT	S	CORRECTIONAL OFFICER	\$19.18	\$4.32	\$230.16
244	CORRECTIONS - MEDICAL/CLASSIF JUSTIN	KNOTTNERUS	J	CORRECTIONAL FOOD SERVICE COOR	\$20.44	\$428.08	\$2,016.25
244	CORRECTIONS - MEDICAL/CLASSIF JUSTIN	LEE	D	CORRECTIONAL OFFICER	\$19.36	\$213.91	\$2,872.22
244	CORRECTIONS - MEDICAL/CLASSIF JUSTIN	PARSONS	EARL	CORRECTIONAL OFFICER	\$17.75	\$2,492.67	\$1,057.95
244	CORRECTIONS - MEDICAL/CLASSIF KAREN	BERG	D.L.	CORRECTIONAL BLDG SVCS COORD	\$19.18	\$312.73	\$0.00
244	CORRECTIONS - MEDICAL/CLASSIF KATHERINE	OLIVER	A	LICENSED PRACTICAL NURSE	\$20.02	\$236.57	\$4,877.26
244	CORRECTIONS - MEDICAL/CLASSIF KATHLEEN	ESCHEN	L	CORRECTIONAL SUPERVISOR 1	\$29.47	\$0.00	\$1,178.80
244	CORRECTIONS - MEDICAL/CLASSIF KATIE	FOUBERT	J	NURSING UNIT COORDINATOR	\$17.77	\$421.21	\$830.40
244	CORRECTIONS - MEDICAL/CLASSIF KATIE	GIMBEL	N	PHYSICIAN ASSISTANT	\$37.71	\$0.00	\$903.22

244	CORRECTIONS - MEDICAL/CLASSIF KEITH	AHRENS	D	CORRECTIONAL OFFICER	\$22.13	\$6,815.25	\$1,598.29
244	CORRECTIONS - MEDICAL/CLASSIF KENNETH	BROWN	A	CORRECTIONAL OFFICER	\$25.16	\$2,047.13	\$907.99
244	CORRECTIONS - MEDICAL/CLASSIF KENNETH	DAVISON	R	CORRECTIONAL COUNSELOR	\$31.03	\$63.61	\$0.00
244	CORRECTIONS - MEDICAL/CLASSIF KENNETH	NEVIUS II	L	POWER PLANT ENGINEER 4	\$25.16	\$2,874.95	\$1,798.02
244	CORRECTIONS - MEDICAL/CLASSIF KERMIT	FORTH	C	CORRECTIONAL OFFICER	\$17.75	\$507.69	\$1,673.52
244	CORRECTIONS - MEDICAL/CLASSIF KERRIE	VANDEMARK	LYNN	LICENSED PRACTICAL NURSE	\$21.27	\$809.26	\$3,662.94
244	CORRECTIONS - MEDICAL/CLASSIF KEVIN	MCCARTY	C	CORRECTIONAL OFFICER	\$19.37	\$10.89	\$4,393.37
244	CORRECTIONS - MEDICAL/CLASSIF KEVIN	SHEPHERD	P	CORRECTIONAL BLDG SVCS COORD	\$25.16	\$0.00	\$2,710.03
244	CORRECTIONS - MEDICAL/CLASSIF KEVIN	WILSON	S	CORRECTIONAL OFFICER	\$20.24	\$12.49	\$6,143.36
244	CORRECTIONS - MEDICAL/CLASSIF KEVIN	ZIRKELBACH	D	CORRECTIONAL OFFICER	\$25.16	\$1,192.97	\$1,497.60
244	CORRECTIONS - MEDICAL/CLASSIF KIM	QUINN	M	REGISTERED NURSE	\$28.74	\$21,381.83	\$2,727.48
244	CORRECTIONS - MEDICAL/CLASSIF KIMBERLE	MCATEE	J	NURSING UNIT COORDINATOR	\$17.77	\$0.00	\$471.33
244	CORRECTIONS - MEDICAL/CLASSIF KIMBERLEE	CLARK	J	LICENSED PRACTICAL NURSE	\$22.25	\$459.35	\$534.00
244	CORRECTIONS - MEDICAL/CLASSIF KIMBERLY	CAY	L	NURSE SPECIALIST	\$31.43	\$384.19	\$0.00
244	CORRECTIONS - MEDICAL/CLASSIF KIMBERLY	JURACO	A	SOCIAL WORKER 3	\$22.52	\$30.18	\$342.99
244	CORRECTIONS - MEDICAL/CLASSIF KIMBERLY	MOYER	K	CORRECTIONAL OFFICER	\$25.16	\$2,847.49	\$1,811.58
244	CORRECTIONS - MEDICAL/CLASSIF KIMBERLY	NISSEN	K	SECRETARY 1	\$14.91	\$10.28	\$75.98
244	CORRECTIONS - MEDICAL/CLASSIF KIMBERLY	OLDRIDGE	K	RESPIRATORY THERAPY TECHNICIAN	\$25.16	\$26.27	\$264.25
244	CORRECTIONS - MEDICAL/CLASSIF KIMBERLY	RIOS-KELLEY	D	REGISTERED NURSE	\$25.22	\$865.51	\$1,667.97
244	CORRECTIONS - MEDICAL/CLASSIF KIRK	SHEPHERD	A	CORRECTIONAL OFFICER	\$25.16	\$125.68	\$2,098.44
244	CORRECTIONS - MEDICAL/CLASSIF KRISTEN	O'HARE	R	ACTIVITIES SPECIALIST 2	\$23.96	\$4.43	\$644.76
244	CORRECTIONS - MEDICAL/CLASSIF KRISTIAN	GEATER	J	ELECTRONICS TECHNICIAN	\$18.56	\$167.54	\$0.00
244	CORRECTIONS - MEDICAL/CLASSIF KRISTINA	GEORGE	B	CLINICAL DIETITIAN	\$22.73	\$0.00	\$2.73
244	CORRECTIONS - MEDICAL/CLASSIF KRISTINE	WONICK	A	PHARMACY TECHNICIAN	\$16.24	\$364.51	\$1,393.84
244	CORRECTIONS - MEDICAL/CLASSIF KYLE	PARKS	L	PHYSICIAN ASSISTANT	\$36.32	\$50.16	\$1,007.83
244	CORRECTIONS - MEDICAL/CLASSIF LARRY	HINGTGEN	J	CORRECTIONAL COUNSELOR	\$31.34	\$17.86	\$0.00
244	CORRECTIONS - MEDICAL/CLASSIF LARRY	NOSKA	L	CORRECTIONAL BLDG SVCS COORD	\$25.16	\$17.69	\$903.18
244	CORRECTIONS - MEDICAL/CLASSIF LARRY	WILLIAMS	M	CORRECTIONAL OFFICER	\$25.16	\$1,238.70	\$1,835.74
244	CORRECTIONS - MEDICAL/CLASSIF LASHAUN	LACY	C	CORRECTIONAL OFFICER	\$17.75	\$11,561.38	\$1,538.40
244	CORRECTIONS - MEDICAL/CLASSIF LAURA	BONTRAGER	L	CLERK-SPECIALIST	\$16.17	\$200.60	\$0.00
244	CORRECTIONS - MEDICAL/CLASSIF LAURA	SCHEFFERT	A	EXEC OFF 3	\$44.43	\$6.60	\$445.94
244	CORRECTIONS - MEDICAL/CLASSIF LAUREN	ZENISEK	D	PHYSICIAN ASSISTANT	\$34.54	\$365.58	\$7.53
244	CORRECTIONS - MEDICAL/CLASSIF LAURIE	HEBL	ANN	BUDGET ANALYST 2	\$22.03	\$62.19	\$405.84
244	CORRECTIONS - MEDICAL/CLASSIF LAWRENCE	JAY	J	CORRECTIONAL OFFICER	\$25.16	\$0.00	\$899.76

244	CORRECTIONS - MEDICAL/CLASSIF LEANN	DEVOS-TECHAU	S	REGISTERED NURSE	\$33.63	\$1,753.23	\$4,419.72
244	CORRECTIONS - MEDICAL/CLASSIF LEANNE	EICHINGER	M	PSYCHOLOGIST 3	\$37.02	\$4.76	\$2,752.10
244	CORRECTIONS - MEDICAL/CLASSIF LELAND	HUTCHISON SR	H	CORRECTIONAL OFFICER	\$25.11	\$1,897.00	\$1,201.43
244	CORRECTIONS - MEDICAL/CLASSIF LEWIS	VYROSTEK	G	SENIOR CORRECTIONAL OFFICER	\$27.66	\$4,814.73	\$989.28
244	CORRECTIONS - MEDICAL/CLASSIF LINDA	BEESON	R	MEDICAL TECHNOLOGIST	\$27.11	\$6.91	\$2,025.63
244	CORRECTIONS - MEDICAL/CLASSIF LORI	BRADY	A	CORRECTIONAL OFFICER	\$25.16	\$233.61	\$15,126.75
244	CORRECTIONS - MEDICAL/CLASSIF LUKE	ROBERTS	E	CORRECTIONAL OFFICER	\$20.24	\$563.32	\$8,645.80
244	CORRECTIONS - MEDICAL/CLASSIF LUKE	TSCHANTZ	N	CORRECTIONAL OFFICER	\$18.53	\$0.00	\$6,263.67
244	CORRECTIONS - MEDICAL/CLASSIF LYNETTE	LOVELL	K	REGISTERED NURSE	\$25.04	\$10.39	\$2,337.48
244	CORRECTIONS - MEDICAL/CLASSIF LYNETTIA	FELLING	A	REGISTERED NURSE	\$22.40	\$67.20	\$0.00
244	CORRECTIONS - MEDICAL/CLASSIF LYNN	KNIGHT	M	HR TECHNICAL ASST	\$18.22	\$892.87	\$2,868.56
244	CORRECTIONS - MEDICAL/CLASSIF LYNN	RHINEHART	J	CORRECTIONAL OFFICER	\$20.24	\$5,365.62	\$2,574.47
244	CORRECTIONS - MEDICAL/CLASSIF MALINDA	HANSEN	S	ACCOUNTING CLERK 2	\$19.01	\$0.00	\$2,353.18
244	CORRECTIONS - MEDICAL/CLASSIF MARC	EBY	J	INFO TECH SPECIALIST 4	\$38.58	\$409.92	\$0.00
244	CORRECTIONS - MEDICAL/CLASSIF MARCUS	JOHNSON JR	L	CORRECTIONAL OFFICER	\$20.24	\$255.90	\$6,190.84
244	CORRECTIONS - MEDICAL/CLASSIF MARCUS	PRESSLER	E	PHYSICIAN	\$111.35	\$0.00	\$668.10
244	CORRECTIONS - MEDICAL/CLASSIF MARGOT	BILANIN	L	EXEC OFF 3	\$44.43	\$211.04	\$1,919.94
244	CORRECTIONS - MEDICAL/CLASSIF MARIT	MELAND	N	PHYSICIAN ASSISTANT	\$34.59	\$27.10	\$442.13
244	CORRECTIONS - MEDICAL/CLASSIF MARK	ALLEN	R	INFO TECH SPECIALIST 4	\$38.58	\$0.00	\$62.32
244	CORRECTIONS - MEDICAL/CLASSIF MARK	BARRON	S	CORRECTIONAL OFFICER	\$20.24	\$35.20	\$970.74
244	CORRECTIONS - MEDICAL/CLASSIF MARK	FREITAGER	E	CORRECTIONAL SUPERVISOR 1	\$29.47	\$0.00	\$1,237.74
244	CORRECTIONS - MEDICAL/CLASSIF MARK	JACOBSEN	A	CORRECTIONAL OFFICER	\$25.16	\$5,721.27	\$1,994.76
244	CORRECTIONS - MEDICAL/CLASSIF MARK	KURTH	A	CORRECTIONAL OFFICER	\$25.16	\$15,251.84	\$2,997.61
244	CORRECTIONS - MEDICAL/CLASSIF MARK	LINDE	D	CORRECTIONAL OFFICER	\$20.24	\$0.00	\$3,660.00
244	CORRECTIONS - MEDICAL/CLASSIF MARK	MOSER	A	CORRECTIONAL OFFICER	\$25.16	\$11,266.23	\$3,689.65
244	CORRECTIONS - MEDICAL/CLASSIF MARTA	COLE	C	NURSE SUPERVISOR 1	\$28.13	\$0.00	\$1,687.80
244	CORRECTIONS - MEDICAL/CLASSIF MARTHA	MILLS	L	CORRECTIONAL BLDG SVCS COORD	\$25.16	\$2,389.22	\$1,799.52
244	CORRECTIONS - MEDICAL/CLASSIF MARTIN	HATHAWAY	R	CORRECTIONAL OFFICER	\$25.16	\$327.70	\$2,263.96
244	CORRECTIONS - MEDICAL/CLASSIF MARTIN	LAWRENCE	J	CORRECTIONAL OFFICER	\$22.83	\$14,093.45	\$2,255.26
244	CORRECTIONS - MEDICAL/CLASSIF MARTIN	RESSLER	J	CORRECTIONAL OFFICER	\$22.13	\$9,021.66	\$4,768.46
244	CORRECTIONS - MEDICAL/CLASSIF MARTY	MARTINSON	L	CORRECTIONAL OFFICER	\$25.16	\$717.16	\$953.79
244	CORRECTIONS - MEDICAL/CLASSIF MARY	BELL	L	HUMAN RESOURCES ASSOCIATE	\$25.57	\$55.23	\$5,848.88
244	CORRECTIONS - MEDICAL/CLASSIF MARY	HULME	A	CORRECTIONAL OFFICER	\$25.16	\$18,480.71	\$3,705.12
244	CORRECTIONS - MEDICAL/CLASSIF MATHEW	LOUVAR	W	CORRECTIONAL OFFICER	\$25.16	\$2,778.56	\$930.40

244	CORRECTIONS - MEDICAL/CLASSIF MATHEW	MANNING	B	CORRECTIONAL OFFICER	\$25.11	\$689.26	\$4,549.78
244	CORRECTIONS - MEDICAL/CLASSIF MATTHEW	CISMAR	L	CORRECTIONAL OFFICER	\$20.24	\$717.77	\$1,523.55
244	CORRECTIONS - MEDICAL/CLASSIF MATTHEW	FLUHARTY	R	CORRECTIONAL OFFICER	\$25.16	\$3,434.51	\$2,757.38
244	CORRECTIONS - MEDICAL/CLASSIF MATTHEW	HARGRAVE	W	CORRECTIONAL OFFICER	\$25.16	\$424.31	\$7,788.75
244	CORRECTIONS - MEDICAL/CLASSIF MATTHEW	LEHMKUHL	C	SENIOR CORRECTIONAL OFFICER	\$27.66	\$2,563.38	\$4,161.83
244	CORRECTIONS - MEDICAL/CLASSIF MATTHEW	POLHAMUS	W	CORRECTIONAL OFFICER	\$18.54	\$1,509.34	\$10,586.20
244	CORRECTIONS - MEDICAL/CLASSIF MATTHEW	VANTRUMP	T	CORRECTIONAL SUPERVISOR 1	\$29.47	\$0.00	\$235.76
244	CORRECTIONS - MEDICAL/CLASSIF MAURICE	BAILEY	A	CORRECTIONAL OFFICER	\$24.01	\$1,906.53	\$2,036.55
244	CORRECTIONS - MEDICAL/CLASSIF MAYRA	VAZQUEZ		CORRECTIONAL OFFICER	\$20.24	\$5,641.31	\$2,907.46
244	CORRECTIONS - MEDICAL/CLASSIF MEME	JAMBIBI	S	CUSTODIAL WORKER	\$12.65	\$476.65	\$753.39
244	CORRECTIONS - MEDICAL/CLASSIF MICHAEL	ANDREW		CORRECTIONAL OFFICER	\$25.16	\$4,871.44	\$1,207.65
244	CORRECTIONS - MEDICAL/CLASSIF MICHAEL	BOGS	T	CORRECTIONAL OFFICER	\$25.16	\$5,579.13	\$1,117.34
244	CORRECTIONS - MEDICAL/CLASSIF MICHAEL	BONER	D	CORRECTIONAL OFFICER	\$20.24	\$13,728.10	\$6,171.80
244	CORRECTIONS - MEDICAL/CLASSIF MICHAEL	CASE	W	CORRECTIONAL OFFICER	\$25.16	\$2,222.96	\$6,185.75
244	CORRECTIONS - MEDICAL/CLASSIF MICHAEL	DENNISTON	S	CORRECTIONAL OFFICER	\$25.16	\$6,568.35	\$3,753.22
244	CORRECTIONS - MEDICAL/CLASSIF MICHAEL	DOE	W	CORRECTIONAL OFFICER	\$20.24	\$2,730.31	\$1,858.17
244	CORRECTIONS - MEDICAL/CLASSIF MICHAEL	GESIE	E	CORRECTIONAL TRADES LEADER	\$25.16	\$0.00	\$3,521.67
244	CORRECTIONS - MEDICAL/CLASSIF MICHAEL	MCCORMICK	A	CORRECTIONAL OFFICER	\$25.16	\$11,720.27	\$17,319.55
244	CORRECTIONS - MEDICAL/CLASSIF MICHAEL	MILNER	M	CORRECTIONAL OFFICER	\$25.10	\$21.97	\$4,568.83
244	CORRECTIONS - MEDICAL/CLASSIF MICHAEL	TIMM	A	CORRECTIONAL TRADES LEADER	\$20.24	\$335.75	\$5,985.39
244	CORRECTIONS - MEDICAL/CLASSIF MICHELE	FITZHARRIS	G	CORRECTIONAL COUNSELOR	\$31.03	\$31.04	\$0.00
244	CORRECTIONS - MEDICAL/CLASSIF MICHELE	KEARNEY	LYNN	CORRECTIONAL OFFICER	\$17.74	\$3,345.01	\$2,053.10
244	CORRECTIONS - MEDICAL/CLASSIF MICHELLE	CHRISTENSEN	R	ADMIN ASSISTANT 2	\$22.19	\$5,546.61	\$473.45
244	CORRECTIONS - MEDICAL/CLASSIF MICHELLE	WINDERS	L	CORRECTIONAL COUNSELOR	\$31.34	\$4.69	\$0.00
244	CORRECTIONS - MEDICAL/CLASSIF MIKE	STRABALA	L	ELECTRONIC ENGINEER TECHNICIAN	\$31.96	\$81.50	\$6,948.40
244	CORRECTIONS - MEDICAL/CLASSIF MIKEAL	TOPE	D	CORRECTIONAL OFFICER	\$25.16	\$13,436.82	\$1,823.52
244	CORRECTIONS - MEDICAL/CLASSIF MISTY	LUCY	L	CORRECTIONAL OFFICER	\$24.16	\$78.90	\$3,033.21
244	CORRECTIONS - MEDICAL/CLASSIF NANCY	CRABTREE	L	CORRECTIONAL OFFICER	\$20.24	\$12,159.04	\$1,942.73
244	CORRECTIONS - MEDICAL/CLASSIF NATHAN	RANER	J	CORRECTIONAL OFFICER	\$22.13	\$1,154.43	\$12,888.24
244	CORRECTIONS - MEDICAL/CLASSIF NATHANIEL	ROSS	ROBERT	CORRECTIONAL OFFICER	\$17.74	\$3,607.56	\$1,578.17
244	CORRECTIONS - MEDICAL/CLASSIF NICHOLAS	FERIN	J	CORRECTIONAL OFFICER	\$20.24	\$755.39	\$4,119.06
244	CORRECTIONS - MEDICAL/CLASSIF NICHOLAS	POMMER	W	CORRECTIONAL OFFICER	\$20.24	\$5,367.40	\$4,600.04
244	CORRECTIONS - MEDICAL/CLASSIF NICKI	AIKMAN	J	LICENSED PRACTICAL NURSE	\$22.25	\$453.18	\$531.09
244	CORRECTIONS - MEDICAL/CLASSIF ORAL	WRIGHT	B	CORRECTIONAL OFFICER	\$22.13	\$6,543.66	\$17,606.75

244	CORRECTIONS - MEDICAL/CLASSIF PAMELA	ANNEN	S	CORRECTIONAL OFFICER	\$25.16	\$9,395.66	\$1,863.80
244	CORRECTIONS - MEDICAL/CLASSIF PAMELA	BENSON	J	CORRECTIONAL COUNSELOR	\$31.03	\$187.73	\$0.00
244	CORRECTIONS - MEDICAL/CLASSIF PAMELA	JESS	L	PHARMACY ASSISTANT	\$17.89	\$0.00	\$120.76
244	CORRECTIONS - MEDICAL/CLASSIF PAMELA	SMITH	D	NURSING UNIT COORDINATOR	\$17.77	\$355.86	\$1,579.03
244	CORRECTIONS - MEDICAL/CLASSIF PAMELA	YORK	S	NURSING UNIT COORDINATOR	\$17.77	\$409.03	\$1,633.84
244	CORRECTIONS - MEDICAL/CLASSIF PATRICK	GARRETT	R	CORRECTIONAL OFFICER	\$20.24	\$1,869.03	\$1,455.11
244	CORRECTIONS - MEDICAL/CLASSIF PATRICK	HINDMAN	D	CORRECTIONAL OFFICER	\$20.24	\$2,197.71	\$1,343.69
244	CORRECTIONS - MEDICAL/CLASSIF PATRICK	MAHONEY	K	CORRECTIONAL COUNSELOR	\$31.03	\$96.19	\$7.14
244	CORRECTIONS - MEDICAL/CLASSIF PAUL	SMITH	J	ACTIVITIES SPECIALIST 2	\$31.96	\$408.40	\$2,289.60
244	CORRECTIONS - MEDICAL/CLASSIF PAULINE	KETELSEN	M	REGISTERED NURSE	\$33.07	\$0.00	\$396.84
244	CORRECTIONS - MEDICAL/CLASSIF PAULLA	KINER	R	NURSING UNIT COORDINATOR	\$17.77	\$1,762.81	\$1,810.78
244	CORRECTIONS - MEDICAL/CLASSIF PETER	BROADSTON	J	CORRECTIONAL OFFICER	\$25.16	\$3,260.90	\$2,702.28
244	CORRECTIONS - MEDICAL/CLASSIF PHILLIP	BARNES	W	CORRECTIONAL TRADES LEADER	\$22.99	\$1,262.34	\$150.35
244	CORRECTIONS - MEDICAL/CLASSIF RACHEL	BEERWART	L	CORRECTIONAL OFFICER	\$20.24	\$1,266.39	\$1,961.58
244	CORRECTIONS - MEDICAL/CLASSIF RALPH	WASHINGTON		CORRECTIONAL OFFICER	\$25.16	\$36,913.43	\$2,336.88
244	CORRECTIONS - MEDICAL/CLASSIF RANDALL	GIBBS	G	CORRECTIONAL SECURITY DIRECTOR	\$41.12	\$0.00	\$328.96
244	CORRECTIONS - MEDICAL/CLASSIF RANDY	VINCENT	K	CORRECTIONAL OFFICER	\$25.16	\$56.03	\$3,322.01
244	CORRECTIONS - MEDICAL/CLASSIF RAYMOND	CRAIG	G	CORRECTIONAL COUNSELOR	\$31.34	\$0.62	\$997.92
244	CORRECTIONS - MEDICAL/CLASSIF REATHEL	JEUNE	D	CORRECTIONAL OFFICER	\$20.24	\$15,756.68	\$5,880.22
244	CORRECTIONS - MEDICAL/CLASSIF REBECCA	COLEMAN	S	LICENSED PRACTICAL NURSE	\$22.25	\$515.91	\$465.93
244	CORRECTIONS - MEDICAL/CLASSIF REBECCA	SCHNEIDER	A	CORRECTIONAL COUNSELOR	\$31.34	\$0.00	\$63.58
244	CORRECTIONS - MEDICAL/CLASSIF RENEE	GAUMER	L	REGISTERED NURSE	\$24.89	\$283.49	\$1,188.72
244	CORRECTIONS - MEDICAL/CLASSIF RENEE	SNEITZER		ADMIN LAW JUDGE 2	\$49.69	\$320.35	\$2,902.54
244	CORRECTIONS - MEDICAL/CLASSIF RHONDA	PHILLIPS	J	HR TECHNICAL ASST	\$21.19	\$9,015.82	\$1,900.32
244	CORRECTIONS - MEDICAL/CLASSIF RICHARD	CART	T	REGISTERED NURSE	\$23.64	\$4,174.16	\$2,688.92
244	CORRECTIONS - MEDICAL/CLASSIF RICHARD	CHRISTENSEN	M	CORRECTIONAL OFFICER	\$20.24	\$3,089.21	\$5,523.91
244	CORRECTIONS - MEDICAL/CLASSIF RICHARD	LUCHTENBURG	G	CORRECTIONAL OFFICER	\$25.16	\$7,312.43	\$298.92
244	CORRECTIONS - MEDICAL/CLASSIF RICHARD	NEWKIRK	W	CORRECTIONAL OFFICER	\$20.24	\$7,210.56	\$1,438.74
244	CORRECTIONS - MEDICAL/CLASSIF RICHARD	PANOSH JR	L	CORRECTIONAL OFFICER	\$22.13	\$4,105.47	\$1,048.76
244	CORRECTIONS - MEDICAL/CLASSIF RICHARD	SCHULTEJANS	J	CORRECTIONAL OFFICER	\$25.16	\$9,287.42	\$1,889.26
244	CORRECTIONS - MEDICAL/CLASSIF RICKEY	TREMMEL	L	CORRECTIONAL OFFICER	\$19.18	\$128.35	\$508.65
244	CORRECTIONS - MEDICAL/CLASSIF RICKY	SKOW	L	CORRECTIONAL OFFICER	\$19.36	\$2,183.32	\$2,538.35
244	CORRECTIONS - MEDICAL/CLASSIF RITA	EICHHORST		PHARMACY TECHNICIAN	\$18.12	\$0.00	\$1,883.57
244	CORRECTIONS - MEDICAL/CLASSIF RITA	HERZOG	A	NURSING UNIT COORDINATOR	\$17.77	\$6,920.04	\$1,849.43

244	CORRECTIONS - MEDICAL/CLASSIF ROBB	STARBUCK	A	CORRECTIONAL OFFICER	\$19.36	\$40.22	\$2,543.60
244	CORRECTIONS - MEDICAL/CLASSIF ROBERT	FULTZ JR	G	CORRECTIONAL OFFICER	\$19.37	\$418.36	\$969.72
244	CORRECTIONS - MEDICAL/CLASSIF ROBERT	STEWART	B	CORRECTIONAL OFFICER	\$20.24	\$20.99	\$1,576.03
244	CORRECTIONS - MEDICAL/CLASSIF ROBIN	MOULDS	M	SENIOR CORRECTIONAL OFFICER	\$27.66	\$419.46	\$2,083.64
244	CORRECTIONS - MEDICAL/CLASSIF ROBIN	ROCKWELL-DENNIS	A	REGISTERED NURSE	\$24.96	\$0.00	\$524.16
244	CORRECTIONS - MEDICAL/CLASSIF ROBIN	WILLIAMS	M	NURSING UNIT COORDINATOR	\$17.77	\$828.99	\$1,234.32
244	CORRECTIONS - MEDICAL/CLASSIF RONALD	HILLS	K	CORRECTIONAL SUPERVISOR 2	\$32.46	\$0.00	\$1,558.08
244	CORRECTIONS - MEDICAL/CLASSIF RONALD	JOHNSON	D	CORRECTIONAL COUNSELOR	\$31.03	\$0.00	\$248.24
244	CORRECTIONS - MEDICAL/CLASSIF ROSS	BOWMAN	D	CORRECTIONAL OFFICER	\$20.24	\$7.50	\$8,492.77
244	CORRECTIONS - MEDICAL/CLASSIF RUSSELL	VANDER POL	L	LICENSED PRACTICAL NURSE	\$20.02	\$632.38	\$1,829.39
244	CORRECTIONS - MEDICAL/CLASSIF RYAN	BROUSSARD	J	CORRECTIONAL OFFICER	\$22.13	\$17,121.91	\$1,767.99
244	CORRECTIONS - MEDICAL/CLASSIF RYAN	OTT	D	CORRECTIONAL OFFICER	\$17.74	\$3,529.56	\$1,468.00
244	CORRECTIONS - MEDICAL/CLASSIF RYNE	TOPE	M	CORRECTIONAL OFFICER	\$20.24	\$8,715.37	\$1,930.98
244	CORRECTIONS - MEDICAL/CLASSIF SANDRA	BRIGGS	K	TRAINING SPECIALIST 1	\$29.47	\$328.00	\$353.64
244	CORRECTIONS - MEDICAL/CLASSIF SARA	KENTNER	D	CORRECTIONAL OFFICER	\$20.24	\$2,558.36	\$1,944.81
244	CORRECTIONS - MEDICAL/CLASSIF SARAH	BEGEY	E	LICENSED PRACTICAL NURSE	\$20.02	\$0.00	\$720.72
244	CORRECTIONS - MEDICAL/CLASSIF SARAH	BLANCHARD	L	CORRECTIONAL OFFICER	\$20.24	\$3,034.28	\$1,679.64
244	CORRECTIONS - MEDICAL/CLASSIF SARAH	RESSLER	J	PURCHASING ASSISTANT	\$16.17	\$62.91	\$0.00
244	CORRECTIONS - MEDICAL/CLASSIF SCOTT	BENESH	E	CORRECTIONAL OFFICER	\$22.13	\$4,162.69	\$3,745.05
244	CORRECTIONS - MEDICAL/CLASSIF SCOTT	EARLS	ANDREW	CORRECTIONAL OFFICER	\$17.75	\$712.03	\$2,841.36
244	CORRECTIONS - MEDICAL/CLASSIF SCOTT	ESCHEN	D	TREATMENT SERVICES DIRECTOR	\$35.74	\$0.00	\$285.92
244	CORRECTIONS - MEDICAL/CLASSIF SCOTT	FISHER	J	CORRECTIONAL OFFICER	\$25.16	\$2,908.68	\$1,198.68
244	CORRECTIONS - MEDICAL/CLASSIF SCOTT	KELLY	R	CORRECTIONAL SUPERVISOR 1	\$29.47	\$0.00	\$235.76
244	CORRECTIONS - MEDICAL/CLASSIF SCOTT	OHRT	A	CORRECTIONAL OFFICER	\$17.74	\$3,449.80	\$1,896.33
244	CORRECTIONS - MEDICAL/CLASSIF SCOTT	PEARSON	A	CORRECTIONAL OFFICER	\$20.24	\$2,565.34	\$2,181.48
244	CORRECTIONS - MEDICAL/CLASSIF SEAN	CLARK	C	CORRECTIONAL OFFICER	\$18.54	\$58.15	\$4,934.31
244	CORRECTIONS - MEDICAL/CLASSIF SHANE	WOODS	K	SENIOR CORRECTIONAL OFFICER	\$27.66	\$23,945.18	\$2,661.46
244	CORRECTIONS - MEDICAL/CLASSIF SHASHONA	BRANDON	S	LICENSED PRACTICAL NURSE	\$21.27	\$73.87	\$244.20
244	CORRECTIONS - MEDICAL/CLASSIF SHIRLEY	BEHRENS	J	INFO TECH SUPPORT WORKER 2	\$18.37	\$0.00	\$59.67
244	CORRECTIONS - MEDICAL/CLASSIF STACY	MCMATH	M	REGISTERED NURSE	\$23.64	\$1,313.05	\$1,272.42
244	CORRECTIONS - MEDICAL/CLASSIF STEFANIE	TURNER	D	NURSING UNIT COORDINATOR	\$17.77	\$2,557.91	\$1,237.35
244	CORRECTIONS - MEDICAL/CLASSIF STEPHANIE	KASSEL	A	ACTIVITIES SPECIALIST 2	\$31.96	\$6.23	\$3,438.18
244	CORRECTIONS - MEDICAL/CLASSIF STEPHANY	COLEMAN	A	REGISTERED NURSE	\$23.64	\$2,004.60	\$7,021.34
244	CORRECTIONS - MEDICAL/CLASSIF STEPHEN	TAKES	J	CORRECTIONAL OFFICER	\$25.16	\$17,507.62	\$1,212.95

244	CORRECTIONS - MEDICAL/CLASSIF	STERLING	BRONEMANN	J	CORRECTIONAL OFFICER	\$20.24	\$5,441.40	\$6,436.49
244	CORRECTIONS - MEDICAL/CLASSIF	STEVEN	BICKFORD	R	ELECTRONIC ENGINEER TECHNICIAN	\$27.60	\$135.38	\$772.96
244	CORRECTIONS - MEDICAL/CLASSIF	STEVEN	BURNS	L	CORRECTIONAL OFFICER	\$20.24	\$35.18	\$6,982.48
244	CORRECTIONS - MEDICAL/CLASSIF	STEVEN	JAMBIBI		CUSTODIAL WORKER	\$12.65	\$420.86	\$1,045.11
244	CORRECTIONS - MEDICAL/CLASSIF	STEVEN	KOFFRON	J	CORRECTIONAL OFFICER	\$25.16	\$2,571.98	\$907.24
244	CORRECTIONS - MEDICAL/CLASSIF	STEVEN	NICHOLS	L	POWER PLANT ENGINEER 4	\$25.16	\$6,142.07	\$2,257.63
244	CORRECTIONS - MEDICAL/CLASSIF	STEVEN	PHILLIPS	W	CORRECTIONAL OFFICER	\$25.16	\$26,844.30	\$1,966.04
244	CORRECTIONS - MEDICAL/CLASSIF	SUSAN	ARMENTROUT-CLAR	R	SECRETARY 2	\$16.84	\$0.00	\$7.41
244	CORRECTIONS - MEDICAL/CLASSIF	SUSAN	CARUTHERS	ANNA	CORRECTIONAL OFFICER	\$17.74	\$1,418.07	\$1,441.45
244	CORRECTIONS - MEDICAL/CLASSIF	SUSAN	FAITH	E	REGISTERED NURSE	\$26.34	\$0.00	\$2,562.06
244	CORRECTIONS - MEDICAL/CLASSIF	SUSAN	GAVIN	E	CORRECTIONAL OFFICER	\$25.16	\$8,645.59	\$2,740.19
244	CORRECTIONS - MEDICAL/CLASSIF	SUSAN	SAKULIN	M	REGISTERED NURSE	\$27.51	\$2,731.93	\$3,492.88
244	CORRECTIONS - MEDICAL/CLASSIF	SUSAN	SWESTKA	M	NURSING UNIT COORDINATOR	\$17.77	\$1,087.15	\$1,649.52
244	CORRECTIONS - MEDICAL/CLASSIF	TAMMI	JONES	L	LICENSED PRACTICAL NURSE	\$19.82	\$0.00	\$447.14
244	CORRECTIONS - MEDICAL/CLASSIF	TAMMI	SMITH	M	NURSING UNIT COORDINATOR	\$17.77	\$34.88	\$784.20
244	CORRECTIONS - MEDICAL/CLASSIF	TAMMY	KUHN	M	NURSING UNIT COORDINATOR	\$16.83	\$8.84	\$0.00
244	CORRECTIONS - MEDICAL/CLASSIF	TERESA	HECK	M	CORRECTIONAL OFFICER	\$24.16	\$12,585.87	\$5,612.12
244	CORRECTIONS - MEDICAL/CLASSIF	TERESA	ROBERTS	J	CORRECTIONAL OFFICER	\$19.37	\$4,080.81	\$3,924.38
244	CORRECTIONS - MEDICAL/CLASSIF	TERESA	WILLIAMS	K	CLERK-SPECIALIST	\$19.91	\$3.84	\$122.73
244	CORRECTIONS - MEDICAL/CLASSIF	TERESIAH	MWANGI	N	REGISTERED NURSE	\$25.04	\$3,398.52	\$11,219.59
244	CORRECTIONS - MEDICAL/CLASSIF	TERI	HARRISON	L	CLERK-SPECIALIST	\$15.35	\$0.00	\$152.73
244	CORRECTIONS - MEDICAL/CLASSIF	TERRENCE	STAMMEYER	A	CORRECTIONAL OFFICER	\$25.16	\$1,371.86	\$6,496.45
244	CORRECTIONS - MEDICAL/CLASSIF	TERRY	ZMOLEK	S	CORRECTIONAL OFFICER	\$25.16	\$67.37	\$1,198.57
244	CORRECTIONS - MEDICAL/CLASSIF	THADDEUS	FORD	H	CORRECTIONAL OFFICER	\$20.24	\$540.39	\$3,857.50
244	CORRECTIONS - MEDICAL/CLASSIF	THEODORE	FORD	H	CORRECTIONAL OFFICER	\$25.16	\$3,203.24	\$3,084.90
244	CORRECTIONS - MEDICAL/CLASSIF	THOMAS	ARRAS	D	CORRECTIONAL COUNSELOR	\$31.03	\$0.00	\$683.28
244	CORRECTIONS - MEDICAL/CLASSIF	THOMAS	BRADFIELD JR.		CORRECTIONAL OFFICER	\$25.16	\$12,834.61	\$5,327.64
244	CORRECTIONS - MEDICAL/CLASSIF	THOMAS	ESKELSEN	D	PHARMACY TECHNICIAN	\$15.50	\$232.50	\$354.64
244	CORRECTIONS - MEDICAL/CLASSIF	THOMAS	KRIVANEK	J	CORRECTIONAL OFFICER	\$25.16	\$1,597.69	\$1,829.90
244	CORRECTIONS - MEDICAL/CLASSIF	THOMAS	STOLLER	L	CORRECTIONAL SUPERVISOR 1	\$29.33	\$0.00	\$1,789.13
244	CORRECTIONS - MEDICAL/CLASSIF	TIM	WILGENBUSCH	F	CORRECTIONAL OFFICER	\$25.16	\$935.88	\$12,871.89
244	CORRECTIONS - MEDICAL/CLASSIF	TIMOTHY	DOYLE	DANIEL	NURSE PRACTITIONER	\$34.54	\$51.37	\$392.64
244	CORRECTIONS - MEDICAL/CLASSIF	TIMOTHY	ESTRADA	P	CORRECTIONAL OFFICER	\$21.15	\$1,362.68	\$1,340.00
244	CORRECTIONS - MEDICAL/CLASSIF	TIMOTHY	GORDON	A	POWER PLANT ENGINEER 4	\$25.16	\$1,209.47	\$0.00

244	CORRECTIONS - MEDICAL/CLASSIF	TIMOTHY HELMICK	D	CORRECTIONAL OFFICER	\$25.16	\$3,260.82	\$7,113.42
244	CORRECTIONS - MEDICAL/CLASSIF	TIMOTHY MILLER	E	CORRECTIONAL OFFICER	\$25.16	\$5,761.78	\$10,699.36
244	CORRECTIONS - MEDICAL/CLASSIF	TIMOTHY MINCKS	E	CORRECTIONAL OFFICER	\$22.13	\$872.28	\$1,588.06
244	CORRECTIONS - MEDICAL/CLASSIF	TIMOTHY TYLEE	A	CORRECTIONAL OFFICER	\$25.16	\$2,057.16	\$2,764.11
244	CORRECTIONS - MEDICAL/CLASSIF	TODD CROSS	A	CORRECTIONAL OFFICER	\$25.16	\$4.91	\$2,686.70
244	CORRECTIONS - MEDICAL/CLASSIF	TODD NATH	A	CORRECTIONAL OFFICER	\$20.24	\$3,357.45	\$1,652.21
244	CORRECTIONS - MEDICAL/CLASSIF	TODD PEARSON	A	CORRECTIONAL OFFICER	\$17.74	\$2,120.03	\$1,029.19
244	CORRECTIONS - MEDICAL/CLASSIF	TONY VILLHAUER	L	CORRECTIONAL BLDG SVCS COORD	\$19.18	\$6.62	\$0.00
244	CORRECTIONS - MEDICAL/CLASSIF	TRACEY DELANEY	A	SECRETARY 1	\$15.57	\$20.50	\$165.94
244	CORRECTIONS - MEDICAL/CLASSIF	TRACY HILL	J	DENTAL HYGIENIST	\$27.66	\$0.00	\$248.94
244	CORRECTIONS - MEDICAL/CLASSIF	TRACY MENNENGA	L	LICENSED PRACTICAL NURSE	\$20.02	\$3,273.40	\$2,388.60
244	CORRECTIONS - MEDICAL/CLASSIF	TRENTON WENSEL	K	SENIOR CORRECTIONAL OFFICER	\$27.39	\$14.38	\$4,351.45
244	CORRECTIONS - MEDICAL/CLASSIF	TROY DELSING	J	CORRECTIONAL OFFICER	\$20.24	\$1,076.35	\$9,184.31
244	CORRECTIONS - MEDICAL/CLASSIF	VALERIE HAMMES	J	REGISTERED NURSE	\$26.34	\$621.28	\$2,130.26
244	CORRECTIONS - MEDICAL/CLASSIF	VALERIE SPELTZ	D	CUSTODIAL WORKER	\$13.22	\$366.84	\$612.61
244	CORRECTIONS - MEDICAL/CLASSIF	VERNON DILLON	L	SENIOR CORRECTIONAL OFFICER	\$27.66	\$29,751.56	\$1,320.37
244	CORRECTIONS - MEDICAL/CLASSIF	VIRGINIA HAAN	L	CORRECTIONAL OFFICER	\$25.10	\$3,975.81	\$2,508.30
244	CORRECTIONS - MEDICAL/CLASSIF	WENDY BARBARIS	J	REGISTERED NURSE	\$23.41	\$0.00	\$421.38
244	CORRECTIONS - MEDICAL/CLASSIF	WENDY ROBBINS	A	CORRECTIONAL OFFICER	\$25.16	\$11,340.65	\$1,522.08
244	CORRECTIONS - MEDICAL/CLASSIF	WESLEY STRICKLER	T	CORRECTIONAL OFFICER	\$20.24	\$10,638.93	\$2,727.52
244	CORRECTIONS - MEDICAL/CLASSIF	WILLIAM CROWLEY	S	CORRECTIONAL OFFICER	\$25.16	\$4.91	\$9,701.35
244	CORRECTIONS - MEDICAL/CLASSIF	WILLIAM DUWA	T	CORRECTIONAL OFFICER	\$20.24	\$0.00	\$832.66
244	CORRECTIONS - MEDICAL/CLASSIF	WILLIAM HARNEY	J	CORRECTIONAL FOOD SERVICE COOR	\$26.34	\$0.00	\$2,513.04
244	CORRECTIONS - MEDICAL/CLASSIF	WILLIAM JACOBSON	A	ACTIVITIES SPECIALIST 2	\$31.96	\$1,241.90	\$0.00
244	CORRECTIONS - MEDICAL/CLASSIF	WILLIAM MATTALIANO	R	CORRECTIONAL OFFICER	\$25.16	\$8,749.87	\$2,742.96
244	CORRECTIONS - MEDICAL/CLASSIF	WILLIAM MELTON	H	CORRECTIONAL OFFICER	\$25.16	\$15,827.88	\$3,470.84
244	CORRECTIONS - MEDICAL/CLASSIF	WILLIAM YOHE	T	PHARMACIST	\$44.43	\$659.27	\$5.78
244	CORRECTIONS - MEDICAL/CLASSIF	YEN QUACH	K	NURSING UNIT COORDINATOR	\$17.00	\$1,731.38	\$4,093.34
244	CORRECTIONS - MEDICAL/CLASSIF	ZACHARY BUEHLER	C	CORRECTIONAL OFFICER	\$20.24	\$953.31	\$2,904.61
244	CORRECTIONS - MEDICAL/CLASSIF	ZACHARY CORNWELL	T	CORRECTIONAL OFFICER	\$21.15	\$300.53	\$2,111.25
244	CORRECTIONS - MEDICAL/CLASSIF	ZACHARY RIGDON	N	CORRECTIONAL OFFICER	\$20.24	\$1,418.11	\$4,677.23
244	CORRECTIONS - MEDICAL/CLASSIF	ZACHARY TENNISON	S	CORRECTIONAL OFFICER	\$16.98	\$1,083.54	\$0.00
244	CORRECTIONS - MEDICAL/CLASSIF	ZANE CRAIG	S	CORRECTIONAL OFFICER	\$21.15	\$8,293.20	\$3,524.60
245	CORRECTIONS - CORRECTIONAL	R ALAN MCDONELL	F	CORRECTIONAL OFFICER	\$25.16	\$301.33	\$2,348.17

245	CORRECTIONS - CORRECTIONAL R AMANDA	OLSEM	J	CORRECTIONAL OFFICER	\$18.53	\$1,426.75	\$1,777.90
245	CORRECTIONS - CORRECTIONAL R AMY	ALTER	J	NURSING UNIT COORDINATOR	\$17.77	\$1,478.96	\$1,722.76
245	CORRECTIONS - CORRECTIONAL R AMY	SCOTT-RINGLER	L	CORRECTIONAL OFFICER	\$24.91	\$342.25	\$924.66
245	CORRECTIONS - CORRECTIONAL R ANDREA	BROBST	L	REGISTERED NURSE	\$23.64	\$329.03	\$542.88
245	CORRECTIONS - CORRECTIONAL R ANGIE	MCNEILL	M	TYPIST-ADVANCED	\$15.50	\$5.45	\$16.27
245	CORRECTIONS - CORRECTIONAL R ANNETTE	MAYFIELD	M	NURSING UNIT COORDINATOR	\$21.83	\$2,261.76	\$1,829.66
245	CORRECTIONS - CORRECTIONAL R ASHLEY	HOLMES	M	CORRECTIONAL OFFICER	\$20.24	\$1,112.27	\$5,327.93
245	CORRECTIONS - CORRECTIONAL R ASHLEY	SWANK	ANN	CORRECTIONAL FOOD SERVICE COOR	\$17.92	\$224.96	\$1,542.35
245	CORRECTIONS - CORRECTIONAL R AUDIA	RAMOS	M	CORRECTIONAL OFFICER	\$17.74	\$1,036.15	\$1,453.80
245	CORRECTIONS - CORRECTIONAL R BARRY	MUILENBURG	J	CORRECTIONAL OFFICER	\$25.16	\$1,237.83	\$1,835.70
245	CORRECTIONS - CORRECTIONAL R BARRY	WISEMAN	J	CORRECTIONAL OFFICER	\$24.16	\$1,744.30	\$2,510.69
245	CORRECTIONS - CORRECTIONAL R BEVERLY	KIRCHNER	A	SENIOR CORRECTIONAL OFFICER	\$27.66	\$3,697.54	\$1,484.02
245	CORRECTIONS - CORRECTIONAL R BRAD	MITCHELL	A	CORRECTIONAL FOOD SERVICE COOR	\$26.34	\$324.20	\$1,831.08
245	CORRECTIONS - CORRECTIONAL R BRADLEY	HEMSLEY	S	CORRECTIONAL OFFICER	\$25.16	\$2,238.01	\$2,460.75
245	CORRECTIONS - CORRECTIONAL R BRADLEY	SHIPLEY	L	ACTIVITIES SPECIALIST 2	\$31.96	\$38.50	\$1,531.51
245	CORRECTIONS - CORRECTIONAL R BRENDA	EDMUNDS	J	SENIOR CORRECTIONAL OFFICER	\$27.66	\$2,695.77	\$2,544.20
245	CORRECTIONS - CORRECTIONAL R BRENT	BRUHN	L	CORRECTIONAL OFFICER	\$25.16	\$2,582.25	\$2,152.84
245	CORRECTIONS - CORRECTIONAL R BRIAN	KING	H	CORRECTIONAL OFFICER	\$22.13	\$1,826.01	\$1,665.15
245	CORRECTIONS - CORRECTIONAL R BRIAN	TERRY	K	CORRECTIONAL OFFICER	\$25.16	\$436.36	\$1,228.80
245	CORRECTIONS - CORRECTIONAL R BRIAN	VERHEUL	L	CORRECTIONAL OFFICER	\$25.16	\$1,796.24	\$3,008.26
245	CORRECTIONS - CORRECTIONAL R BRUCE	DUFF	A	SENIOR CORRECTIONAL OFFICER	\$27.39	\$8.22	\$0.00
245	CORRECTIONS - CORRECTIONAL R BRUCE	MAACH	E.	CORRECTIONAL OFFICER	\$24.16	\$589.16	\$2,545.47
245	CORRECTIONS - CORRECTIONAL R BRUCE	MCBRIDE	J	CORRECTIONAL OFFICER	\$25.16	\$2,054.67	\$2,133.99
245	CORRECTIONS - CORRECTIONAL R CALVIN	BRINK	J	CORRECTIONAL OFFICER	\$25.16	\$2,026.05	\$2,175.59
245	CORRECTIONS - CORRECTIONAL R CHAD	HOLMES	E	CORRECTIONAL OFFICER	\$22.13	\$575.33	\$3,400.00
245	CORRECTIONS - CORRECTIONAL R CHAD	KESTNER	N	CORRECTIONAL FOOD SERVICE COOR	\$26.34	\$217.16	\$2,520.37
245	CORRECTIONS - CORRECTIONAL R CHAD	MADDISON	J	CORRECTIONAL OFFICER	\$25.16	\$1,353.72	\$1,522.86
245	CORRECTIONS - CORRECTIONAL R CHRISTINA	ARELLANES	M	CORRECTIONAL OFFICER	\$17.75	\$1,155.83	\$2,604.14
245	CORRECTIONS - CORRECTIONAL R CHRISTINA	WALTERS	L	CORRECTIONAL OFFICER	\$20.24	\$2,021.29	\$1,239.87
245	CORRECTIONS - CORRECTIONAL R CHRISTINE	HUFFAKER	T	CORRECTIONAL OFFICER	\$21.15	\$494.23	\$1,641.38
245	CORRECTIONS - CORRECTIONAL R CHRISTOPHER	CLEMMONS	S	CORRECTIONAL OFFICER	\$25.11	\$1,932.47	\$2,422.45
245	CORRECTIONS - CORRECTIONAL R CHRISTOPHER	MCNULTY	RAYMOND	CORRECTIONAL OFFICER	\$16.98	\$661.70	\$827.06
245	CORRECTIONS - CORRECTIONAL R CHRISTOPHER	STANLEY	W	CORRECTIONAL OFFICER	\$25.16	\$1,646.41	\$1,761.75
245	CORRECTIONS - CORRECTIONAL R CHRISTOPHER	TALBOTT	A	CORRECTIONAL OFFICER	\$22.13	\$2,255.58	\$912.01

245	CORRECTIONS - CORRECTIONAL R CHRISTOPHER	WHALEN	JAMES	CORRECTIONAL OFFICER	\$17.74	\$868.27	\$1,347.03
245	CORRECTIONS - CORRECTIONAL R CHRISTOPHER	WOOD	A.	CORRECTIONAL OFFICER	\$25.16	\$12,684.11	\$2,746.88
245	CORRECTIONS - CORRECTIONAL R CLAUDIA	ATKINSON	A	CORRECTIONAL COUNSELOR	\$31.03	\$50.27	\$3.41
245	CORRECTIONS - CORRECTIONAL R CLINTON	HENRY	R	CORRECTIONAL OFFICER	\$20.24	\$1,165.52	\$1,570.34
245	CORRECTIONS - CORRECTIONAL R COREY	HALFHILL	F	CORRECTIONAL OFFICER	\$17.74	\$3,190.23	\$1,036.96
245	CORRECTIONS - CORRECTIONAL R CRAIG	ANDREW	F	CORRECTIONAL OFFICER	\$25.16	\$2,211.40	\$1,517.86
245	CORRECTIONS - CORRECTIONAL R CRAIG	SCHUTT	H	CORRECTIONAL BLDG SVCS COORD	\$25.16	\$0.00	\$603.84
245	CORRECTIONS - CORRECTIONAL R CRAIG	SMITH	B	CORRECTIONAL FOOD SERVICE COOR	\$26.34	\$630.63	\$1,897.13
245	CORRECTIONS - CORRECTIONAL R DALE	HIGGINS JR	R	CORRECTIONAL OFFICER	\$22.13	\$664.86	\$2,601.37
245	CORRECTIONS - CORRECTIONAL R DANIEL	SODA	A	CORRECTIONAL OFFICER	\$22.13	\$3,914.76	\$1,672.43
245	CORRECTIONS - CORRECTIONAL R DANIELLE	MALAISE	D	PSYCHOLOGIST 2	\$30.48	\$0.00	\$217.02
245	CORRECTIONS - CORRECTIONAL R DAVID	GOELLNITZ	A	CORRECTIONAL OFFICER	\$25.16	\$3,743.79	\$2,414.63
245	CORRECTIONS - CORRECTIONAL R DAVID	HENDERSON	A	CORRECTIONAL COUNSELOR	\$30.72	\$0.00	\$40.51
245	CORRECTIONS - CORRECTIONAL R DAVID	HOBBS	R	CHAPLAIN	\$20.67	\$1.03	\$102.73
245	CORRECTIONS - CORRECTIONAL R DAVID	TONEY	E	CORRECTIONAL OFFICER	\$25.16	\$2,740.88	\$3,014.49
245	CORRECTIONS - CORRECTIONAL R DAWN	BROJI	M	REGISTERED NURSE	\$25.04	\$2,037.19	\$1,160.16
245	CORRECTIONS - CORRECTIONAL R DEAN	PATTERSON	A	CORRECTIONAL OFFICER	\$20.24	\$1,045.01	\$1,670.09
245	CORRECTIONS - CORRECTIONAL R DEAN	SMITH	E	CORRECTIONAL OFFICER	\$25.16	\$182.72	\$2,768.58
245	CORRECTIONS - CORRECTIONAL R DEEANN	DAVIDSON	M	CORRECTIONAL OFFICER	\$22.21	\$149.81	\$300.60
245	CORRECTIONS - CORRECTIONAL R DENIELL	WOLFE	E	CORRECTIONAL OFFICER	\$20.04	\$1,217.55	\$492.38
245	CORRECTIONS - CORRECTIONAL R DENNIS	LAWRENCE	E	CORRECTIONAL OFFICER	\$22.89	\$146.84	\$280.86
245	CORRECTIONS - CORRECTIONAL R DIXIE	MCGEE-CARKHUFF	A	REGISTERED NURSE	\$34.90	\$5,097.57	\$3,268.86
245	CORRECTIONS - CORRECTIONAL R DONALD	CAVINESS	G	CORRECTIONAL OFFICER	\$22.13	\$2,126.18	\$1,361.07
245	CORRECTIONS - CORRECTIONAL R DONALD	MORRIS	N	CORRECTIONAL TRADES LEADER	\$25.16	\$0.00	\$645.42
245	CORRECTIONS - CORRECTIONAL R DONALD	PORTER JR	E	CORRECTIONAL FOOD SERVICE COOR	\$25.48	\$55.44	\$3,481.95
245	CORRECTIONS - CORRECTIONAL R DOUGLAS	TALSMA	S	ACTIVITIES SPECIALIST 2	\$31.96	\$0.00	\$1,906.08
245	CORRECTIONS - CORRECTIONAL R DOUGLAS	ULREY	K	ELECTRICIAN	\$21.99	\$841.05	\$0.00
245	CORRECTIONS - CORRECTIONAL R DUANE	JESS	A	CORRECTIONAL OFFICER	\$20.24	\$5,680.92	\$2,347.15
245	CORRECTIONS - CORRECTIONAL R EDMUND	JONES	L	CORRECTIONAL OFFICER	\$25.16	\$5,661.94	\$7,940.22
245	CORRECTIONS - CORRECTIONAL R EDWARD	WILES	R	CORRECTIONAL OFFICER	\$22.13	\$1,302.25	\$1,968.16
245	CORRECTIONS - CORRECTIONAL R EDWIN	DEAN	B	CORRECTIONAL OFFICER	\$25.16	\$1,488.18	\$1,266.74
245	CORRECTIONS - CORRECTIONAL R EMILIE	HALBERSTADT	S	CORRECTIONAL FOOD SERVICE COOR	\$20.44	\$130.86	\$973.92
245	CORRECTIONS - CORRECTIONAL R ERIC	BRUXVOORT	J	CORRECTIONAL OFFICER	\$25.16	\$391.17	\$3,283.83
245	CORRECTIONS - CORRECTIONAL R ERIC	WALLER	J	SENIOR CORRECTIONAL OFFICER	\$27.66	\$1,583.64	\$2,957.43

245	CORRECTIONS - CORRECTIONAL R FRANK	GRUVER	R	INFO TECH SPECIALIST 4	\$29.75	\$0.00	\$160.49
245	CORRECTIONS - CORRECTIONAL R GARY	BUCK	L	CORRECTIONAL OFFICER	\$25.16	\$3,077.44	\$1,863.01
245	CORRECTIONS - CORRECTIONAL R GERALD	JONES	E	CORRECTIONAL OFFICER	\$25.16	\$671.81	\$1,522.61
245	CORRECTIONS - CORRECTIONAL R GERALD	KINGERY	E	STOREKEEPER 3	\$18.54	\$6.95	\$0.00
245	CORRECTIONS - CORRECTIONAL R GREG	LOCKWOOD	A	CORRECTIONAL OFFICER	\$25.16	\$1,971.24	\$909.52
245	CORRECTIONS - CORRECTIONAL R GREGORY	BRACY	L	CORRECTIONAL OFFICER	\$25.16	\$781.50	\$919.78
245	CORRECTIONS - CORRECTIONAL R GREGORY	HOLMES	A	CORRECTIONAL OFFICER	\$25.16	\$1,830.19	\$1,838.30
245	CORRECTIONS - CORRECTIONAL R GUY	GILREATH	J	CORRECTIONAL OFFICER	\$24.91	\$0.00	\$373.65
245	CORRECTIONS - CORRECTIONAL R ISMAEL	ORTIZ	M	CORRECTIONAL OFFICER	\$16.81	\$13.01	\$0.00
245	CORRECTIONS - CORRECTIONAL R JACK	HOLDER	D	CORRECTIONAL OFFICER	\$25.16	\$253.45	\$3,085.08
245	CORRECTIONS - CORRECTIONAL R JACQUELINE	SHAFFER	C	CORRECTIONAL OFFICER	\$25.10	\$1,285.28	\$2,421.27
245	CORRECTIONS - CORRECTIONAL R JAMES	DAVIS	D	CORRECTIONAL COUNSELOR	\$31.03	\$2.17	\$48.41
245	CORRECTIONS - CORRECTIONAL R JAMES	REEVES	PAUL	CORRECTIONAL OFFICER	\$17.74	\$341.86	\$2,333.82
245	CORRECTIONS - CORRECTIONAL R JAMES	WATSON	P	CORRECTIONAL COUNSELOR	\$29.68	\$0.00	\$8.01
245	CORRECTIONS - CORRECTIONAL R JASON	STEWART	EDWARD	CORRECTIONAL OFFICER	\$17.74	\$1,576.31	\$1,048.91
245	CORRECTIONS - CORRECTIONAL R JEFF	BARKER	H	CORRECTIONAL OFFICER	\$25.16	\$1,212.68	\$1,536.63
245	CORRECTIONS - CORRECTIONAL R JEFFREY	BAKER	D	CORRECTIONAL OFFICER	\$25.16	\$5,157.23	\$2,228.66
245	CORRECTIONS - CORRECTIONAL R JEFFREY	JONES	GEROLD	CORRECTIONAL OFFICER	\$17.74	\$1,410.07	\$932.83
245	CORRECTIONS - CORRECTIONAL R JEFFREY	LIEROW	D	CORRECTIONAL OFFICER	\$25.16	\$291.03	\$2,184.89
245	CORRECTIONS - CORRECTIONAL R JEFFREY	LOVE	J	CORRECTIONAL OFFICER	\$25.16	\$6,830.29	\$3,059.01
245	CORRECTIONS - CORRECTIONAL R JEFFREY	MCKIBBEN	A	POWER PLANT ENGINEER 4	\$21.04	\$944.30	\$759.12
245	CORRECTIONS - CORRECTIONAL R JEFFREY	POHL	S	REGISTERED NURSE	\$32.28	\$3,523.58	\$3,096.92
245	CORRECTIONS - CORRECTIONAL R JENNIFER	BELL	M	CORRECTIONAL OFFICER	\$17.74	\$1,933.63	\$1,153.05
245	CORRECTIONS - CORRECTIONAL R JENNIFER	LEDVINA	LEE	NURSING UNIT COORDINATOR	\$16.32	\$217.62	\$195.84
245	CORRECTIONS - CORRECTIONAL R JERED	BRATLAND	L	CORRECTIONAL OFFICER	\$22.13	\$1,729.95	\$1,596.56
245	CORRECTIONS - CORRECTIONAL R JEREMY	FAIRCLOTH	M	CORRECTIONAL OFFICER	\$25.16	\$1,407.02	\$611.04
245	CORRECTIONS - CORRECTIONAL R JERI	RINK	L	CORRECTIONAL OFFICER	\$21.15	\$1,806.83	\$2,164.42
245	CORRECTIONS - CORRECTIONAL R JERRY	MANNING		SENIOR CORRECTIONAL OFFICER	\$27.66	\$2,767.55	\$0.00
245	CORRECTIONS - CORRECTIONAL R JERRY	MCKIM	V	CORRECTIONAL OFFICER	\$21.15	\$0.00	\$1,829.25
245	CORRECTIONS - CORRECTIONAL R JESSICA	FISHER	J	CORRECTIONAL OFFICER	\$21.15	\$2,124.82	\$1,269.39
245	CORRECTIONS - CORRECTIONAL R JESSICA	PIERCE	A	CORRECTIONAL COUNSELOR	\$24.67	\$0.00	\$360.90
245	CORRECTIONS - CORRECTIONAL R JESSICA	WEISS	E	REGISTERED NURSE	\$24.70	\$232.40	\$2,015.39
245	CORRECTIONS - CORRECTIONAL R JIMMY	EDWARDS JR	W	SENIOR CORRECTIONAL OFFICER	\$27.66	\$26,793.53	\$1,694.26
245	CORRECTIONS - CORRECTIONAL R JIMMY	FILSON	D	CORRECTIONAL OFFICER	\$25.16	\$1,282.47	\$1,834.50

245	CORRECTIONS - CORRECTIONAL R JODI	HARSHA	A	SECRETARY 2	\$18.02	\$7.30	\$149.21
245	CORRECTIONS - CORRECTIONAL R JOEY	KAPAYOU	J	CORRECTIONAL OFFICER	\$25.16	\$2,113.87	\$1,877.00
245	CORRECTIONS - CORRECTIONAL R JOHN	GUTHRIE	W	CORRECTIONAL OFFICER	\$25.16	\$7,960.41	\$2,108.88
245	CORRECTIONS - CORRECTIONAL R JOHN	HUTCHINS	K	CORRECTIONAL OFFICER	\$25.16	\$1,510.55	\$1,530.86
245	CORRECTIONS - CORRECTIONAL R JOHN	KASNER	M	CORRECTIONAL OFFICER	\$25.16	\$9,544.35	\$2,073.56
245	CORRECTIONS - CORRECTIONAL R JOHN	MCKINLEY	A	CORRECTIONAL OFFICER	\$25.16	\$3,877.47	\$6,525.72
245	CORRECTIONS - CORRECTIONAL R JOHN	NANKIVELL	R	CORRECTIONAL TRADES LEADER	\$25.16	\$442.14	\$455.90
245	CORRECTIONS - CORRECTIONAL R JOHN	RATCLIFF	Q	CORRECTIONAL OFFICER	\$24.16	\$5,943.99	\$871.96
245	CORRECTIONS - CORRECTIONAL R JOHN	SANCHEZ	M	CORRECTIONAL OFFICER	\$17.75	\$1,182.21	\$1,364.74
245	CORRECTIONS - CORRECTIONAL R JOHN	SIMS	V	SENIOR CORRECTIONAL OFFICER	\$27.39	\$26.71	\$0.00
245	CORRECTIONS - CORRECTIONAL R JOHN	WILLIAMS	W	CORRECTIONAL FOOD SERVICE COOR	\$22.32	\$22.22	\$1,063.44
245	CORRECTIONS - CORRECTIONAL R JON	BARKALOW	L	CORRECTIONAL TRADES LEADER	\$24.91	\$151.33	\$0.00
245	CORRECTIONS - CORRECTIONAL R JOSEPH	ANDREWS	D	CORRECTIONAL OFFICER	\$18.53	\$802.55	\$2,520.54
245	CORRECTIONS - CORRECTIONAL R JOSEPH	HALBERSTADT	E	CORRECTIONAL OFFICER	\$20.24	\$494.90	\$4,193.32
245	CORRECTIONS - CORRECTIONAL R JOSEPH	HOLT	A	ELECTRONIC ENGINEER TECHNICIAN	\$31.96	\$21.40	\$0.00
245	CORRECTIONS - CORRECTIONAL R JOSEPH	KENT	L	CORRECTIONAL COUNSELOR	\$31.34	\$0.00	\$7.80
245	CORRECTIONS - CORRECTIONAL R JOSEPH	MAYHEW	W	CORRECTIONAL OFFICER	\$19.36	\$1,022.54	\$2,547.37
245	CORRECTIONS - CORRECTIONAL R JOSEPH	MCNAMARA	P	CORRECTIONAL BLDG SVCS COORD	\$25.16	\$77.82	\$0.00
245	CORRECTIONS - CORRECTIONAL R JUSTIN	KAMPMAN	E	CORRECTIONAL OFFICER	\$25.16	\$1,296.22	\$1,222.39
245	CORRECTIONS - CORRECTIONAL R JUSTIN	RINGLER	J	CORRECTIONAL SUPERVISOR 2	\$32.46	\$0.00	\$1,558.08
245	CORRECTIONS - CORRECTIONAL R KAY	KLEINSCHRODT	L	LICENSED PRACTICAL NURSE	\$20.02	\$492.56	\$2,161.45
245	CORRECTIONS - CORRECTIONAL R KELBY	BROWN	T	CORRECTIONAL OFFICER	\$18.35	\$30.70	\$0.00
245	CORRECTIONS - CORRECTIONAL R KELLY	WILSON	O	CORRECTIONAL OFFICER	\$16.81	\$423.55	\$206.09
245	CORRECTIONS - CORRECTIONAL R KENDALL	SALTS	S	CORRECTIONAL OFFICER	\$20.24	\$4,691.54	\$1,473.31
245	CORRECTIONS - CORRECTIONAL R KENDRA	MILLS	A	CORRECTIONAL OFFICER	\$25.16	\$6,955.02	\$2,274.85
245	CORRECTIONS - CORRECTIONAL R KENNETH	UNTRAUER	MARK	CORRECTIONAL TRADES LEADER	\$25.16	\$690.50	\$0.00
245	CORRECTIONS - CORRECTIONAL R KERI	LAMBERSON	S	CORRECTIONAL OFFICER	\$18.53	\$2,454.80	\$1,829.33
245	CORRECTIONS - CORRECTIONAL R KIM	DOSTAL	M	CORRECTIONAL OFFICER	\$21.15	\$4,552.36	\$1,263.59
245	CORRECTIONS - CORRECTIONAL R KIMBERLEY	SMITH	K	CORRECTIONAL OFFICER	\$25.16	\$1,093.43	\$2,432.88
245	CORRECTIONS - CORRECTIONAL R KIMBERLY	FRYMOYER	M	CORRECTIONAL FOOD SERVICE COOR	\$26.34	\$0.00	\$2,178.35
245	CORRECTIONS - CORRECTIONAL R KIMBERLY	RICHARDSON	S	CORRECTIONAL OFFICER	\$25.16	\$2,107.90	\$1,868.64
245	CORRECTIONS - CORRECTIONAL R KINDRA	STEVENSON	D	CORRECTIONAL OFFICER	\$25.16	\$1,562.06	\$2,750.37
245	CORRECTIONS - CORRECTIONAL R KIRT	CLAYBERG	J	CORRECTIONAL OFFICER	\$25.16	\$1,919.11	\$932.28
245	CORRECTIONS - CORRECTIONAL R KORY	FUERSTENBERG	M	CORRECTIONAL OFFICER	\$22.13	\$2,489.72	\$1,223.36

245	CORRECTIONS - CORRECTIONAL R KRISTIAN	ANDERSON	E	ADMIN LAW JUDGE 2	\$50.66	\$3,373.85	\$643.35
245	CORRECTIONS - CORRECTIONAL R KRISTOFOR	SUIT	N	CORRECTIONAL OFFICER	\$20.04	\$29.30	\$0.00
245	CORRECTIONS - CORRECTIONAL R LARRY	DHONDT	L	CORRECTIONAL OFFICER	\$22.13	\$920.74	\$1,485.70
245	CORRECTIONS - CORRECTIONAL R LARRY	FREED	L	CORRECTIONAL OFFICER	\$26.42	\$16.07	\$18.86
245	CORRECTIONS - CORRECTIONAL R LEE	SPAUR	A	CORRECTIONAL OFFICER	\$22.13	\$1,251.32	\$1,556.26
245	CORRECTIONS - CORRECTIONAL R LINDSEY	BURKE-HOWELL	R	CORRECTIONAL OFFICER	\$23.08	\$739.36	\$3,277.82
245	CORRECTIONS - CORRECTIONAL R LISA	NELSON	M	CORRECTIONAL COUNSELOR	\$23.34	\$0.00	\$4.20
245	CORRECTIONS - CORRECTIONAL R LONNIE	VANMANEN	E	CORRECTIONAL OFFICER	\$25.16	\$462.39	\$3,053.80
245	CORRECTIONS - CORRECTIONAL R LORETTA	WHITLOW	L	CORRECTIONAL SUPERVISOR 2	\$32.46	\$0.00	\$1,428.24
245	CORRECTIONS - CORRECTIONAL R LORI	WALLER	L	CORRECTIONAL OFFICER	\$21.15	\$315.27	\$2,483.44
245	CORRECTIONS - CORRECTIONAL R MARIA	MEYER	L	CORRECTIONAL OFFICER	\$20.24	\$513.73	\$2,040.47
245	CORRECTIONS - CORRECTIONAL R MARIE	OAKLEY	A	CORRECTIONAL FOOD SERVICE COOR	\$26.34	\$457.70	\$1,254.96
245	CORRECTIONS - CORRECTIONAL R MARK	BAUGH	A	CORRECTIONAL OFFICER	\$25.16	\$1,491.47	\$1,219.92
245	CORRECTIONS - CORRECTIONAL R MARK	ELLIOTT	H	CORRECTIONAL OFFICER	\$25.16	\$253.24	\$928.32
245	CORRECTIONS - CORRECTIONAL R MARK	FISER	A	CORRECTIONAL OFFICER	\$25.16	\$2,636.26	\$1,800.66
245	CORRECTIONS - CORRECTIONAL R MARK	HARRISON	J	CORRECTIONAL OFFICER	\$25.16	\$520.93	\$2,720.07
245	CORRECTIONS - CORRECTIONAL R MARK	OAKLEY	C	POWER PLANT ENGINEER 4	\$25.16	\$216.47	\$1,198.68
245	CORRECTIONS - CORRECTIONAL R MARK	SHAFFER	K	CORRECTIONAL OFFICER	\$20.24	\$819.10	\$1,198.96
245	CORRECTIONS - CORRECTIONAL R MARTY	MARSH	M	PSYCHOLOGIST 2	\$35.09	\$53.00	\$652.25
245	CORRECTIONS - CORRECTIONAL R MARVIN	THURMOND	W	CORRECTIONAL OFFICER	\$25.16	\$24,638.21	\$2,130.52
245	CORRECTIONS - CORRECTIONAL R MARY	HERRINGTON	R	LICENSED PRACTICAL NURSE	\$22.27	\$5,358.05	\$2,285.40
245	CORRECTIONS - CORRECTIONAL R MATHEW	MCCUDDIN	ALLEN	CORRECTIONAL OFFICER	\$17.74	\$830.20	\$826.33
245	CORRECTIONS - CORRECTIONAL R MATT	SPAUR	W	CORRECTIONAL OFFICER	\$22.13	\$1,521.53	\$1,857.57
245	CORRECTIONS - CORRECTIONAL R MATTHEW	ADAMS	T	CORRECTIONAL OFFICER	\$20.24	\$1,270.15	\$1,890.93
245	CORRECTIONS - CORRECTIONAL R MATTHEW	HARGER	J	CORRECTIONAL OFFICER	\$20.24	\$2,664.53	\$1,413.20
245	CORRECTIONS - CORRECTIONAL R MATTHEW	TRAVIS	D	CORRECTIONAL OFFICER	\$25.16	\$5,469.94	\$1,853.87
245	CORRECTIONS - CORRECTIONAL R MATTHEW	VANDERWERF	A	CORRECTIONAL OFFICER	\$25.16	\$2,313.49	\$1,521.63
245	CORRECTIONS - CORRECTIONAL R MATTHEW	YOUNGKIN	K	CORRECTIONAL OFFICER	\$22.13	\$555.13	\$2,790.00
245	CORRECTIONS - CORRECTIONAL R MICHAEL	AKERS	D	CORRECTIONAL OFFICER	\$18.53	\$699.40	\$2,272.56
245	CORRECTIONS - CORRECTIONAL R MICHAEL	BLOMME	R	CORRECTIONAL SUPERVISOR 2	\$32.46	\$0.00	\$779.04
245	CORRECTIONS - CORRECTIONAL R MICHAEL	BRADLEY	L	CORRECTIONAL OFFICER	\$25.16	\$13,303.60	\$2,648.58
245	CORRECTIONS - CORRECTIONAL R MICHAEL	BRANDT	F	SENIOR CORRECTIONAL OFFICER	\$27.66	\$3,810.22	\$2,405.93
245	CORRECTIONS - CORRECTIONAL R MICHAEL	CARNEY	E	CORRECTIONAL TRADES LEADER	\$25.16	\$854.74	\$0.00
245	CORRECTIONS - CORRECTIONAL R MICHAEL	CROWNOVER	J	CORRECTIONAL OFFICER	\$21.15	\$4,073.57	\$3,441.00



From: Clayworth, Jason <jclaywor@desmoine.gannett.com>
Sent: Tuesday, October 02, 2012 4:40 PM
To: Hunter, Caleb [DAS]
Subject: Overtime request
Attachments: Overtime and Comptime Earned Report1 - FY2009.xlsx

Hi Caleb,

Two years ago we wrote some articles on the state's overtime and we'd like to update that information/story.

Can you please provide the overtime and comp-time costs of each state employee for each of the past two fiscal years? (Fy 2011 and Fy 2012)

I'm attaching the file DAS provided us for the FY 2009 as an example of what information we collected. If you can please duplicate that format for 2011 and 2012 that would be greatly appreciated.

Please call or e-mail with questions.

Sincerely,
Jason Clayworth

Jason Clayworth, writer
The Des Moines Register
jclayworth@dmreg.com
C: 515-699-7058
Twitter: JasonClayworth

From: Boeyink, Jeffrey [IGOV]
Sent: Tuesday, October 23, 2012 11:10 AM
To: Rich, Terry [ILOT]
Cc: Findley, Brenna [IGOV]
Subject: FW: Online Gaming: Senate Draft Text
Attachments: Reid-Kyl Poker Bill (leaked 2012 draft) 101812.pdf

FYI

Jeffrey Boeyink
Chief of Staff
Office of the Governor
State Capitol
Des Moines, IA 50319
515.725.3535

From: Jeffrey Boeyink [<mailto:jboeyink34@gmail.com>]
Sent: Tuesday, October 23, 2012 11:10 AM
To: Lynn McRoberts; Boeyink, Jeffrey [IGOV]
Subject: Fwd: Online Gaming: Senate Draft Text

----- Forwarded message -----

From: Marie Sanderson <msanderson@rgppc.org>
Date: Tue, Oct 23, 2012 at 11:00 AM
Subject: Online Gaming: Senate Draft Text
To: Marie Sanderson <msanderson@rgppc.org>

All- some of you might find this useful. Attached is a draft version of the Reid-Kyl bill which has been discussed on some of our RGPPC calls. According to NGA, Sec. 113 expressly preempts state regulatory authority over online gaming except for OTB horse wagering and online poker. To reiterate, RGPPC has not taken a position on this legislation.

Thanks,
Marie

Marie Thomas Sanderson

Policy Director

Republican Governors Association (RGA)

MSanderson@rga.org

Republican Governors Public Policy Committee (RGPPC)

MSanderson@rgppc.org

Office [\(202\) 464- 8556](tel:(202)464-8556)

Cell [\(601\) 946-4529](tel:(601)946-4529)

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Jeffrey Boeyink
3308 Poplar Dr. SW
Bondurant, IA 50035
563.260.1913

Title: To prohibit Internet gambling, to regulate online poker, to provide consumer protections, and for other purposes.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,

SECTION 1. SHORT TITLE; TABLE OF CONTENTS.

(a) Short Title.—This Act may be cited as the “Internet Gambling Prohibition, Poker Consumer Protection, and Strengthening UIGEA Act of 2012”.

(b) Table of Contents.—The table of contents for this Act is as follows:

Sec.1.Short title; table of contents.

TITLE I—INTERNET GAMBLING PROHIBITION AND ONLINE POKER CONSUMER PROTECTION

Sec.101.Findings and sense of Congress.

Sec.102.Definitions.

Sec.103.Prohibition on operation of Internet gambling facilities.

Sec.104.Office of Online Poker Oversight.

Sec.105.Qualified bodies.

Sec.106.Establishment of licensing program only for online poker.

Sec.107.Compulsive gaming, responsible gaming, and self-exclusion program requirements.

Sec.108.Prohibition on use of licenses in certain States and Indian lands.

Sec.109.Prohibition on bets or wagers on sporting events and games other than online poker.

Sec.110.Public Internet gambling and online poker parlors prohibited.

Sec.111.Safe harbor.

Sec.112.Cheating and other fraud.

Sec.113.Construction and relation to other law.

Sec.114.Orderly transition.

Sec.115.Annual reports.

Sec.116.Effective date.

TITLE II—ENFORCEMENT UNDER TITLES 18 AND 31, UNITED STATES CODE

Sec.201.Financial service providers.

Sec.202.Amendments relating to illegal gambling businesses.

Sec.203.Further amendments to subchapter IV of chapter 53 of title 31, United States Code.

Sec.204.Bettor forfeiture.

Sec.205.Regulations.

Sec.206.Conforming amendment.

TITLE III—ONLINE POKER REVENUE PROVISIONS

Sec.301.Amendment of 1986 Code.

Sec.302.Online poker activity fee; licensee information reporting.

Sec.303.Withholding from certain online poker winnings.

Sec.304.Withholding of tax on nonresident aliens.

Sec.305.Provisions for State and tribal tax.

Sec.306.Foreign licensees subject to United States Federal income tax.

Sec.307.No excise tax on online poker wagering.

TITLE IV—OTHER MATTERS

Sec.401.Limitation on expansion to games other than poker.

Sec.402.State and tribal support for public awareness, research, and treatment programs for problem and pathological gambling.

Sec.403.Resolution of international dispute over Internet gambling.

Sec.404.Severability.

TITLE I—INTERNET GAMBLING PROHIBITION AND ONLINE POKER CONSUMER PROTECTION

SEC. 101. FINDINGS AND SENSE OF CONGRESS.

(a) Findings.—Congress makes the following findings:

(1) Since the development of the Internet, online sites offering Internet gambling have raised consumer protection and enforcement concerns for Federal and State governments as such online sites are often run by unknown operators located in many different countries, subject to little or no oversight, and have sought to attract customers from the United States.

(2) Subchapter IV of chapter 53 of title 31, United States Code, which was added by the enactment of the Unlawful Internet Gambling Enforcement Act of 2006 (title VIII of Public Law 109–347; 120 Stat. 1952), makes it a Federal crime for gambling businesses to knowingly accept most forms of payment in connection with the participation of another

person in unlawful Internet gambling. Since the enactment of the Unlawful Internet Gambling Enforcement Act of 2006, such subchapter IV has helped aid enforcement efforts against unlawful Internet gambling operators and to limit unlawful Internet gaming involving United States persons.

(3) In 2011, subchapter IV of chapter 53 of title 31, United States Code, and other enforcement tools led to indictments of several major unlawful Internet gambling operators. However, the reach of those statutes remains limited and United States bettors continue to place bets and wagers on unlawful Internet websites.

(4) On December 23, 2011, the Department of Justice released a memorandum opinion of the Office of Legal Counsel dated September 20, 2011, that construed section 1084 of title 18, United States Code (referred to as the “Wire Act”), to apply only to sports-related gambling activities in interstate and foreign commerce, overturning the Department’s longstanding position that such section applied to all forms of Internet gambling. Congressional action is required to ensure the application of such section and the prohibitions contained therein to all forms of Internet gambling.

(5) A number of States are considering legalizing and promoting Internet gambling to generate revenue. Absent Federal limitations and enforcement, State regulation of Internet gambling, including consumer safeguards, could vary widely from State to State, and States could have difficulty enforcing Internet gambling restrictions within their borders, especially against out-of-State operators. In addition, State authorizations of Internet gambling would result in a major expansion of gambling of all types on the Internet.

(6) Federal law needs to be updated to make clear its relationship to Internet gambling to strengthen enforcement and to ensure an effective Internet gambling enforcement structure that leads to a substantial and sustainable decrease in Internet gambling.

(7) Since the passage of the Professional and Amateur Sports Protection Act (Public Law 102–559) in 1992, which added chapter 178 to title 28, United States Code, such chapter has played an important and effective role in implementing longstanding Federal policy against gambling on professional, scholastic, and amateur sporting events. This policy, as embodied by such chapter, and all criminal laws prohibiting such gambling, are crucial to ensuring the integrity of athletic competition and should remain in full force and effect.

(8) Additional tools to assist law enforcement, banks and financial transaction providers, and Internet service providers in the prevention of unlawful Internet gambling activities would be important and beneficial. Maintenance of a list of licensed online poker facilities would provide a level of certainty as to permitted transactions and law enforcement efforts.

(9) Sports betting raises concerns about the potential for undermining the integrity of athletic competitions through illegal inducements to players or other participants.

(10) Poker is unlike casino-banked games or sports betting. Poker operators are not participants in the games and only receive a set fee for hosting them. Much like winnings in pari-mutuel wagering, a type of betting that Congress has permitted, poker players’ winnings come not from the house, but from the pool of other players. In addition, winning

at poker involves some measure of skill. Skillful poker players can earn winnings in the long term, while players of house-banked games will always play against odds favoring the house.

(11) Because there is no interstate gaming regulatory structure in the United States, creating a new interstate online poker market that does not utilize existing State and tribal regulatory resources would pose complex regulatory and enforcement challenges to ensure protection of United States consumers.

(12) Internet gambling, like much other Internet commerce, traverses State boundaries. Any particular transaction may cross a number of State boundaries from origin to destination, and communications between the same parties at different times may travel along markedly different routes, based on factors such as traffic, load capacity, and other technical considerations outside the control of sender and recipient. For that reason, among others, the Federal courts consistently have ruled that the Internet is an instrumentality and channel of interstate commerce and, as such, is subject to Congress's plenary authority. For these same reasons, Internet gambling by its very nature implicates Federal concerns, and is different in kind and effect from traditional gambling activity.

(13) The United States never intended to include Internet gaming of any kind within the scope of its commitments under the General Agreement for Trade in Services, and therefore, no World Trade Organization Member had any competitive expectation of access to the United States Internet gaming market. Despite these obvious facts, the Dispute Settlement Panels and the Appellate Body of the World Trade Organization have determined that such commitments were made in a proceeding brought by the Government of Antigua and Barbuda, WT/DS285.

(14) As a result of the erroneous conclusion of World Trade Organization dispute settlement bodies, the United States has indicated its intention to withdraw that commitment and has initiated the appropriate process to that end. The United States should conclude this matter expeditiously.

(15) A number of States have authorized or are considering authorizing online purchases of lottery subscriptions or other lottery games.

(16) Different forms of gaming do not constitute like services under the General Agreement for Trade in Services because they raise different regulatory and policy concerns, require differing measures to protect consumers and to ensure fairness, entail different roles for operators and players, require differing infrastructure and support, are perceived differently by consumers and markets, and are grounded in differing cultural and historical contexts.

(b) Sense of Congress.—It is the sense of Congress that—

(1) Internet gambling involving house-banked games or sports betting should be strictly prohibited;

(2) an online poker market should be limited to only those States and Indian tribes that

affirmatively choose to opt-in and the market should be regulated by State and tribal entities that have an established track record of providing a well-regulated gaming market to United States consumers, subject to a robust licensing and regulatory framework—

(A) to prevent underage wagering and otherwise to protect vulnerable individuals;

(B) to ensure the games are fair and are conducted honestly;

(C) to address the concerns of law enforcement; and

(D) to ensure that States and Indian tribes that wish to prohibit online poker may do so;

(3) licensed online poker operators should be limited, at least initially, to service providers that have an established track record of complying with a strict regulatory environment, have an established track record of providing fair games to consumers, and have significant goodwill and assets at stake, in addition to their online poker assets, to ensure they would comply with the strict regulatory framework and that they only conduct business in those States that have elected to opt-in; and

(4) Congress should ensure that any intrastate lottery transactions completed through the use of the Internet are limited to sales of tickets and related activities so that they do not allow for the circumvention of Congressional limits on Internet gambling on house-banked and other casino games, without unduly limiting the power of the states to offer intrastate lottery purchases.

SEC. 102. DEFINITIONS.

In this title:

(1) **APPLICANT.**—The term “applicant” means any person who has applied for a license under this title.

(2) **BENCHMARK QUALIFIED BODY.**—The term “benchmark qualified body” means a qualified body designated by the Secretary under section 105(a)(1)(A).

(3) **BET OR WAGER.**—

(A) **IN GENERAL.**—Except as provided in subparagraph (B), the term “bet or wager” has the meaning given the term in section 5362 of title 31, United States Code.

(B) **EXCEPTION.**—The term “bet or wager” does not include the following:

(i) A bet or wager that is permissible under the Interstate Horseracing Act of 1978 (15 U.S.C. 3001 et seq.).

(ii) A qualifying intrastate lottery transaction.

(4) **CASINO GAMING.**—

(A) **IN GENERAL.**—Except as provided in subparagraph (B), the term “casino gaming” means the full range of casino gaming activity licensed by regulatory bodies of States or Indian tribes that would be qualified as class III gaming under section 4 of

the Indian Gaming Regulatory Act (25 U.S.C. 2703) if that Act were applicable to the gaming.

(B) EXCEPTION.—The term “casino gaming” does not include traditional lotteries of States or Indian tribes involving physical sales of tickets sold on a daily basis, but does include activities involving video lottery terminals operated by or on behalf of lotteries of States or Indian tribes.

(5) CASINO GAMING FACILITY.—Except as provided in subsections (g) and (h) of section 113, the term “casino gaming facility” means a facility that provides casino gaming on a riverboat, at a race track, or in another facility that hosts 500 or more gaming devices in 1 physical location pursuant to a duly authorized license issued by a gaming regulatory authority of a State or Indian tribe.

(6) GAMING DEVICE.—

(A) IN GENERAL.—Except as provided in subparagraph (B), the term “gaming device” means any computer-based gambling machine, including slot machines and video lottery terminals that have been approved by a gaming regulatory authority of a State or Indian tribe.

(B) EXCEPTION.—The term “gaming device” does not include machines that process bets or wagers for pari-mutuel betting pools.

(7) INDIAN LANDS AND INDIAN TRIBE.—The terms “Indian lands” and “Indian tribe” have the meaning given the terms in section 4 of the Indian Gaming Regulatory Act (25 U.S.C. 2703).

(8) INTERNET.—The term “Internet” has the meaning given the term in section 5362 of title 31, United States Code.

(9) INTERNET GAMBLING FACILITY.—

(A) IN GENERAL.—The term “Internet gambling facility” means an Internet website, or similar communications facility in which transmissions may cross State boundaries, through which a bet or wager is initiated, received, or otherwise made, whether transmitted by telephone, Internet, satellite, or other wire or wireless communication facility, service, or medium, including an online poker facility not operating under a license in good standing issued under this title.

(B) EXCLUSION.—The term “Internet gambling facility” does not include the following:

(i) An online poker facility that operates under a license in good standing issued under this title.

(ii) A facility that facilitates qualifying intrastate lottery transactions to the degree that such facility facilitates such transactions.

(10) LICENSEE.—The term “licensee” means a person who operates an online poker facility under a license issued by a qualified body pursuant to this title.

(11) LIVE RACING.—The term “live racing” means, with respect to a physical race track, the conduct of live thoroughbred horse races at such race track and does not include any races simulcasted from a separate race track.

(12) ONLINE POKER.—The term “online poker” means a poker game, hand, tournament, or other contest of poker offered through the use of an online poker facility.

(13) ONLINE POKER FACILITY.—The term “online poker facility” means an Internet website, or similar communications facility in which transmissions may cross State boundaries, through which a bet or wager only with respect to a game, hand, tournament, or other contest of poker is initiated, received, or otherwise made, whether transmitted by telephone, Internet, satellite, or other wire or wireless communication facility, service, or medium.

(14) OPERATE AN INTERNET GAMBLING FACILITY.—The term “operate an Internet gambling facility” means to conduct, direct, manage, own, supervise, or control an Internet gambling facility.

(15) OPERATE AN ONLINE POKER FACILITY.—The term “operate an online poker facility” means to conduct, direct, manage, own, supervise, or control an online poker facility.

(16) POKER.—

(A) IN GENERAL.—The term “poker” means any of several card games—

(i) in which success over the long run is influenced by the skill of the player;

(ii) that are commonly referred to as “poker”;

(iii) that are played by 2 or more people who bet or wager against each other on cards dealt to them out of a common deck of cards—

(I) including games using community cards that any player may use to make his or her hand; and

(II) including games using electronic devices that simulate a deck of cards;

(iv) in which players compete against each other and not against the person operating the game;

(v) in which bets or wagers of one player are often designed to and may rationally affect the decision of another player in the game; and

(vi) in which the person operating the game may assess a commission fee (commonly referred to as a “rake”) or any other type of fee.

(B) POKER TOURNAMENTS.—The term “poker” includes poker tournaments in which players pay a fee to play against each other, including tournaments where the licensee guarantees a minimum tournament pot.

(17) QUALIFIED BODY.—The term “qualified body” means the following:

(A) The Office of Online Poker Oversight established under section 104(a) and

designated under section 105(a)(2).

(B) Any State agency or regulatory body of an Indian tribe that has been designated as a qualified body under paragraph (1) or (3) of section 105(a).

(18) QUALIFIED CARD ROOM.—The term “qualified card room” means a facility that has been licensed by a State or Indian tribe to provide at least 250 tables in 1 physical facility for bets or wagers on poker.

(19) QUALIFIED RACE TRACK.—The term “qualified race track” means a race track that has—

(A) been licensed by a regulatory authority of a State or Indian tribe; and

(B)(i) at least 500 gaming devices at one physical location; or

(ii) conducted live racing on which at least \$225,000,000 in all-source gross wagering handle was accepted during any 3 of the last 5 calendar years preceding the date of the enactment of this Act.

(20) QUALIFYING INTRASTATE LOTTERY TRANSACTION.—The term “qualifying intrastate lottery transaction” means the purchase of a chance or opportunity to win a lottery or other prize—

(A) which opportunity to win is predominantly subject to chance;

(B) which winning is determined not more frequently than daily;

(C) which is authorized by a State or Indian tribe wholly within its borders;

(D) with respect to which the Internet is solely the medium for purchase but is not the medium in which the drawing or the playing of the game or contest is conducted;

(E) which requires the delivery (electronically or non-electronically) of a tangible ticket or card for purposes of redemption of any prize; and

(F) which is not an online lottery game that is intended to mimic or does substantially mimic a gaming device, slot machine, poker, or any other casino game.

(21) REMOTE GAMING EQUIPMENT.—

(A) IN GENERAL.—Except as provided in subparagraph (B), the term “remote gaming equipment” means electronic or other equipment principally used by or on behalf of an operator of an online poker facility, including by any significant vendor to such operator, to—

(i) register a person’s participation in online poker and to store information relating thereto;

(ii) present to persons who are participating or who may participate in online poker the game that is to be played;

(iii) determine all or part of, or the effect of, a result relevant to a game, hand, tournament, or other contest of online poker and to store information relating

thereto;

- (iv) accept payment with respect to online poker from the player; or
- (v) authorize payment of any winnings in respect of online poker.

(B) EXCEPTION.—The term “remote gaming equipment” does not include the following:

- (i) Equipment used for business continuity, back-up, excess capacity, or other secondary use.
- (ii) A computer which is used by a person to participate in online poker unless the computer is provided by or on behalf of the person who is conducting or providing the facilities for the game.
- (iii) Equipment operated in the ordinary course of providing banking, telecommunications, or payment processing services.
- (iv) Such other equipment that provides ancillary services as the Secretary considers appropriate.

(22) SECRETARY.—The term “Secretary” means the Secretary of Commerce.

(23) SIGNIFICANT VENDOR.—The term “significant vendor” means a person who—

- (A) on behalf of a licensee, knowingly manages, administers, or controls bets or wagers that are initiated, received, or otherwise made within the United States;
- (B) on behalf of a licensee, knowingly manages, administers, or controls the games with which such bets or wagers are associated;
- (C) on behalf of a licensee, develops, maintains, or operates the software or other system programs or hardware on which the games or the bets or wagers are managed, administered, or controlled;
- (D) provides the trademarks, tradenames, service marks, or similar intellectual property under which a licensee identifies its online poker facility to its customers in the United States;
- (E) sells, licenses, or otherwise receives compensation for selling or licensing information on individuals in the United States that made bets or wagers with an Internet gambling facility not licensed under this title via a database or customer lists;
- (F) provides any products, services, or assets to a licensee and is paid a percentage of gaming revenue or online poker commission fees by the licensee (not including fees to financial institutions and payment providers for facilitating a deposit by a customer); or
- (G) with respect to an applicant, proposes to provide any of the activities, services, or items identified in subparagraphs (A) through (F).

(24) SPORTING EVENT.—

(A) IN GENERAL.—Except as provided in subparagraph (B), the term “sporting event” means any athletic competition, whether professional, scholastic, or amateur or any performance of any athlete in such competitions.

(B) EXCEPTION.—The term “sporting event” does not include any activity described in section 3704(a)(4) of title 28, United States Code.

(25) STATE.—The term “State” means each of the several States of the United States, the District of Columbia, and any commonwealth, territory, or possession of the United States.

(26) TOTAL UNITED STATES CASINO GAMING REVENUE.—The term “total United States casino gaming revenue” means the sum of—

(A) the sum of the amounts reported by the Bureau of the Census in the 2010 Statistical Abstract in the Arts, Recreation, and Travel section under the heading “Gaming Revenue by Industry” under the headings for card rooms and commercial casinos for the most recent year reported; and

(B) the number reported by the National Indian Gaming Commission as total tribal gaming revenues (in the report that was compiled from gaming operation audit reports received and entered by the National Indian Gaming Commission through May 18, 2010) for gaming operations with fiscal years ending in the year that corresponds with the most recent year for which amounts described in subparagraph (A) are reported.

SEC. 103. PROHIBITION ON OPERATION OF INTERNET GAMBLING FACILITIES.

(a) Prohibition.—

(1) IN GENERAL.—It shall be unlawful for a person to operate an Internet gambling facility.

(2) EXCEPTION.—Paragraph (1) shall not apply to the operation of an Internet gambling facility by a person located outside the United States in which bets or wagers are initiated, received, or otherwise made solely by individuals located outside the United States.

(b) Criminal Penalties.—Any person who violates this section shall be fined under title 18, United States Code, imprisoned for not more than 10 years, or both.

SEC. 104. OFFICE OF ONLINE POKER OVERSIGHT.

(a) Establishment.—

(1) IN GENERAL.—Not later than 180 days after the date of the enactment of this Act, the Secretary shall establish within the Department of Commerce an office to exercise the functions of the Secretary under this title.

(2) DESIGNATION.—The office established under paragraph (1) shall be known as the “Office of Online Poker Oversight” (in this section referred to as the “Office”).

(b) Executive Director.—

(1) IN GENERAL.—The Secretary shall appoint as the head of the Office an executive director.

(2) EXPERIENCE AND EXPERTISE.—The executive director of the Office shall be appointed by the Secretary from among individuals who demonstrate the following:

- (A) Skill and experience in gaming regulation and enforcement.
- (B) Experience in criminal investigations and law enforcement generally.
- (C) A reputation for good character, honesty, and integrity.

(3) BACKGROUND INVESTIGATION.—Before appointing an individual as executive director under paragraph (1), the Secretary shall conduct a background investigation into the financial stability, integrity, and responsibility of the individual.

(4) LIMITATIONS.—The Secretary may not appoint under paragraph (1) an individual who

- (A) has been convicted of a felony; or
- (B) maintains any ownership or equity interest or any ongoing business relationship with—
 - (i) an operator of a casino gaming facility, online poker facility, race track, lottery, or other regulated gambling entity; or
 - (ii) a significant vendor.

(c) Delegation of Authority.—

(1) IN GENERAL.—The Secretary may delegate to the executive director of the Office any authority, duty, or responsibility conferred upon the Secretary by this title.

(2) REGULATORY AUTHORITY OF EXECUTIVE DIRECTOR.—The executive director of the office may prescribe such regulations and take such actions as may be necessary to carry out such authorities, duties, or responsibilities delegated to the executive director by the Secretary paragraph (1).

(d) Regulations and Standards.—

(1) REGULATIONS AND STANDARDS NECESSARY TO FUNCTION AS QUALIFIED BODY.—With respect to the application of this title to the functions of the Office as a qualified body under section 105(a)(2), the Secretary shall, not later than 270 days after the date of the enactment of this Act, prescribe regulations and standards to implement the requirements set out in subsections (d) and (g) of section 106 and section 107.

(2) SUBSTANTIALLY EQUIVALENT.—The regulations and standards prescribed by the Secretary under paragraph (1) shall be substantially equivalent to the regulations and standards of the agencies or regulatory bodies designated as qualified bodies under section 105(a)(1) implementing the requirements set out in subsections (d) and (g) of section 106 and section 107.

(3) ADOPTION OF MODEL REGULATIONS.—If the Secretary does not to prescribe regulations and standards required by paragraph (1) on or before the date that is 270 days after the date of the enactment of this Act, the regulations and standards required of the Office to implement the requirements set out in subsections (d) and (g) of section 106 and section 107 shall be the regulations and standards to implement such requirements of the first State agency or regulatory body of an Indian tribe that is designated as a benchmark qualified body until the Secretary has prescribed regulations under paragraph (1).

(4) MANNER OF PRESCRIPTION.—Regulations prescribed under paragraph (1) shall be prescribed in accordance with section 553 of title 5, United States Code.

(e) Publication of Information to Facilitate Submittal of Applications for Designation as Benchmark Qualified Bodies.—Not later than 150 days after the date of the enactment of this Act, the Secretary shall publish in the Federal Register such information as may be necessary for an applicant to submit a complete application under section 105(a)(1)(B).

(f) Detail of Government Employees.—Any Federal Government employee may be detailed to the office without reimbursement, and such detail shall be without interruption or loss of civil service status or privilege.

(g) Functions of Office as Qualified Body.—With respect to the application of this title to the functions of the office as a qualified body under section 105(a)(2), any reference to the State of the qualified body shall be considered a reference to the United States and any reference to the law of a State of the qualified body shall be considered a reference to a law of the United States.

SEC. 105. QUALIFIED BODIES.

(a) Designation of Qualified Bodies.—

(1) INITIAL DESIGNATION OF EXPERIENCED QUALIFIED BODIES TO SERVE AS BENCHMARKS.

(A) DESIGNATION.—

(i) IN GENERAL.—Except as provided in clause (ii), not later than 270 days after the date of the enactment of this Act, the Secretary shall designate at least 3 State agencies or regulatory bodies of Indian tribes from among those who submit applications under subparagraph (B) as qualified bodies that satisfy the criteria set forth under subparagraph (C).

(ii) MINIMUM NUMBER.—If the Secretary does not designate at least 3 State agencies or regulatory bodies under clause (i) before the date that is 270 days after the date of the enactment of this Act, the Secretary shall, not later than 300 days after the date of the enactment of this Act, designate under such clause every State agency or regulatory body of an Indian tribe that—

(I) submits an application under subparagraph (B) before the date that is 270 days after the date of the enactment of this Act; and

(II) meets the criteria set forth under subparagraph (C).

(B) APPLICATION.—Each State agency or regulatory body of an Indian tribe seeking to be designated as a benchmark qualified body under subparagraph (A) shall submit to the Secretary not later than 180 days after the date of the enactment of this Act an application therefor in such form and containing such information as the Secretary may require.

(C) SELECTION.—Except as provided in subparagraph (E), the Secretary shall select for designation as benchmark qualified bodies under subparagraph (A) those agencies and regulatory bodies which submit an application under subparagraph (B) and which the Secretary determines in the Secretary's sole discretion have each of the following:

- (i) A reputation as a regulatory and enforcement leader in the gaming industry.
- (ii) A strict regulatory regime.
- (iii) Regulatory and enforcement personnel with recognized expertise.
- (iv) Adequate regulatory and enforcement resources.
- (v) Demonstrated capabilities relevant to the online poker environment.

(D) CONSIDERATIONS.—In making determinations and selections under subparagraph (C) with respect to a State agency or regulatory body of an Indian tribe, the Secretary shall consider the following:

- (i) The number of years the agency or regulatory body has directly regulated casino gaming.
- (ii) The size of the gaming market directly regulated by the agency or regulatory body, or a predecessor entity, as measured by the amount of gross gaming revenue generated by entities directly regulated by the applicant.
- (iii) The size and qualifications of regulatory and gaming staff of the agency or regulatory body.
- (iv) Whether the agency or regulatory body has demonstrated a capability to evaluate complex gaming technologies that raise regulatory and enforcement issues similar to those encountered in the online poker environment.
- (v) The extent to which the laws, regulations, and enforcement structures of the agency or regulatory body have influenced other gaming regulators.
- (vi) The extent to which the agency or regulatory body has experience working with Federal law enforcement authorities, including the Financial Crimes Enforcement Network.

(2) DESIGNATION OF OFFICE OF ONLINE POKER OVERSIGHT.—

(A) IN GENERAL.—Not later than 270 days after the date of the enactment of this Act, the Secretary shall designate the Office of Online Poker Oversight established under section 104(a) as a qualified body that may issue licenses to and regulate the operation of online poker facilities by Indian tribes or entities controlled by States.

(B) CONSTRUCTION.—Subparagraph (A) shall not be construed to require an Indian tribe or an entity controlled by a State seeking a license under this title and submitting an application under section 106(c)(1) to submit such application to the Office of Online Poker Oversight.

(3) OTHER AGENCIES AND REGULATORY BODIES.—

(A) APPLICATION.—Beginning on the date that is 1 year after the date on which the Secretary first designates a benchmark qualified body under paragraph (1), a State agency or regulatory body of an Indian tribe that regulates casino gaming that has not already been designated as a benchmark qualified body under such paragraph and seeks designation as a qualified body shall submit to the Secretary an application therefor in such form, in such manner, and containing such information as the Secretary considers appropriate.

(B) DETERMINATIONS.—Not later than 90 days after receiving an application from an agency or regulatory body under subparagraph (A), the Secretary shall—

(i) determine whether—

(I) the agency or regulatory body meets the standards established under subparagraph (C); and

(II) the applicable State or tribal laws, regulations, and standards to implement the requirements set out in subsections (d) and (g) of section 106 and section 107 are substantially equivalent to those of agencies or regulatory bodies designated as benchmark qualified bodies under paragraph (1);

(ii) if the Secretary makes an affirmative determination under clause (i), designate such agency or regulatory body as a qualified body; and

(iii) notify such agency or regulatory body of the determinations made under clause (i) and whether a designation was made under clause (ii).

(C) STRICT THRESHOLD REQUIREMENT STANDARDS FOR QUALIFIED BODIES.—The Secretary shall prescribe strict threshold requirements for the designation of agencies or regulatory bodies as qualified bodies under this paragraph that are modeled after the traits and qualifications of benchmark qualified bodies, including standards relating to the following:

(i) The size and qualification of staff of the qualified body to ensure the qualified body employs sufficient number of enforcement agents with experience in gaming regulatory enforcement areas to discharge its intended functions and has the sophistication and resources necessary to evaluate issues unique to the Internet environment.

(ii) The length of time the qualified body has regulated other forms of gaming and the size of the gaming market regulated to ensure designations of only those

regulatory bodies that have a history of demonstrated regulatory enforcement and oversight commensurate with the responsibilities imposed under this title.

(iii) The qualified body's experience and willingness to work with Federal authorities, including the Financial Crimes Enforcement Network.

(iv) The capacity and experience of the qualified body in conducting rigorous suitability reviews under section 106.

(v) The adequacy of enforcement and regulatory authorities for the qualified body under the law of the applicable State or Indian tribe, including, at a minimum, requirements and authorities on the following:

(I) To investigate the suitability of each person required to be found suitable in connection with an application or license under this title.

(II) To require licensees to maintain appropriate procedures to ensure the compliance of licensees with the provisions of this title and the regulations prescribed thereunder.

(III) To examine any licensee and any books, papers, records, or other data of licensees and significant vendors relevant to any recordkeeping or reporting requirements imposed by the agency or regulatory body under this title.

(IV) To summon a licensee, an applicant, a significant vendor, an officer or employee of a licensee, applicant, or significant vendor (including a former officer or employee), or any person having possession, custody, or care of the reports and records required by the agency or regulatory body as a qualified body under this title to appear before the agency or regulatory body at such time and place named in the summons, to produce such books, papers, records, or other data, and to give such testimony, under oath, as may be relevant or material to any investigation in connection with the enforcement of this title or any application for a license under this title.

(V) To enforce or direct enforcement of a summons in State or tribal court, as the case may be.

(VI) To investigate any violation of a provision of this title, any applicable regulation prescribed under this title, and any other violation of applicable State or tribal law relating to the operation of an online poker facility.

(VII) To conduct continuing reviews of applicants, licensees, and significant vendors and the operation of online poker facilities by use of technological means, on-site observation of facilities, including servers, or other reasonable means to assure compliance with the provisions of this title and any applicable regulation prescribed thereunder.

(VIII) To impose civil penalties for violations of this title and any

applicable regulation prescribed thereunder or applicable order issued thereunder, including State or tribal law described under this subsection.

(IX) To ensure that the hardware, software, and communications equipment, randomness, configuration, and network security of the online poker facility are tested by an independent testing laboratory.

(X) To resolve disputes between licensees and the individuals participating in online poker via the online poker facilities of the licensees.

(vi) Such other standards as the Secretary considers relevant to the ability of an agency or regulatory body to serve as an effective qualified body.

(4) NONQUALIFYING STATE AND TRIBAL REGULATORY AUTHORITIES DUE TO LIMITED EXPERIENCE OR CONFLICTS.—

(A) IN GENERAL.—The Secretary may not approve an application from a State agency or regulatory body of an Indian tribe under paragraph (1) or (3) if—

(i) the agency or regulatory body, or predecessor entity, has not directly regulated casino gaming involving gross gaming revenues of at least 0.3 percent of total United States casino gaming revenue for at least 3 out of the 5 years preceding the date of the application;

(ii) the agency or regulatory body is located in a State or Indian lands that—

(I) has not opted in under section 108 and has not demonstrated an intent to opt in under such section; or

(II) has not opted in under such section and has demonstrated an intent to opt in under such section but has failed to opt in under such section during the 1-year period beginning on the date of the agency's or regulatory body's application; or

(iii) the members of the agency or regulatory body are selected or controlled, directly or indirectly, by a person that has any ownership interest in an applicant, licensee, or significant vendor under this title or an Internet gambling facility, unless—

(I) such applicant or licensee is licensed by the Secretary; or

(II) such significant vendor is certified as suitable by the Secretary (and remains so certified at all times while providing services as a significant vendor to any licensee under this title).

(B) NON-CONTROLLING INVESTMENTS.—A non-controlling investments of a State, Indian tribe, or local government pension, retirement, annuity, or endowment fund shall not be considered an ownership interest for purposes of subparagraph (A)(iii).

(5) WITHDRAWAL OF DESIGNATION.—

(A) IN GENERAL.—Beginning on the date that is 1 year after the date on which the

Secretary prescribes final regulations under this title, the Secretary may, after providing at least 60 days notice to a qualified body of the Secretary's intent to do so, withdraw the designation of a qualified body under this section if the Secretary determines that—

(i) the qualified body is not in compliance with the requirements of this title or regulations prescribed thereunder; or

(ii) the qualified body is not in compliance with the conditions under which the qualified body was designated, including paragraph (4)(A)(iii).

(B) OPPORTUNITY TO COMPLY.—

(i) IN GENERAL.—The Secretary may provide a qualified body who receives notice under subparagraph (A) with an opportunity to come into compliance as specified in that notice for a period of not more than 90 days.

(ii) EXTENSION.—The Secretary may extend the period in clause (i) by not more than 180 additional days if the qualified body has made substantial progress toward compliance as of the expiration of the first 90 day period.

(C) EFFECT OF NOTICE.—The Secretary may prohibit a qualified body that receives notice under subparagraph (A) from issuing new licenses under this title until the Secretary determines that the qualified body is in compliance with the requirements of this title and regulations prescribed thereunder.

(D) RIGHT TO APPEAL.—A State agency or regulatory body of an Indian tribe that has had its designation as a qualified body withdrawn under subparagraph (A) or (B) may seek judicial review of such withdrawal under chapter 7 of title 5, United States Code.

(6) ACTION UPON WITHDRAWAL OF DESIGNATION.—

(A) IN GENERAL.—Not later than 30 days after the date on which the Secretary withdraws a designation of a State agency or regulatory body of an Indian tribe under paragraph (5), each person with a license issued by the agency or regulatory body shall

(i)(I) cease offering, accepting, and providing services with respect to bets or wagers from persons located in the United States under such license; and

(II) return all customer deposits of United States customers, or place those sums the return of which to United States customers is not feasible due to change in customer address, bank details, or similar difficulty in escrow in an account with a financial institution in the United States for safekeeping and orderly disposition by the Secretary; or

(ii) apply for a new license from a different qualified body.

(B) INTERIM OPERATION.—If a person applies for a new license under clause (ii) of subparagraph (A), the person may continue the activities described in clause (i)(I) of

such subparagraph until final action is taken on the license application by the qualified body.

(C) INTERIM REGULATORY OVERSIGHT.—

(i) IN GENERAL.—Until final action is taken under subparagraph (B) with respect to a person, the Secretary shall have enforcement and regulatory authority over the licensed activities of such person.

(ii) DELEGATION.—The Secretary may delegate enforcement and regulatory authority under clause (i) to such qualified body as the Secretary considers appropriate, with the consent of the qualified body.

(b) Oversight of Qualified Bodies.—The Secretary may investigate and take such action as the Secretary considers appropriate with respect to any qualified body that appears, based upon the Secretary's own inquiry or based upon credible information provided by other qualified bodies, applicants, licensees, or law enforcement officials, to be deficient or substantially less rigorous than other qualified bodies in the discharge of its responsibilities under this title.

SEC. 106. ESTABLISHMENT OF LICENSING PROGRAM ONLY FOR ONLINE POKER.

(a) Commerce Responsibilities and Powers.—The Secretary shall have responsibility and authority for the following activities:

(1) Reviewing and qualifying agencies and regulatory bodies under section 105.

(2) Exercising oversight over qualified bodies to ensure that qualified bodies—

(A) comply with the requirements of this title; and

(B) carry out their regulatory and enforcement functions under this title with appropriate diligence.

(3) Investigating and taking appropriate remedial action with respect to any qualified body under section 105.

(4) Prescribing such regulations as may be necessary to administer and enforce the provisions of this title, including issuing regulations establishing rules and procedures for dealing with sums placed in escrow under subsection (l)(7), section 105(a)(6)(A)(i)(II), and section 114(b)(1)(E).

(5) Employing enforcement agents with sufficient training and experience to administer the requirements of this title and the regulations prescribed thereunder.

(6) Enforcing the requirements of this title by all appropriate means provided under this title and other provisions of law.

(b) Online Poker Facility Licensing Program.—

(1) AUTHORITY TO ISSUE LICENSES LIMITED TO ONLINE POKER.—A qualified body may issue licenses under this title only for the operation of online poker facilities.

(2) AUTHORITY TO OPERATE ONLINE POKER FACILITY UNDER VALID LICENSE.—

(A) IN GENERAL.—Notwithstanding any other provision of law and subject to the provisions of this title, a licensee may accept a bet or wager with respect to online poker from an individual located in the United States and may offer related services so long as the license of the licensee issued under this title remains in good standing.

(B) ONLY ONE LICENSE REQUIRED.—Nothing in this title may be construed to require a person to obtain a license from more than one qualified body in order to operate an online poker facility under this title.

(C) SIGNIFICANT VENDORS.—

(i) IN GENERAL.—Except as provided in clause (ii), if a person seeks a certificate of suitability from a qualified body to provide services to a licensee or applicant as a significant vendor with respect to an online poker facility, such person shall not be required to obtain a license under this title to provide such services with respect to that online poker facility.

(ii) EXCEPTION.—If a qualified body determines that requiring a person described in clause (i) to seek a license is necessary to prevent evasion of any provision of this title, and requiring so would otherwise be consistent with the provisions of this title, such qualified body may require such person to seek a license under this title instead of a certificate of suitability.

(3) OPERATION OUTSIDE THE UNITED STATES.—

(A) LIMITATION.—A licensee or an affiliate of a licensee may not operate an Internet gambling facility or online poker facility that accepts a bet or wager from an individual located outside of the United States unless—

(i) the entity that operates such Internet gambling facility or online poker facility is separate from the entity that is licensed to operate an online poker facility under this title; and

(ii) there is no commingling of players, funds, or records of such Internet gambling facility or online poker facility with the players, funds, or records of such online poker facility licensed under this title (except as necessary for consolidated financial or tax reporting or compliance with other applicable law).

(B) CONSTRUCTION.—Nothing in this title shall be construed to authorize—

(i) a licensee or a United States affiliate thereof to accept a bet or wager from an individual located in any jurisdiction outside the United States; or

(ii) a licensee or a foreign affiliate thereof to accept a bet or wager from an individual located in any jurisdiction outside the United States that prohibits the licensee or a foreign affiliate from accepting such bet or wager.

(c) Application for License.—

(1) APPLICATION.—A person seeking to operate an online poker facility under this title shall submit to a qualified body an application for a license therefor at such time, in such form, and in such manner as the qualified body receiving the application considers appropriate.

(2) ELEMENTS.—Each application submitted under paragraph (1) shall include such information as the qualified body receiving the application considers appropriate, including at a minimum the following:

(A) Complete financial information about the applicant.

(B) Documentation showing the organization of the applicant and all related businesses and affiliates.

(C) The criminal and financial history of—

(i) the applicant;

(ii) each of the senior executives and directors of the applicant;

(iii) any other person who is in control of the applicant; and

(iv) such other persons as the qualified body considers appropriate.

(D) Such other information as may be necessary for the suitability analysis required under subsection (d).

(E) Disclosure of all other applications for licenses previously or simultaneously submitted under paragraph (1) to other qualified bodies and whether those applications are pending, were granted, or were denied.

(F) A detailed description of the applicant's plan for complying with all applicable requirements and regulations prescribed pursuant to this title, with particular emphasis on the applicant's ability to comply with the regulations prescribed under subsection (g).

(G) A certification by the applicant that the applicant consents to personal jurisdiction over the applicant by Federal courts and in the courts of the State or Indian tribe of the qualified body to which the applicant has applied with respect to a civil action relating to the operation of an online poker facility.

(3) REPORTS.—

(A) IN GENERAL.—Each qualified body shall report all applicants for licensure and the dispositions of their applications to the Secretary promptly upon disposition of each application or in such intervals as the Secretary may prescribe.

(B) CONTENTS.—Each report under subparagraph (A) shall include such information or documentation as the Secretary may require.

(d) Standards for License Issuance; Suitability Qualifications and Disqualification Standards.

(1) SUITABILITY FOR LICENSING.—

(A) IN GENERAL.—No applicant shall be eligible to obtain a license under this title unless a qualified body, with whom the applicant has filed an application for a license, has determined, upon completion of a background check and investigation, that the applicant, any person considered to be in control of the applicant, all significant vendors of the applicant, and any other person determined by the qualified body as having significant influence on the applicant are suitable for licensing.

(B) APPLICATION AS REQUEST FOR DETERMINATION OF SUITABILITY.—An application for a license submitted to a qualified body under this title constitutes a request for a determination of the general character, integrity, and ability to participate or engage in or be associated with an online poker facility, as appropriate, of the applicant, any person considered to be in control of the applicant, all significant vendors of the applicant, and all other persons determined by the qualified body as having significant influence on the applicant.

(C) ASSOCIATES.—

(i) IN GENERAL.—If an entity undergoing a determination of suitability under this paragraph is a corporation, partnership, or other business entity, a background check and investigation shall be carried out by the applicable qualified body with respect to the president or other chief executive of the corporation, partnership, or business entity and such other partners or senior executives and directors or shareholders of the corporation, partnership, or entity as the qualified body considers appropriate.

(ii) MINIMUM DETERMINATION.—In carrying out clause (i), the qualified body shall, at a minimum, carry out a suitability review of the 5 individuals receiving the most compensation (whether in the form of salary, bonus, dividends, distributions, disbursement of profits, or otherwise) from the entity, any person that controls the entity, and such other individuals or entities as the qualified body considers appropriate.

(D) PARITY OF INVESTIGATION AND ANALYSIS.—

(i) DILIGENCE WITH RESPECT TO SIGNIFICANT VENDORS AND AFFILIATES.—Each investigation and analysis of the suitability of a person with respect to an application for a license under this title, other than the applicant for such license, shall be carried out with the same degree of diligence as the investigation and analysis of the suitability of the applicant.

(ii) STRINGENCY WITH RESPECT TO CASINO GAMING FACILITIES.—Each qualified body that also issues licenses to casino gaming facilities shall ensure that each investigation and analysis of the suitability of a person carried out by the qualified body under this subsection is no less stringent than a suitability review carried out by the qualified body for the licensing of casino gaming facilities.

(2) SUITABILITY STANDARDS.—For purposes of this title, an applicant and any other person subject to a determination of suitability under paragraph (1) may only be considered suitable under this title if the applicant or person demonstrates to the applicable qualified body by clear and convincing evidence that the applicant or person—

(A) is a person of good character, honesty, and integrity;

(B) is a person whose prior activities, criminal record, if any, reputation, habits, and associations do not—

(i) pose a threat to the public interest or to the effective regulation and control of online poker facilities; or

(ii) create or enhance the dangers of unsuitable, unfair, or illegal practices, methods, and activities in the conduct of online poker facilities or the carrying on of the business and financial arrangements incidental to such facilities;

(C) is capable of and likely to conduct the activities for which the applicant is licensed or receives a certificate of suitability in accordance with the provisions of this title, any regulations prescribed under this title, and all other applicable laws;

(D) in the case of an applicant, has or guarantees acquisition of adequate business competence and experience in the operation of casino gaming facilities, online poker facilities, or Internet gambling facilities;

(E) in the case of an applicant, has or will obtain sufficient financing for the nature of the proposed operation and from a suitable source; and

(F) has disclosed to the qualified body all known affiliations or relationships, whether direct or indirect, with persons and assets of persons described by section 114(b)(2).

(3) UNSUITABLE.—An applicant or any other person may not be determined to be suitable under this subsection if the applicant or such person—

(A) has failed to provide information and documentation material to a determination of suitability for licensing under paragraph (1);

(B) has supplied information which is untrue or misleading as to a material fact pertaining to any such determination;

(C) has been convicted of an offense that is punishable by imprisonment of more than 1 year;

(D) is delinquent in the payment of any applicable Federal or State tax, tax penalty, addition to tax, or interest owed to a jurisdiction in which the applicant or person operates or does business, unless such payment has been extended or is the subject of a pending judicial or administrative dispute;

(E) has not certified in writing, pursuant to subsection (c)(2)(G), that the person submits to personal jurisdiction in the United States;

(F) knowingly accepts or knowingly has accepted bets or wagers on sporting events from persons located in the United States in violation of a provision of Federal or State law;

(G) has affiliated with any person that knowingly accepts or knowingly has accepted bets or wagers on sporting events from persons located in the United States in violation of a provision of Federal or State law; or

(H) fails to comply with such other standard as the applicable qualified body considers appropriate.

(4) ONGOING REQUIREMENT.—A licensee (and any other person who is required to be determined to be suitable for licensing in connection with such licensee) shall meet the standards necessary to be suitable for licensing or to receive a certificate of suitability, as the case may be, throughout the term of the license.

(5) CERTIFICATE OF SUITABILITY FOR SIGNIFICANT VENDORS.—

(A) IN GENERAL.—If a qualifying body determines under paragraph (1) that a significant vendor of an applicant is suitable under such paragraph, the qualifying body shall issue a certificate to such vendor that certifies the suitability of such vendor.

(B) REVOCATION OF CERTIFICATE.—A qualified body that issues a certificate to a significant vendor under subparagraph (A) shall revoke the certificate if at any time the significant vendor no longer meets the standards necessary for a determination of suitability.

(C) RELIANCE ON CERTIFICATE.—A qualified body may, but need not, rely upon a certificate issued under subparagraph (A) to a significant vendor with respect to one application in the review of the same significant vendor in other license applications.

(D) CERTIFICATES ISSUED BY OTHER QUALIFIED BODIES.—A qualified body may, but need not, accept a certificate issued to a significant vendor by another qualified body as evidence of the suitability of the significant vendor.

(6) OTHER VENDORS.—

(A) NOTICE.—A licensee shall promptly notify the qualified body that issued the license to the licensee of all persons that are not significant vendors that—

(i) direct, provide, or solicit customers to or for the licensee's online poker facility, or materially assist in any of those tasks, in return for a commission or other fee;

(ii) hold themselves out to the public as offering bets or wagers on the licensee's behalf;

(iii) offer bets or wagers under their own names or brands but using and relying on the licensee's online poker facilities;

(iv) license trademarks, trade names, service marks, or other similar intellectual

property to the licensee; or

(v) own a substantial interest in or control a person described in clause (i), (ii), (iii), or (iv).

(B) SUITABILITY OF OTHER VENDORS AND PERSONS.—A qualified body that reviews an application of an applicant for a license or issues a license to a licensee may, at the sole discretion of the qualified body and on a case-by-case basis, require as a condition of such license that a person meet suitability requirements under paragraph (1) if the person—

(i) is described in subparagraph (A) with respect to the applicant or licensee;

(ii) provides services to an applicant or licensee and the qualified body determines that, with respect to such services, there is a substantial risk of circumvention of the suitability requirements applicable to significant vendors; or

(iii) is associated with the applicant or licensee or one of the significant vendors of the applicant or licensee and the qualified body determines such person may pose a threat to the integrity of online poker facilities operated by the applicant or licensee.

(C) INFORMATION.—A qualified body may require such information from an applicant, licensee, significant vendor or other person identified in this paragraph as the qualified body considers necessary to carry out this paragraph.

(7) ENFORCEMENT ACTIONS.—

(A) IN GENERAL.—If the Secretary or the qualified body that issued a license to a licensee finds that the licensee, or any other person that is subject to a required determination of suitability in connection with such licensee, ceases to meet the suitability requirements of this subsection at any time during the tenure of the license, the Secretary or the qualified body may take action to protect the public interest, including, if the Secretary or qualified body considers necessary, the suspension or termination of the license.

(B) IMPOSITION OF CONDITIONS INCLUDING REMOVAL OF PARTIES.—Notwithstanding a determination under subparagraph (A), the Secretary or the qualified body that issued a license to a licensee may allow the licensee to continue engaging in licensed activities by imposing conditions on the person to which subparagraph (A) is applicable under penalty of revocation or suspension of a license or certificate of suitability, including—

(i) the identification of any person determined to be unsuitable; and

(ii) the establishment of appropriate safeguards to ensure such person is excluded from any management or involvement in operation of the licensed activities.

(C) SPECIAL RULE FOR ENFORCEMENT OF PROHIBITION ON UNLAWFUL SPORTS

WAGERING.—If the Secretary or a qualified body finds that a licensee is no longer suitable under this subsection because such licensee has accepted bets or wagers as described in paragraph (3)(F) or has affiliated as described in paragraph (3)(G), the Secretary or the qualified body, as the case may be, shall revoke the license of such licensee in addition to the imposition of such other penalties as the Secretary or qualified body considers appropriate under this title.

(8) ADMINISTRATIVE PROVISIONS.—

(A) BACKGROUND CHECK AND INVESTIGATION.—Each qualified body shall establish standards and procedures for conducting background checks and investigations for purposes of this subsection.

(B) PRIVILEGE.—Any written or oral statement made in the course of an official proceeding of the Secretary or a qualified body, by any member thereof, or any witness testifying under oath which is relevant to the purpose of the proceeding and relates to the review of an application for a license under this title, is privileged and shall not be admissible in any Federal or State court in a civil action to prove defamation.

(C) ADDITIONAL PRIVILEGE.—Notwithstanding section 552 of title 5, United States Code, or any other Federal, State, or tribal law to the contrary, any communication or document of an applicant, licensee, significant vendor, or affiliate thereof, which is made or transmitted pursuant to this title to the Secretary or a qualified body or any of their agents or employees, except information that is already public, shall be privileged and shall not be disclosed by the Secretary or the qualified body without the prior written consent of the applicant, licensee, significant vendor, or affiliate thereof (as applicable), or pursuant to a lawful court order, grand jury subpoena, or similar procedure. To the extent practicable and not prohibited by any other applicable provision of Federal, State, or tribal law, the Secretary or qualified body shall provide timely notice of the proceedings to the applicant, licensee, significant vendor, or affiliate thereof (as applicable).

(D) PRESERVATION OF PRIVILEGE RECOGNIZED UNDER OTHER PROVISIONS OF LAW.—Any privilege recognized under any other provision of Federal, State, or tribal law, including attorney-client, physician-patient, and accountant-client privileges, shall not be waived or lost because a document or communication otherwise protected by the privilege is disclosed to the Secretary or a qualified body under this title.

(E) CONFIDENTIALITY.—Any communication or document, except information that is already public, shall be treated as confidential and may not be disclosed, in whole or part, by the Secretary or a qualified body without a lawful court order or as otherwise expressly required by law, if the communication or document is—

(i) required by the Secretary or qualified body to be disclosed by the applicant, licensee, or significant vendor, including applications, financial or earnings information, and criminal records, whether of the applicant or licensee or of any affiliate, employee, officer, director or significant vendor thereof, or of any other

third party;

(ii) prepared or obtained by an agent or employee of the Secretary or qualified body that contains information described in clause (i); or

(iii) submitted by the applicant, licensee, or significant vendor in connection with a pending application or existing license.

(e) Assessments for Administrative Expenses.—

(1) USER FEES.—

(A) IN GENERAL.—The cost of administering this title with respect to each applicant, licensee, and significant vendor, including the cost of any review or examination of a licensee or its significant vendors to ensure compliance with the terms of the license and this title, shall be assessed by the qualified body receiving an application or issuing a license against the applicant, licensee, or significant vendor, as the case may be, by written notice in an amount that the qualified body determines is necessary to meet the qualified body's expenses in carrying out such administration, review, or examination.

(B) EXPENSES FOR REVIEW OR EXAMINATION.—Expenses that are attributable to review or examination of a particular applicant, licensee, or significant vendor shall be assessed under subparagraph (A) against that applicant, licensee, or significant vendor.

(C) EXPENSES FOR GENERAL ADMINISTRATION.—Expenses for general administration shall be assessed against all licensees equally.

(D) USER FEES ESTABLISHED BY SECRETARY.—

(i) IN GENERAL.—The Secretary may establish user fees to be paid by applicants, licensees, and significant vendors in amounts the Secretary determines necessary to meet the Secretary's cost of administering this title.

(ii) COLLECTION BY QUALIFIED BODIES.—Qualified bodies shall collect user fees established under clause (i) from applicants, licensees, and significant vendors and turn them over promptly to the Secretary.

(iii) DISPOSITION OF USER FEES.—Amounts assessed by the Secretary as user fees under clause (i) shall—

(I) be available to the Secretary to cover expenses incurred by the Secretary in carrying out the provisions of this title; and

(II) not be construed to be Government funds or appropriated monies, or subject to apportionment for the purposes of any other provision of law.

(E) DISPOSITION OF USER FEES.—Except as provided in subparagraph (D), amounts assessed by a qualified body as user fees under this paragraph shall—

(i) be available to the qualified body to cover expenses incurred by the qualified body in carrying out the provisions of this title; and

(ii) except in the case of the Office of Online Poker Oversight established under section 104, not be construed to be Government funds or appropriated monies, or subject to apportionment for the purposes of any other provision of law.

(F) COLLECTION.—If a licensee or significant vendor fails to pay a user fee to a qualified body under this paragraph after the assessment of the fee has become final—

(i) the qualified body may recover the amount assessed by action in a court of the State or Indian tribe of the qualified body or in the United States district court in the State in which such qualified body is located, along with any costs of collection and attorney fees; and

(ii) such failure may be grounds for denial of an application for a license under this title or revocation of a license or certificate of suitability under this title.

(G) PAYMENT OF SIGNIFICANT VENDOR USER FEES BY APPLICANTS AND LICENSEES.—A user fee assessed against a significant vendor may be paid by an applicant or licensee on behalf of the significant vendor.

(2) DIRECT AND EXCLUSIVE OBLIGATION OF LICENSEE.—With respect to a licensee, a user fee shall be the direct and exclusive obligation of the licensee and may not be deducted from amounts available as deposits to any person placing a bet or wager with the licensee.

(f) Approval of License.—

(1) IN GENERAL.—Except as provided in paragraph (2), a qualified body may issue to an applicant a license under this title for the operation of an online poker facility if the applicant meets the criteria established by the qualified body under this title.

(2) LIMITATION ON ELIGIBLE LICENSEES.—A qualified body may only issue a license under this title to the following:

(A) An applicant who—

(i) is, or owns or controls, a company that operates a casino gaming facility, a qualified race track, or a qualified card room; and

(ii) has owned or controlled such facility, race track, or card room (or the company that operates such facility, race track, or card room) throughout the 180-day period ending on the date of the enactment of this Act.

(B) An applicant who is owned or controlled by a person who—

(i) is or who owns or controls a company that operates a casino gaming facility, a qualified race track, or a qualified card room; and

(ii) has owned or controlled such facility, race track, or card room (or the company that operates such facility, race track, or card room) throughout the 180-day period ending on the date of the enactment of this Act.

(C) An applicant who, throughout the 180-day period ending on the date of the enactment of this Act, under a license issued by a State or Indian tribe, manufactured

and supplied gaming devices to casino gaming facilities with not fewer than 500 slot machines.

(D) Such other applicants as the Secretary determines appropriate under paragraph (3).

(3) EXPANSION OF LICENSEES ONLY IF NO RISK TO PUBLIC.—Beginning on the date that is 2 years after the date of first issuance specified in section 114(a), the Secretary may, by rule, authorize the issuance of licenses to applicants under paragraph (2)(D) if the Secretary determines, after providing the public with notice and an opportunity to comment, that such authorization will not increase the risk that the regulations prescribed under subsection (g) will not be satisfied by such applicants.

(4) AUTHORITY OF SECRETARY TO REVOKE LICENSES.—

(A) IN GENERAL.—Notwithstanding any license or certificate of suitability issued by a qualified body, the Secretary may suspend or revoke such license or certificate if the Secretary has reason to believe that the recipient does not meet the suitability requirements established under subsection (d) or, as applicable, any other requirement imposed on a licensee under this title.

(B) NO AUTHORITY TO OVERTURN DENIALS AND TERMINATIONS.—The Secretary may not overturn a decision by a qualified body (other than the Office of Online Poker Oversight) to deny or to terminate a license or to deny or revoke a certificate of suitability.

(5) CONFLICTS BETWEEN QUALIFIED BODIES.—If a qualified body denies a license, terminates a license, denies a certificate of suitability, or revokes a certificate of suitability to a person and within 1 year of such denial, termination, or revocation another qualified body grants such person a license or certificate of suitability, the Secretary shall—

(A) commence a review of such license or certificate of suitability; and

(B) not later than 90 days after such commencement, determine whether to act under paragraph (4).

(6) CONTROL DEFINED.—In this subsection, the term “control”, with respect to a person, means the possession, directly or indirectly, of the power to direct or influence the direction of the management or policies of the person, whether through the ownership of voting securities, through a management, executive officer, or board position, by shareholders or similar agreement, or otherwise.

(g) Safeguards Required of Licensee.—

(1) IN GENERAL.—No qualified body shall issue a license under this title unless the qualified body—

(A) prescribes regulations that prohibit a person from receiving or retaining a license under this title unless the person maintains or requires mechanisms so that the requirements described in paragraph (2) are met with respect to the operation of an

online poker facility; and

(B) reviews the applicant's ability to comply with the requirements of this subsection, including by testing the applicant's systems and software, or by mandating such testing by an independent, qualified entity.

(2) SAFEGUARDS.—The requirements described in this paragraph are as follows:

(A) PROHIBITION ON UNDERAGE GAMING.—Appropriate safeguards to ensure, to a reasonable degree of certainty, that the individual placing a bet or wager is not younger than 21 years of age, including by the use of biometric or other technologies of materially equivalent reliability at the time of registration and all logons.

(B) PROHIBITED LOCATIONS.—Appropriate safeguards to ensure, to a reasonable degree of certainty, that the individual placing a bet or wager is physically located in a jurisdiction that has opted in under section 108 at the time the bet or wager is placed, including by the use of Global Positioning System or other location technologies of materially equivalent reliability in combination with screening of Internet Protocol addresses or similar techniques at the time of registration and all log ons.

(C) COLLECTION OR REPORTING OF CUSTOMER TAXES.—Appropriate mechanisms to ensure, to a reasonable degree of certainty, that all taxes relating to online poker from persons engaged in bets or wagers relating to such online poker are collected or reported, as required by law, at the time of any payment of proceeds of such bets or wagers.

(D) COLLECTION OR REPORTING OF TAXES OF LICENSEE.—Appropriate mechanisms to ensure that all taxes relating to the operation of an online poker facility from any licensee are collected as required by law and that adequate records to enable later audit or verification are maintained.

(E) REPORTING OF FEES OF LICENSEE.—Appropriate mechanisms to ensure that adequate records are maintained to enable later audit or verification that the licensee has paid all fees required under this title.

(F) SAFEGUARDS AGAINST FINANCIAL CRIME.—Appropriate safeguards to prevent, to a reasonable degree of certainty, fraud, money laundering, and terrorist financing.

(G) SAFEGUARDS AGAINST COMPULSIVE PLAY.—Appropriate safeguards to ensure, to a reasonable degree of certainty, compliance with the requirements of section 107(b).

(H) PRIVACY SAFEGUARDS.—Appropriate safeguards to protect, to a reasonable degree of certainty, the privacy and online security of any person engaged in bets or wagers with the licensee's online poker facility.

(I) PAYMENT OF ASSESSMENTS.—Appropriate mechanisms to ensure that any user fee required under subsection (e) is paid to the qualified body.

(J) HONEST GAMES.—Appropriate safeguards to ensure, to a reasonable degree of certainty, that online poker games are fair and honest, and to prevent, to a reasonable

degree of certainty, cheating, including collusion, and use of cheating devices, including use of software programs (sometimes referred to as “bots”) that make bets or wagers according to algorithms.

(K) SEGREGATION OF PLAYER FUNDS.—Appropriate safeguards to ensure player funds are held in accounts segregated from the funds of licensees and are otherwise protected from corporate insolvency, financial risk, or criminal or civil actions against the licensee.

(L) OTHER REQUIREMENTS.—Such other mechanisms and safeguards as the qualified body may establish by regulation.

(h) Location of Remote Gaming Equipment.—

(1) WITHIN THE UNITED STATES.—A licensee shall maintain its remote gaming equipment within the territory of the United States throughout the term of its license.

(2) WITHIN TERRITORY OF QUALIFIED BODY.—A qualified body may require a licensee of the qualified body to locate the remote gaming equipment of the licensee within the territory of the State or Indian tribe of the qualified body if the qualified body determines that such requirement will advance the regulatory interests of this title.

(i) License Is a Privilege Not a Right.—

(1) IN GENERAL.—A decision by a qualified body not to grant a person a license or certificate of suitability, or to terminate a license or revoke a certificate of suitability, is not reviewable under the law of any jurisdiction other than the jurisdiction of the qualified body.

(2) APPEAL.—With respect to a decision described in paragraph (1) of a qualified body, the State or Indian tribe of the jurisdiction of the qualified body may, but need not, provide an opportunity to appeal such decision.

(j) Term, Renewal, and Transfer of License.—

(1) TERM.—Any license issued under this title shall be issued for a 5-year term beginning on the date of issuance.

(2) RENEWAL.—A license may be renewed in accordance with requirements prescribed by the qualified body that issued the license under this title.

(3) TRANSFER.—A transfer of a license, change of control of a licensee, or change in significant vendor shall require prior approval by the qualified body that issued the license. The qualified body shall at a minimum ensure the suitability requirements of subsection (d) continue to be satisfied before approving any such transfer or change.

(k) Administrative Provisions.—

(1) DETERMINATION OF ONLINE POKER.—

(A) INITIAL DETERMINATION BY QUALIFIED BODY.—A determination whether a game, hand, tournament, or other contest of a licensee is online poker shall be made in

the first instance by the qualified body that issued the license to such licensee under this title.

(B) CHALLENGES.—

(i) IN GENERAL.—A licensee or qualified body may challenge whether a game, hand, tournament, or other contest of another licensee is online poker.

(ii) CHALLENGE MADE WITH SECRETARY.—A challenge made under clause (i) shall be made with the Secretary.

(iii) DETERMINATION MADE BY SECRETARY WITHIN 30 DAYS.—If a challenge is made under clause (i), the Secretary shall make a determination whether the game, hand, tournament, or other contest is online poker not later than 30 days after the date on which the challenge is made.

(iv) OPERATION UNTIL DETERMINATION.—A licensee that offers a game, hand, tournament, or other contest that is challenged under clause (i) may continue to offer such game, hand, tournament, or other contest until the Secretary makes a determination under clause (iii).

(C) APPEALS.—

(i) IN GENERAL.—Not later than 30 days after the date on which the Secretary makes a determination under subparagraph (B)(iii), a licensee or a qualified body may appeal such determination under chapter 7 of title 5, United States Code.

(ii) OPERATION PENDING APPEAL.—During the period in which a game, hand, tournament, or other contest is being challenged through an appeal under clause (i), the United States District Court for the District of Columbia may allow a licensee to continue offering the game, hand, tournament, or other contest in full compliance with the terms of its existing license and any other conditions the court considers necessary, if the court determines that—

(I) the licensee has a reasonable likelihood of success on the merits; and

(II) allowing the licensee to continue offering the challenged game, hand, tournament, or other contest while the appeal is pending will not threaten the public interest.

(2) CHALLENGES UNDER STATE LAW.—Except as provided in paragraph (1) and unless otherwise specifically provided in this title, actions taken by a qualified body may be challenged by applicants and licensees only as permitted under the law of the State or Indian tribe in which the qualified body is located.

(3) SUMMONS.—

(A) IN GENERAL.—The Secretary may issue a summons with respect to an applicant or licensee necessary to carry out the provisions of this title.

(B) PRODUCTION AT DESIGNATED SITE.—A summons issued by the Secretary

pursuant to this paragraph may require that books, papers, records, or other data stored or maintained at any place be produced at any—

- (i) business location of a licensee or applicant for a license;
- (ii) designated location in the State or Indian lands of the applicable qualified body; or
- (iii) designated location in the District of Columbia.

(C) NO LIABILITY FOR EXPENSES.—The Secretary shall not be liable for any expense incurred in connection with the production of books, papers, records, or other data under this paragraph.

(D) SERVICE OF SUMMONS.—Service of a summons issued under this subsection may be by registered mail or in such other manner calculated to give actual notice as determined by the Secretary.

(E) AUTHORIZATION TO INVOKE AID OF COURTS.—The Secretary may invoke the aid of any court of the United States to compel compliance with the summons within the jurisdiction of which—

- (i) the investigation which gave rise to the summons or the examination is being or has been carried on;
- (ii) the person summoned is an inhabitant; or
- (iii) the person summoned carries on business or may be found.

(F) POWER OF COURTS TO COMPEL APPEARANCE.—The court may issue an order requiring the person summoned to appear before the Secretary—

- (i) to produce books, papers, records, and other data;
- (ii) to give testimony as may be necessary to explain how such material was compiled and maintained;
- (iii) to allow the Secretary to examine the business of a licensee; and
- (iv) to pay the costs of the proceeding.

(G) CONTUMACY OR REFUSAL.—Any failure to obey the order of the court under this paragraph may be punished by the court as a contempt thereof. All process in any case under this subsection may be served in any judicial district in which such person may be found.

(l) Disciplinary Action.—

(1) IN GENERAL.—A licensee may be subject to disciplinary action, including the imposition of civil penalties or suspension or revocation of its license, by a qualified body that issued a license to the licensee or by the Secretary if the licensee fails to comply with any provision of this title, any regulation prescribed thereunder, or any other applicable provision of State or tribal law.

(2) INITIATING AGENCY.—Only the Secretary or the qualified body which granted the license to a licensee may initiate disciplinary action under this title against the licensee.

(3) SAVINGS PROVISION.—Nothing in this subsection shall be construed to limit or alter the application of any law other than this title to a licensee or affiliated person, or to effect the enforcement of such law by the appropriate law enforcement administrative, or regulatory entity.

(4) DISCIPLINARY PROCEDURES.—

(A) IN GENERAL.—A qualified body shall commence disciplinary action under this subsection against a licensee upon service of a formal written complaint upon the licensee, with a copy forwarded to the Secretary, that sets forth the grounds for the disciplinary action and the proposed penalty that is being sought, which may include any or all of the imposition of a fine as provided pursuant to subsection (m)(1) or limitation, condition, suspension or revocation of the license.

(B) IN ACCORDANCE WITH LAW OF JURISDICTION OF QUALIFIED BODY.—The process for disciplinary action under this subsection shall proceed according to the law of the jurisdiction of the applicable qualified body.

(5) FINALITY OF ACTION AND APPEALS.—

(A) FINALITY.—Any disciplinary action under this subsection shall be treated as a final action.

(B) ACTION BY QUALIFIED BODIES.—A licensee aggrieved by disciplinary action under this subsection by a qualified body may file an appeal in the jurisdiction where the qualified body taking such action is located only to the extent permitted by the law of such jurisdiction.

(6) PENDING APPEAL.—During the period in which a suspension or revocation of an existing license is being challenged through a pending judicial proceeding, the court handling the challenge may allow the licensee to continue offering bets and wagers in full compliance with the terms of its existing license and any other conditions the court considers necessary, if the court determines that—

(A) the appellant has a reasonable likelihood of success on the merits; and

(B) allowing the appellant to continue offering bets and wagers while the appeal is pending will not threaten the public interest.

(7) RETURN OF CUSTOMER FUNDS.—If a licensee's license is revoked and no appeal pursuant to paragraph (5) is pending, the licensee shall—

(A) to the degree feasible, return all customer funds to United States customers in an orderly manner not later than 30 days after the date of the revocation of the license; and

(B) place in escrow those sums return of which to United States customers is not feasible due to change in customer address, bank details, or similar difficulty in an

account with a financial institution in the United States for safekeeping and orderly disposition by the Secretary.

(8) REFERRAL TO ATTORNEY GENERAL.—If, in the course of carrying out the provisions of this title, the Secretary or a qualified body finds a substantial basis to believe that a person has violated section 103(a), the Secretary or qualified body shall refer such matter to the Attorney General.

(m) Civil Monetary Penalties.—

(1) IN GENERAL.—

(A) PENALTIES ASSESSED BY QUALIFIED BODIES.—A qualified body may assess upon any licensee or other person subject to the requirements of this title for each violation of this title or any regulation prescribed or order issued under this title, a civil penalty of not more than the greater of—

- (i) the amount involved in the violation, if any;
- (ii) \$250,000 for an individual and \$750,000 for a corporation; or
- (iii) such other amount as provided under the applicable State or tribal law of the qualified body.

(B) PENALTIES ASSESSED BY SECRETARY.—The Secretary may assess upon any licensee or other person subject to the requirements of this title for each violation of this title or any regulation prescribed or order issued under this title, a civil penalty of not more than the greater of—

- (i) the amount involved in the violation, if any; or
- (ii) \$250,000 for an individual and \$750,000 for a corporation.

(C) NOT CUMULATIVE.—

(i) IN GENERAL.—The penalties authorized under subparagraphs (A) and (B) shall not be cumulative and only one such penalty may be assessed per violation.

(ii) CONSTRUCTION.—Clause (i) shall not be construed to limit the authority of a qualifying body or the Secretary, as the case may be, to pursue a civil penalty for each violation of a related series of violations.

(D) FAILURE TO OBTAIN A LICENSE.—Notwithstanding any other provision of law, the Secretary shall assess upon a person that is required to maintain a license under this title, but fails to maintain a license under this title, a civil penalty of not more than the greater of—

- (i) the amount of bets or wagers taken by the person from players in the United States during the period that a license was needed but not held by the person; or
- (ii) \$1,000,000 per day that the person accepts bets or wagers from players in the United States during the period that a license was needed but not held by the

person.

(E) CONSTRUCTION.—Nothing in this paragraph shall be construed to affect the ability of a law enforcement official to seek criminal penalties against a person.

(2) ASSESSMENT.—

(A) ENFORCEMENT BY QUALIFIED BODIES.—Qualified bodies and such other entities as are authorized by applicable State or tribal law shall enforce the provisions of this title under the law of the applicable State or Indian tribe, and penalties shall be determined, reviewable, collectable, and disposed of as provided under such law.

(B) ENFORCEMENT BY SECRETARY.—

(i) WRITTEN NOTICE.—Any penalty imposed under paragraph (1)(B) shall be assessed and collected by the Secretary by written notice.

(ii) FINALITY OF ASSESSMENT.—If, with respect to any assessment under paragraph (1)(B), a hearing is not requested pursuant to clause (v) within the period of time allowed under such clause, the assessment shall constitute a final agency order.

(iii) AUTHORITY TO MODIFY OR REMIT PENALTY.—The Secretary may compromise, modify, or remit any penalty which the Secretary may assess or has already assessed under paragraph (1)(B).

(iv) MITIGATING FACTORS.—In determining the amount of any penalty imposed under paragraph (1)(B), the Secretary shall take into account the appropriateness of the penalty with respect to the following:

(I) The size of the financial resources and the good faith of the person against whom the penalty is assessed.

(II) The gravity of the violation.

(III) The history of previous violations.

(IV) Such other matters as justice may require.

(v) HEARING.—The person against whom any penalty is assessed under paragraph (1)(B) shall be afforded a hearing by the Secretary if such person submits to the Secretary a request for such hearing not later than 20 days after the date of the issuance of the notice of assessment.

(vi) COLLECTION.—

(I) REFERRAL.—If any person fails to pay an assessment after any penalty assessed under this subparagraph has become final, the Secretary shall recover the amount assessed by action in the appropriate United States district court.

(II) SCOPE OF REVIEW.—In any civil action under subclause (I), the

validity and appropriateness of the penalty shall be subject to review for abuse of agency discretion.

(vii) DISBURSEMENT.—All penalties collected under authority of paragraph (1) (B) shall be deposited into the Treasury of the United States.

(3) CONDITION FOR LICENSURE.—Payment by a licensee of any civil penalty assessed under this subsection that has become final shall be a requirement for the retention of its license.

(n) List of Licensed Online Poker Facilities.—The Secretary shall establish and maintain a list of all online poker facilities licensed under this section. The Secretary shall update such list regularly and make such list publicly available on an Internet website.

SEC. 107. COMPULSIVE GAMING, RESPONSIBLE GAMING, AND SELF-EXCLUSION PROGRAM REQUIREMENTS.

(a) Regulations Required.—

(1) IN GENERAL.—Each qualified body shall, before issuing any licenses under this title, prescribe regulations for the development of a Compulsive Gaming, Responsible Gaming, and Self-Exclusion Program that each licensee of that qualified body shall implement as a condition of licensure.

(2) OUTREACH.—The regulations required by paragraph (1) shall also provide for the establishment of a program to alert the public to the existence, consequences, and availability of the self-exclusion list established under subsection (c).

(b) Minimum Requirements.—Under each program under subsection (a), a licensee shall, under the scope of the license issued the licensee under this title, at a minimum—

(1) provide informational materials written in plain language about responsible gaming, including information about the self-exclusion list established under subsection (c) and how a player may request placement on the list, each time a player signs in to make a bet or wager, which materials shall be provided via a prominently displayed hyperlink or comparable mechanism;

(2) provide informational materials about responsible gaming to any player that requests such materials;

(3) make continuously available individualized responsible gaming options that any customer may choose, including allowing customers to self-limit their access to the issuance of credit, check cashing, or direct mail marketing by the licensee, in each case as and to the extent that the qualified body may consider appropriate;

(4) ensure to a reasonable degree of certainty that persons on the list of self-excluded persons established pursuant to subsection (c) are prevented from initiating any bets or wagers within the scope of this title; and

(5) ensure that the information required under this subsection is clearly and prominently made available by the licensee in each language in which services of the online poker facility of the licensee are offered.

(c) List of Persons Self-excluded.—

(1) ESTABLISHMENT.—

(A) LISTS MAINTAINED BY QUALIFIED BODIES.—

(i) IN GENERAL.—Each qualified body shall establish and maintain a list of persons self-excluded from playing online poker through online poker facilities licensed by the qualified body.

(ii) SUBMITTAL TO SECRETARY.—At the end of each day, each qualified body shall submit to the Secretary a current copy of the list established and maintained by the qualified body under clause (i).

(B) MASTER LIST MAINTAINED BY SECRETARY.—

(i) IN GENERAL.—The Secretary shall establish and maintain a master list of all persons self-excluded from playing online poker through online poker facilities licensed under this title. Such list shall consist of all persons submitted under subparagraph (A)(ii).

(ii) AVAILABILITY.—The Secretary shall make the master list established and maintained under clause (i) available to all qualified bodies and licensees on an ongoing basis and licensees shall ensure to a reasonable degree of certainty that persons on the master list of self-excluded persons are prevented from initiating any bets or wagers within the scope of this title.

(C) PLACEMENT REQUEST.—Any person may request placement on the list of self-excluded persons by—

(i) acknowledging in a manner to be established by each qualified body with respect to its licensees that the person wishes to be denied gaming privileges within the scope of this title; and

(ii) agreeing that, during any period of voluntary exclusion, the person may not participate in online poker or collect any winnings or recover any losses resulting from any gaming activity at any online poker facility of a licensee.

(2) LIMITATION ON LIABILITY.—

(A) IN GENERAL.—Except as provided in subparagraph (B), the United States, the Secretary, a qualified body, the State or Indian tribe in which that qualified body is located, an enforcement agent, licensee, or any employee or agent thereof, shall not be liable to any self-excluded person or to any other party in any judicial or administrative proceeding for any harm, monetary or otherwise, which may arise as a result of—

(i) any failure to withhold gaming privileges from, or to restore gaming

privileges to, a self-excluded person;

(ii) otherwise permitting a self-excluded person to engage in gaming activity while on the list of self-excluded persons; or

(iii) disclosure to licensees, significant vendors, or employees or agents of licensees or significant vendors of the fact that an individual has been placed on the list of self-excluded persons and of other information that is reasonably necessary to identify that individual in order to carry out this subsection, including the address, date of birth, and taxpayer identification number of the individual.

(B) LICENSEES.—A licensee or employee or agent thereof may be liable to a self-excluded person in a judicial or administrative proceeding for a harm described in subparagraph (A) to the extent provided under the law of the State or Indian tribe of the qualified body that issued the license.

(C) RULE OF CONSTRUCTION.—Nothing in this paragraph shall be construed to prevent the Secretary or a qualified body from assessing a regulatory sanction against a licensee or person for failing to comply with a provision of this section or a regulation prescribed thereunder or for misuse of any list of self-excluded persons for purposes not authorized under this section.

(3) DISCLOSURE PROVISIONS.—

(A) IN GENERAL.—Notwithstanding any other provision of Federal, State, or tribal law, the list of self-excluded persons shall not be open to public inspection.

(B) AFFILIATE DISCLOSURE.—If necessary to effectuate the self-exclusion purposes of this subsection, any licensee may disclose the identities of persons on the self-excluded list to any significant vendor, service provider, or affiliated company to the extent that the significant vendor, service provider, or affiliated company maintains such information under confidentiality provisions comparable to those in this subsection.

(d) Gaming by Prohibited Persons.—

(1) PROHIBITION ON BENEFITTING FROM PROHIBITED GAMING ACTIVITY.—A person who is prohibited from gaming with a licensee by law, or by order of the Secretary, a qualified body, or any court of competent jurisdiction, including any person on the self-exclusion list under subsection (c), shall not collect, in any manner or proceeding, any winnings or recover any losses arising as a result of prohibited gaming activity with a licensee.

(2) FORFEITURE.—In addition to any other penalty provided by law, any money or thing of value that has been obtained by, or is owed to, any prohibited person by a licensee as a result of bets or wagers made by a prohibited person after the applicable prohibition has become effective shall be subject to forfeiture by order of the Secretary or a qualified body, following notice to the prohibited person and opportunity to be heard.

(3) DEPOSIT OF FORFEITED FUNDS.—Any funds forfeited pursuant to this subsection shall be deposited into the Treasury of the United States, or, in the case of a forfeiture to a qualified body, as provided by the applicable State or tribal law.

(e) Administrative Provisions.—

(1) NO DUTY TO IDENTIFY OR EXCLUDE COMPULSIVE PLAYERS NOT ON LIST.—No provision of this section shall be construed as creating a legal duty in the Secretary, a qualified body, a licensee, or any employee or agent thereof to identify or to exclude compulsive players not on the list of self-excluded persons.

(2) NO CAUSE OF ACTION.—The Secretary, a qualified body, a licensee, and any employee or agent thereof, shall not be liable to any person in any proceeding for losses or other damages of any kind arising out of that person's gaming activities based on a claim that the person was a compulsive, problem, or pathological player.

(3) NO PRIVATE RIGHT OF ACTION.—Nothing in this section shall be construed to create a private right of action.

SEC. 108. PROHIBITION ON USE OF LICENSES IN CERTAIN STATES AND INDIAN LANDS.

(a) In General.—Online poker provided by online poker facilities licensed under this title shall be lawful in the United States only with respect to the acceptance of bets or wagers from individuals located in States and Indian lands that have opted-in under this section.

(b) State Participation.—

(1) OPT-IN ELECTION.—A State shall be considered to have opted-in under this section if

(A) a majority of a quorum of each chamber of the legislature of the State has approved a bill, resolution, or similar measure that expresses that bets or wagers authorized under this title should not be prohibited in such State; and

(B) such bill, resolution, or similar measure is the most recent bill, resolution, or similar measure approved by a majority of a quorum of each chamber of the legislature of the State that expresses whether bets or wagers authorized under this title should be prohibited in such State.

(2) OPT-OUT ELECTION.—A State shall be considered not to have opted-in under this section if—

(A) a majority of a quorum of each chamber of the legislature of the State has approved a bill, resolution, or similar measure that expresses that bets or wagers authorized under this title should be prohibited in such State; and

(B) such bill, resolution, or similar measure is the most recent bill, resolution, or similar measure approved by a majority of a quorum of each chamber of the legislature of the State that expresses whether bets or wagers authorized under this title should be

prohibited in such State.

(3) LIMITATION ON STATE PARTICIPATION.—Notwithstanding any other provision of law, for purposes of determining whether a State has opted-in under this section, neither the Secretary nor any provision of State law may require a State to undertake any additional or different procedures than those specified in paragraphs (1) and (2).

(4) EFFECTIVE DATE OF CHANGES.—If a State changes its election to participate or not to participate in a bill, resolution, or similar measure under paragraph (1) or (2), such change shall apply, for purposes of this title, beginning on the later of—

(A) 60 days after the date of the approval of such bill, resolution, or similar measure;
or

(B) the effective date specified in such bill, resolution, or similar measure.

(c) Indian Tribe Notice and Participation.—

(1) OPT-IN ELECTION.—Except as provided in paragraphs (3) and (4), an Indian tribe shall be considered to have opted-in under this section if the principal chief or other chief executive officer or designated authority of such Indian tribe submits written notice to the Secretary that bets or wagers authorized under this title should not be prohibited on the Indian lands of such Indian tribe.

(2) OPT-OUT ELECTION.—Except as provided in paragraph (3) and subsection (d), an Indian tribe shall be considered not to have opted-in under this section if the principal chief or other chief executive officer or designated authority of such Indian tribe—

(A) submits written notice to the Secretary that bets or wagers otherwise authorized under this title should be prohibited on the Indian lands of such Indian tribe; or

(B) does not submit to the Secretary notice specified in paragraph (1).

(3) SUBSEQUENT CHANGE OF ELECTION.—

(A) NOTICE OF CHANGE.—Except as provided in paragraph (4), in a case in which the principal chief or other chief executive officer or designated authority of an Indian tribe has submitted notice under paragraph (1) or (2) to opt-in or opt-out, respectively, such Indian tribe may change its election at any time under this subsection if the principal chief or other chief executive officer or designated authority of such Indian tribe submits to the Secretary a written notice indicating such change.

(B) STATUS.—An Indian tribe that submits notice under subparagraph (A) shall be considered—

(i) to have opted-in under this section if the most recent notice submitted under such subparagraph indicates that bets or wagers authorized under this title should not be prohibited on the Indian lands of such Indian tribe; and

(ii) not to have opted-in under this section if such notice indicates that bets or wagers authorized under this title should be prohibited on the Indian lands of such

Indian tribe.

(C) EFFECTIVE DATE.—A change in election under this paragraph shall apply, for purposes of this title, beginning on the later of—

(i) 60 days after the date the most recent notice is submitted under subparagraph (A); or

(ii) the effective date specified in such notice.

(4) INDIAN LANDS LOCATED IN STATES THAT HAVE OPTED-OUT.—

(A) IN GENERAL.—If the lands of an Indian tribe are located in a State that is considered not to have opted-in under this section, the Indian tribe shall also be considered not to have opted-in under this section for purposes of subsection (a), regardless of any action by the principal chief or other chief executive officer or designated authority of such Indian tribe under paragraph (1) or (3).

(B) DESIGNATION OF REGULATORY BODIES STILL AUTHORIZED.—Notwithstanding any other provision of this Act, a regulatory body of an Indian tribe may not be deemed ineligible for designation as a qualified body solely because such Indian tribe is considered pursuant to subparagraph (A) not to have opted-in under this section.

(d) Prohibition on Unlicensed Remote Bets or Wagers.—

(1) IN GENERAL.—Except as expressly authorized in this title, no State or Indian tribe may authorize or operate a facility that offers remote bets or wagers, even if such bets or wagers involve participants wholly within the boundaries of such State or the Indian lands of such Indian tribe, if such facility utilizes the services of any party located outside such State or Indian lands in connection with its operation or involves a financial institution in the receipt or transmission of deposits or withdrawals.

(2) LIMITATION.—The prohibition set out in paragraph (1) shall not apply to any bet or wager authorized pursuant to a State or tribal law enacted before May 1, 2012, or authorized by a license issued pursuant to this title.

(3) DEFINITIONS.—In this subsection:

(A) FINANCIAL INSTITUTION.—The term “financial institution” means any entity the business of which is engaging in financial activities as described in section 4(k) of the Bank Holding Company Act of 1956 (12 U.S.C. 1843(k)).

(B) REMOTE BETS OR WAGERS.—The term “remote bets or wagers” means bets or wagers—

(i) that are transmitted and received entirely within the boundaries of a single State or of the Indian lands of a single Indian tribe, using a communications facility in which transmissions and all intermediate routing of electronic data occur wholly within the boundaries of such State or the Indian lands of such Indian tribe; and

(ii) with respect to which the participants are not located on the premises of the same casino gambling facility.

(e) Notification and Enforcement of State and Indian Tribe Prohibitions.—

(1) IN GENERAL.—The Secretary shall notify qualified bodies, all licensees, and applicants of all States and Indian tribes that are considered to have opted-in under this section, promptly upon receipt of any notice received under subsection (b) or (c) and not fewer than 30 days before the effective date of such notice.

(2) VIOLATIONS.—It shall be a violation of this title for any licensee to accept a bet or wager initiated or otherwise made by a person who the licensee knows is located at the time of placing such bet or wager within any State or on the Indian lands of any Indian tribe which is not considered to have opted-in under this section.

(3) STATE ATTORNEY GENERAL ENFORCEMENT.—In any case in which the attorney general of a State or any State or local law enforcement agency, authorized by the attorney general of the State or by State statute to prosecute violations of consumer protection law, has reason to believe that an interest of the residents of that State has been or is threatened or adversely affected by a violation by a licensee under paragraph (2), the State, or the State or local law enforcement agency, may bring a civil action on behalf of the residents of that State or jurisdiction in a district court of the United States located therein—

(A) to enjoin that practice; or

(B) to enforce compliance with this section.

(4) INDIAN TRIBE ENFORCEMENT.—In any case in which the chief law enforcement officer of an Indian tribe or tribal law enforcement agency, authorized by the chief law enforcement officer of the Indian tribe or by tribal law to prosecute violations of consumer protection law, has reason to believe that an interest of the residents of the Indian lands within the tribe's jurisdiction has been or is threatened or adversely affected by a violation by a licensee under paragraph (2), the Indian tribe, or the tribal law enforcement agency, may bring a civil action on behalf of the residents of those Indian lands in a district court of the United States located nearest to those Indian lands—

(A) to enjoin that practice; or

(B) otherwise to enforce compliance with this section.

(f) No Impact on Indian Gaming Regulatory Act.—

(1) IN GENERAL.—No provision of this title or decision or action taken by an Indian tribe or State pursuant thereto shall have any effect on non-Internet gaming activities within the scope of section 11 of the Indian Gaming Regulatory Act (25 U.S.C. 2710) or any successor provisions or on any Tribal-State compacts or authorities pursuant thereto.

(2) TRIBAL STATUS OR CATEGORY NOT AFFECTED.—Tribal operation of online poker facilities under this title shall not be considered class II or class III gaming under such section, and an Indian tribe's status, category, or class under such section shall not impact its

status or ability to offer bets or wagers pursuant to this title.

(3) NEW NEGOTIATIONS NOT REQUIRED.—

(A) INDIAN TRIBES.—The fact that an Indian tribe is operating under a license issued under this title or that a tribal regulatory body is acting as a qualified body under this title shall not require an Indian tribe to negotiate a new agreement, limitation, or other provision of tribal-State compact, agreement, or other understanding with respect to gaming or revenue-sharing, with regard to any bet or wager occurring pursuant to a license issued under this title.

(B) STATES.—The fact that a State has opted in under this section or that a State regulatory body is acting as a qualified body under this title shall not require the State to negotiate a new agreement, limitation, or other provision of tribal-State compact, agreement, or other understanding with respect to gaming or revenue-sharing, with regard to any bet or wager occurring pursuant to a license issued under this title.

SEC. 109. PROHIBITION ON BETS OR WAGERS ON SPORTING EVENTS AND GAMES OTHER THAN ONLINE POKER.

(a) In General.—No provision of this title shall be construed to authorize any licensee to accept a bet or wager on—

- (1) any game, event, or activity that is not online poker; or
- (2) any sporting event in violation of any applicable provision of Federal or State law.

(b) Construction.—Nothing in this title shall be construed to repeal or amend any provision of Federal or State law prohibiting, restricting, or otherwise addressing bets or wagers on sporting events, including provisions of Federal and State law that permit participation in any fantasy or simulation sports games.

SEC. 110. PUBLIC INTERNET GAMBLING AND ONLINE POKER PARLORS PROHIBITED.

(a) In General.—It shall be considered a violation of this title to operate a place of public accommodation, club (including a club or association limited to dues-paying members or similar restricted groups), or similar establishment in which computer terminals or similar access devices are made available to be used principally for the purpose of accessing Internet gambling facilities or online poker facilities.

(b) Criminal Penalties.—Any person who violates subsection (a) shall be fined under title 18, United States Code, imprisoned for not more than 5 years, or both.

(c) Construction.—Nothing in this title shall be construed to authorize or otherwise to permit the operation of places of public accommodation, clubs (including clubs or associations limited to dues-paying members or similar restricted groups) and similar establishments that permit

access to Internet gambling facilities or online poker facilities.

(d) Relation to State, Local, and Tribal Law.—Places of public accommodation, clubs, or similar establishments described in subsection (c) shall be subject to all otherwise applicable State, local, and tribal police, criminal, zoning, and other regulatory powers which are not intended to be limited in any way by this title.

SEC. 111. SAFE HARBOR.

It shall be an affirmative defense to any prosecution or enforcement action under any provision of Federal, State, or tribal law that the activity forming the basis of such prosecution or enforcement action is authorized under and has been carried out lawfully in accordance with and under the terms of this title.

SEC. 112. CHEATING AND OTHER FRAUD.

(a) Cheating and Cheating Devices Prohibited.—

(1) CHEATING PROHIBITED.—No person initiating, receiving, or otherwise making a bet or wager with a licensee, or sending, receiving, or inviting information assisting with a bet or wager with a licensee shall knowingly violate, attempt to violate, or assist another in violating the rules of play established by the licensee for the purpose of obtaining prohibited or unfair advantage in any game authorized under this title.

(2) CHEATING DEVICES.—Except as provided in paragraph (3), no person initiating, receiving, or otherwise making a bet or wager with a licensee, or sending, receiving, or inviting information assisting with a bet or wager with a licensee shall knowingly use, possess, or assist another in the use of, an electronic, electrical, or mechanical device or software or other program or tool which is designed, constructed, or programmed specifically for use in obtaining an advantage in any game authorized under this title, where such advantage is prohibited or otherwise violates the rules of play established by the licensee.

(3) PERMISSIBLE USES.—It shall not be a violation of this subsection for a licensee, its agents, a qualified body, or its agents to use or possess a device described in the preceding sentence if—

- (A) such use or possession is solely for purposes of testing an online poker facility;
- (B) such device is not used in live play involving actual bets or wagers; and
- (C) such device is registered with the qualified body that issued the applicable license.

(4) DISCLOSURE TO PUBLIC NOT REQUIRED.—Notwithstanding any other provision of law, a registration under paragraph (3)(C) is not required to be made available to the public.

(b) Additional Offense.—

(1) IN GENERAL.—Except as provided in paragraph (3), no person initiating, receiving, or

otherwise making a bet or wager with a licensee, or sending, receiving, or inviting information assisting with a bet or wager with a licensee, shall knowingly use, possess, or assist another in the use of any cheating device with intent to cheat or defraud any licensee or other persons placing bets or wagers with such licensee.

(2) BOTS.—A software program that makes bets or wagers according to an algorithm shall constitute a type of cheating device under this subsection.

(3) PERMISSIBLE USES.—It shall not be a violation of this subsection for a licensee, its agents, a qualified body, or its agent to use or possess a device described in paragraph (1) or (2) if—

(A) such use or possession is solely for purposes of testing an online poker facility;

(B) such device is not used in live play involving actual bets or wagers; and

(C) such device is registered with the qualified body that issued the applicable license.

(4) DISCLOSURE TO PUBLIC NOT REQUIRED.—Notwithstanding any other provision of law, a registration under paragraph (3)(C) is not required to be made available to the public.

(c) Criminal Penalty.—Whoever violates subsection (a) or (b) shall be fined under title 18, United States Code, imprisoned for not more than 3 years, or both.

(d) Permanent Injunction.—Upon conviction of a person for violation of this section, the court may enter a permanent injunction enjoining such person from initiating, receiving, or otherwise making bets or wagers or sending, receiving, or inviting information assisting in the placing of bets or wagers.

(e) Report on Threats to Operation of Online Poker Facilities.—

(1) IN GENERAL.—Not later than 1 year after the date of first issuance specified in section 114(a), the Director of the National Institute of Standards and Technology shall submit to Congress a report on threats to the integrity of online poker facilities operated by licensees.

(2) ELEMENTS.—The report required by paragraph (1) shall include the following:

(A) Identification of threats to the integrity of online poker facilities operated by licensees.

(B) Identification of technologies that could be used to hack computer networks, facilitate cheating, or otherwise place consumers at risk of fraud or monetary loss.

(C) An evaluation of steps taken by online poker facilities licensed under this title to respond to the threats identified pursuant to subparagraph (A).

(D) Recommendations for such measures as the Director considers appropriate to deal with the threats identified pursuant subparagraph (A).

SEC. 113. CONSTRUCTION AND RELATION TO OTHER LAW.

(a) No Impact on Existing Lawful Games.—

(1) IN GENERAL.—If bets or wagers on certain games of skill that are not online poker are not regarded as gambling or otherwise prohibited under all provisions of Federal, applicable State, or tribal law—

(A) nothing in this title shall be construed to require licensing under this title with respect to such games; and

(B) fees paid to participate in such games shall not be regarded as bets or wagers for purposes of this title.

(2) RELIANCE.—Nothing in this title may be relied on as support for the legality or permissibility of any games without compliance with the licensing and other requirements of this title

(b) Preemption of State and Tribal Laws.—

(1) IN GENERAL.—Except as otherwise expressly provided in this title, the provisions of this title shall supersede any provisions of the law of any State or Indian tribe expressly relating to the permitting, prohibiting, licensing, or regulating of Internet gambling facilities or online poker facilities and the law of any State or Indian tribe expressly relating to the authorization, prohibiting, licensing, expansion, or regulation of gambling, except to the extent such State or tribal laws are not inconsistent with this title.

(2) SAVINGS PROVISION.—Nothing in this title may be construed to limit the applicability or enforcement of any State or tribal consumer protection law of general applicability or preempt the applicability of State or tribal trespass, contract, or tort law.

(c) Relation to Gambling Devices Transportation Act.—Equipment used by a licensee or significant vendor in the furtherance of licensed activities pursuant to this title (but not to the extent it is used for other purposes) shall not be considered a gambling device within the meaning of section 1 of the Act of January 2, 1951, prohibiting the transportation of gambling devices in interstate and foreign commerce (15 U.S.C. 1171).

(d) Exemptions From Subchapter Iv of Chapter 53 of Title 31, United States Code.—Subchapter IV of chapter 53 of title 31, United States Code, is amended by adding at the end the following:

“SEC. 5368. INAPPLICABILITY TO CERTAIN GAMING AND WAGERS.

“The provisions of this subchapter—

“(1) restricting acceptance of bets or wagers made by individuals located in the United States or requiring the blocking or other prevention of restricted transactions shall not apply with respect to the placing, transmitting, or receiving of interstate off-track wagers, as such term is defined in section 3 of the Interstate Horseracing Act of 1978 (15 U.S.C. 3002), that are permissible under such Act (15 U.S.C. 3001 et seq.), whether such off-track wager is

made by telephone, Internet, satellite, or other wire or wireless communication facility, service, or medium; and

“(2) shall not apply to any bet or wager—

“(A) occurring pursuant to a license issued under title I of the Internet Gambling Prohibition, Poker Consumer Protection, and Strengthening UIGEA Act of 2012, subject to section 109 of that Act;

“(B) that is permissible under the Interstate Horseracing Act of 1978 (15 U.S.C. 3001 et seq.); or

“(C) is the purchase of a chance or opportunity to win a lottery or other prize—

“(i) which opportunity to win is predominantly subject to chance;

“(ii) which winning is determined not more frequently than daily;

“(iii) which is authorized by a State or Indian tribe wholly within its borders;

“(iv) with respect to which the Internet is solely the medium for purchase but is not the medium in which the drawing or the playing of the game or contest is conducted;

“(v) which requires the delivery (electronically or non-electronically) of a tangible ticket or card for purposes of redemption of any prize; and

“(vi) which is not an online lottery game that is intended to mimic or does substantially mimic a gaming device, slot machine, poker, or any other casino game.”

(e) Inapplicability of Certain Provisions to Interstate Off-track Wagers.—The provisions of this title requiring a license shall not apply with respect to the placing, transmitting, or receiving of interstate off-track wagers, as such term is defined in section 3 of the Interstate Horseracing Act of 1978 (15 U.S.C. 3002), that are permissible under such Act (15 U.S.C. 3001 et seq.), whether such off-track wager is made by telephone, Internet, satellite, or other wire or wireless communication facility, service, or medium.

(f) Wire Act Amendments.—

(1) DEFINITIONS.—Section 1081 of title 18, United States Code, is amended—

(A) by designating the five undesignated paragraphs as paragraphs (1) through (5), respectively;

(B) in paragraph (2), as so designated by subparagraph (A), by striking “value.” and inserting “value, including any Internet gambling facility.”;

(C) by amending paragraph (5), as so designated by subparagraph (A), to read as follows:

“(5) The term ‘communication facility’ includes any instrumentality, personnel, and services (including, the receipt, forwarding, or delivery of communications) used in the

transmission of a writing, sign, picture, or sound of any kind by aid of wire, cable, radio, or an electromagnetic, photoelectronic, or photooptical system, or other like connection (whether fixed or mobile) between the points of origin and reception of such transmission.”; and

(D) by adding at the end the following:

“(6) The term ‘bet or wager’ has the meaning given the term in section 102 of the Internet Gambling Prohibition, Poker Consumer Protection, and Strengthening UIGEA Act of 2012.

“(7) The term ‘Internet’ means the international computer network of interoperable packet switched data networks.

“(8) The term ‘Internet gambling facility’ has the same meaning given the term in section 102 of the Internet Gambling Prohibition, Poker Consumer Protection, and Strengthening UIGEA Act of 2012.

“(9) The terms ‘financial transaction provider’ and ‘insured depository institution’ have the meanings given those terms in section 5362 of title 31, United States Code.

“(10) The term ‘gambling business’ means a business of betting or wagering.

“(11) The terms ‘own or control’ and ‘owned or controlled’ include circumstances within the meaning of section 2(a)(2) of the Bank Holding Company Act of 1956 (12 U.S.C. 1841(a)(2)).”.

(2) MODIFICATION OF EXISTING PROHIBITION.—Section 1084 of title 18, United States Code, is amended to read as follows:

“1084. Transmission of wagering information; penalties

“(a) Offense.—Except as otherwise provided in this section, it shall be unlawful for a person that is engaged in a gambling business to knowingly use a communication facility for the transmission in interstate or foreign commerce, within the special maritime and territorial jurisdiction of the United States, or to or from any place outside the jurisdiction of any country with respect to any transmission to or from the United States, of—

“(1) bets or wagers;

“(2) information assisting in the placing of bets or wagers; or

“(3) a communication, which entitles the recipient to receive money or credit as a result of bets or wagers, or for information assisting in the placing of bets or wagers.

“(b) Penalty.—Any person who violates subsection (a) shall be fined under this title, imprisoned for not more than 5 years, or both.

“(c) Transmission in Interstate or Foreign Commerce.—Except as otherwise provided in this section, the transmission of bets or wagers, information assisting in the placing of bets or wagers, or a communication which entitles the recipient to receive money or credit as a result of bets or wagers, or for information assisting in the placing of bets or wagers shall be considered a

transmission in interstate or foreign commerce subject to this section if such transmission involved the use, in some part, of the Internet.

“(d) Rules of Construction.—

“(1) IN GENERAL.—Nothing in this section shall be construed to—

“(A) prohibit—

“(i) the transmission of information assisting in the placing of bets or wagers for use in news reporting if such transmission does not solicit or provide information for the purpose of facilitating or enabling the placing or receipt of bets or wagers;

“(ii) the interstate transmission of information relating to a State-specific lottery between a State or foreign country where such betting or wagering is permitted under Federal, State, tribal, or local law and an out-of-State data center for the purposes of assisting in the operation of such State-specific lottery; or

“(iii) a qualifying intrastate lottery transaction (as defined in section 102 of the Internet Gambling Prohibition, Poker Consumer Protection, and Strengthening UIGEA Act of 2012).

“(B) create immunity from criminal prosecution under any laws of a State or tribe;
or

“(C) authorize activity that is prohibited under chapter 178 of title 28.

“(2) EXCEPTION.—Paragraph (1)(A)(iii) shall not include any online lottery game that is intended to mimic or does substantially mimic a gaming device, slot machine, poker, or any other casino game;

“(e) Applicability.—This section shall not apply to any activity that is permissible under the Interstate Horseracing Act of 1978 (15 U.S.C. 3001 et seq.), or any activity that is permissible under title I of the Internet Gambling Prohibition, Poker Consumer Protection, and Strengthening UIGEA Act of 2012.

“(f) Duty of Common Carrier.—

“(1) IN GENERAL.—If a common carrier (as defined in section 3 of the Communications Act of 1934 (47 U.S.C. 153)), subject to the jurisdiction of the Federal Communications Commission, is notified in writing by a Federal, State, tribal, or local law enforcement agency, acting within the jurisdiction of the law enforcement agency, that a communication facility furnished by the common carrier is being used or will be used by a subscriber of the common carrier for the purpose of transmitting or receiving gambling information in interstate or foreign commerce, within the special maritime and territorial jurisdiction of the United States, or to or from any place outside the jurisdiction of any country with respect to any transmission to or from the United States in violation of Federal, State, tribal, or local law, the common carrier shall discontinue or refuse, the leasing, furnishing, or maintaining of such facility, after reasonable notice to the subscriber.

“(2) LIMITATION ON LIABILITY.—No damages, penalty, or forfeiture, civil or criminal, shall be found against a common carrier for any act done in compliance with any notice received from a law enforcement agency.

“(3) RULE OF CONSTRUCTION.—Nothing in this subsection shall be construed to prejudice the right of any person affected to secure an appropriate determination, as otherwise provided by law, in a Federal court or in a State, tribal, or local tribunal or agency, that such facility should not be discontinued or removed, or should be restored.”.

(3) AUTHORIZATION OF CIVIL ENFORCEMENT.—

(A) IN GENERAL.—Chapter 50 of title 18, United States Code, is amended by adding at the end the following:

“1085. Civil remedies

“(a) Jurisdiction.—The district courts of the United States (in addition to any other remedies under current law) shall have original and exclusive jurisdiction to prevent and restrain violations of section 1084 by issuing appropriate orders in accordance with this section, regardless of whether a prosecution has been initiated under section 1084.

“(b) Proceedings.—

“(1) DEFINITION.—In this subsection, the term ‘account’ means—

“(A) the unpaid balance of money or its equivalent received or held by an insured depository institution in the usual course of business and for which it has given or is obligated to give credit, either conditionally or unconditionally, to an account, including interest credited, or which is evidenced by an instrument on which the depository institution is primarily liable; and

“(B) money received or held by an insured depository institution, or the credit given for money or its equivalent received or held by the insured depository institution in the usual course of business for a special or specific purpose, regardless of the legal relationships established thereby, including escrow funds, funds held as security for securities loaned by the depository institution, funds deposited as advance payment on subscriptions to United States Government securities, and funds held to meet its acceptances.

“(2) PROCEEDINGS.—The United States may institute proceedings under this section—

“(A) to obtain injunctive or declarative relief, including a temporary restraining order and a preliminary injunction, against any person (other than a financial transaction provider, except as provided in paragraph (3)) to prevent or restrain a violation or a threatened violation of section 1084;

“(B) in the case of an insured depository institution that is a financial transaction provider, to—

“(i) restrain an account maintained at such insured depository institution if such

account is—

“(I) owned or controlled by a gambling business; and

“(II) includes proceeds of, or is used to facilitate a violation of section 1084; or

“(ii) seize funds in an account described in clause (i) if such funds—

“(I) are owned or controlled by a gambling business; and

“(II) constitute the proceeds of, were derived from, or facilitated, a violation of section 1084.

“(3) FINANCIAL TRANSACTION PROVIDERS.—The limitation in paragraph (2)(A) shall not apply if the financial transaction provider is a gambling business, in which case, such financial transaction provider shall be subject to the enforcement provisions under paragraph (2).

“(4) INJUNCTIVE PROCEEDINGS.—

“(A) IN GENERAL.—The attorney general (or other appropriate State official) of a State in which a communication in violation of section 1084 allegedly has been or will be initiated or received may institute proceedings under this section to obtain injunctive or declarative relief to prevent or restrain the violation or threatened violation.

“(B) RELIEF.—Upon application of the attorney general (or other appropriate State official) of an affected State under subparagraph (A), the district court may enter a temporary restraining order, a preliminary injunction, an injunction, or declaratory relief against any person (other than a financial transaction provider) to prevent or restrain a violation or threatened violation of section 1084, in accordance with rule 65 of the Federal Rules of Civil Procedure.

“(5) ENFORCEMENT AUTHORITY.—Notwithstanding paragraphs (2) and (4), for a communication in violation of section 1084 that allegedly has been or will be initiated or received on Indian lands (as that term is defined in section 4 of the Indian Gaming Regulatory Act (25 U.S.C. 2703))—

“(A) the United States shall have the enforcement authority provided under paragraph (2);

“(B) the enforcement authorities specified in an applicable Tribal-State compact negotiated under section 11 of the Indian Gaming Regulatory Act (25 U.S.C. 2710) shall be carried out in accordance with that compact; and

“(C) if there is no applicable Tribal-State compact, an appropriate tribal official may institute proceedings in the same manner as an attorney general of a State.

“(6) RULE OF CONSTRUCTION.—Nothing in this subsection shall be construed to alter, supersede, or otherwise affect the application of the Indian Gaming Regulatory Act (25

U.S.C. 2701 et seq.).

“(7) LIMITATION ON RELIEF.—Notwithstanding paragraph (4), no relief shall be granted under this section against a financial transaction provider except as provided in paragraph (3).

“(c) Limitation on Liability.—No damages, penalty, or forfeiture, civil or criminal, shall be found against any person or entity for any act done in compliance with any notice received from a law enforcement agency.”.

(B) CLERICAL AMENDMENT.—The table of sections for chapter 50 of title 18, United States Code, is amended by inserting after the item relating to section 1084 the following:

“1085. Civil remedies.”.

(g) Systems Used in Support of Lawful Gambling.—

(1) IN GENERAL.—This title, subchapter IV of chapter 53 of title 31, United States Code, section 1084 of title 18, United States Code, and any other provision of Federal law that establishes criminal penalties for any activity involved in placing, receiving, or otherwise transmitting a bet or wager, information assisting in the placing of bets or wagers, or a communication which entitles the recipient to receive money or credit as a result of bets or wagers, shall not apply to gaming devices, information, or communications, to the extent used to support bets or wagers offered by a casino gaming facility that—

(A) occur between participants who are located on the premises of the same casino gaming facility; and

(B) are lawful in the State or on the Indian lands in or on which the casino gaming facility is located.

(2) DEFINITIONS.—In this subsection:

(A) CASINO GAMING FACILITY.—The term “casino gaming facility” means any facility that provides casino gaming on a riverboat, at a race track, or in another facility, regardless of the number of gaming devices in 1 physical location, pursuant to a duly authorized license issued by a gaming regulatory authority of a State of Indian tribe.

(B) PARTICIPANTS.—The term “participants” includes all persons who are party to the bet or wager, including, in the case of banked games, the casino gaming facility or operator itself.

(h) Preservation of Existing Lawful Gambling.—

(1) IN GENERAL.—This title, subchapter IV of chapter 53 of title 31, United States Code, section 1084 of title 18, United States Code, and any other provision of Federal law that establishes criminal penalties for any activity involved in placing, receiving, or otherwise transmitting a bet or wager, information assisting in the placing of bets or wagers, or a communication which entitles the recipient to receive money or credit as a result of bets or

wagers, shall not apply to the offering of a bet or wager or gambling game authorized, licensed, and regulated by a State or Indian tribe on the day before the date of enactment of this Act and otherwise lawful activities in support of the offering of that bet or wager or gambling game.

(2) APPLICABILITY.—Paragraph (1) shall not apply to—

(A) any expansion of or other change to any such bet or wager or gambling game that otherwise would violate any applicable provision of Federal law if a change in State or tribal law is necessary in order to permit such expansion or change;

(B) the offering of a bet or wager or gambling game of the same type and character in a State or Indian tribe in which that bet or wager or gambling game is not permitted on the date of enactment of this Act; and

(C) qualifying intrastate lottery transactions.

(3) CASINO GAMING FACILITY DEFINED.—In this subsection, the term “casino gaming facility” means any facility that provides casino gaming on a riverboat, at a race track, or in another facility, regardless of the number of gaming devices in 1 physical location, pursuant to a duly authorized license issued by a gaming regulatory authority of a State of Indian tribe.

SEC. 114. ORDERLY TRANSITION.

(a) Issuance of Initial Licenses.—

(1) IN GENERAL.—Each qualified body designated under section 105 before the date of first issuance specified in this subsection, shall, to the extent practicable while meeting the requirements and standards of this title, issue multiple licenses under this title before such date in order to ensure a robust and competitive market for consumers and to prevent the first licensees from gaining an unfair competitive advantage.

(2) EFFECTIVE DATE OF INITIAL LICENSES.—No license issued under this title shall authorize a licensee to accept a bet or wager under this title before the date of first issuance specified in this subsection.

(3) DATE OF FIRST ISSUANCE.—The date of first issuance specified in this subsection is the date that is 450 days after the date of the enactment of this Act.

(b) Orderly Cessation of Unlicensed Activity and Safekeeping of Customer Funds.—

(1) IN GENERAL.—Each covered person shall, with respect to an Internet gambling facility and to the extent applicable to the person—

(A) not later than 30 days after the date of the enactment of this Act, cease offering, accepting, and providing services with respect to bets or wagers from individuals the person knows, or reasonably should know, are located in the United States;

(B) provide to each individual located in the United States who has outstanding sums on deposit with such person notice to such individual that operations will be

ceasing pursuant to paragraph (1) with instructions indicating the procedures the individual should use to request the return of such sums—

(i) not later than 7 days after the date of the enactment of this Act and not less frequently than quarterly thereafter until such sums have been returned, by e-mail;

(ii) not later than 30 days after the date of the enactment of this Act and not less frequently than semi-annually thereafter until such sums have been returned, by mail; and

(iii) beginning not later than 14 days after the date of the enactment of this Act and ending on the date that such sums have been returned, by promptly displaying notice each time such individual signs into the Internet gambling facility;

(C) promptly return all outstanding sums to individuals located in the United States who have sums on deposit with such person, upon the request of such individuals;

(D) during the 2-year period beginning on the date of the enactment of this Act, retain all outstanding sums on deposit with such person that are owed to individuals under subparagraph (C) the disposition of which remains unresolved because of a lack of a request by such individual under such subparagraph or other reason; and

(E) on the date that is 2 years and 1 day after the date of the enactment of this Act, place any remaining sums on deposit with such person that are owed to individuals under subparagraph (C) the disposition of which remains unresolved in escrow with a financial institution in the United States for safekeeping and orderly disposition as the Secretary may direct.

(2) APPLICABILITY REGARDLESS OF LICENSE APPLICATION STATUS.—Paragraph (1) applies to any covered person regardless of whether the covered person applies for a license or seeks a certificate of suitability with respect to an application for a license under this title.

(3) CRIMINAL PENALTY.—Whoever violates paragraph (1) shall be fined under title 18, United States Code, in an amount not to exceed 3 times the amount of the funds subject to this subsection or imprisoned under such title for not more than 2 years, or both.

(c) Limitations on Licensing of Covered Persons.—

(1) IN GENERAL.—Except as provided in subsection (e)(1), no covered person may be considered suitable for licensing under this title before the date that is 5 years after the date of the enactment of this Act.

(2) NO DETERMINATION OF SUITABILITY BY OTHER QUALIFIED BODIES.—No qualified body other than the Office of Online Poker Oversight or a benchmark qualified body may determine that a covered person is suitable for licensing under this title.

(3) SUBMISSION TO JURISDICTION AND WAIVER OF LIMITATIONS.—No covered person may be determined suitable for licensing under this title unless such covered person—

(A) expressly submits to the jurisdiction of the United States and of all States with respect to which such covered person knowingly offered, accepted, made available, or

facilitated bets or wagers after December 31, 2006; and

(B) agrees to waive any statutes of limitations or equitable remedies of laches that otherwise would preclude prosecution for a violation of a Federal or State law in connection with knowingly offering, accepting, making available, or facilitating bets or wagers after December 31, 2006.

(d) Prohibition on Use of Covered Assets.—

(1) INELIGIBILITY FOR LICENSE.—Except as provided in subsection (e)(2), no person may be considered suitable for licensing under this title (including a significant vendor under section 106(d)(1)(A)) before the date that is 5 years after the date of the enactment of this Act if such person uses a covered asset for the operation of an online poker facility.

(2) REVOCATION OF LICENSE.—Except as provided in subsection (e)(2), use of a covered asset by a licensee shall be grounds for revocation of the licensee's license under this title.

(e) Waivers.—

(1) WAIVERS FOR COVERED PERSONS.—The Office of Online Poker Oversight and a benchmark qualified body may each waive the application of subsection (c)(1) to a covered person if the Office or the benchmark qualified body determines by a preponderance of the evidence—

(A) in the case of a covered person described in subparagraph (A) or (B) of subsection (f)(2), that—

(i) the covered person did not violate, directly or indirectly, any provision of Federal or State law in connection with the operation or provision of services to an Internet gambling facility that made available bets or wagers to persons located in the United States after December 31, 2006, and

(ii) the assets to be used or that are being used by such person that were used in connection with an Internet gambling facility or bets or wagers from persons located in the United States were not used (and that the Internet gambling facility in connection with which the assets were used was not used) in violation of such Federal or State laws after that date; and

(B) in the case of a covered person described in subparagraph (C) of such subsection, that the assets that the covered person will use in connection with an online poker facility for which the covered person seeks a determination of suitability were not used (and that the Internet gambling facility in connection with which the assets were used was not used) in violation of any provision of Federal or State law after December 31, 2006.

(2) WAIVERS FOR USE OF COVERED ASSETS.—The Office of Online Poker Oversight and a benchmark qualified body may waive the application of subsection (d) to a covered asset if the Office or the benchmark qualified body determines by a preponderance of the evidence that the covered asset was not used in violation of any provision of Federal or State law

after December 31, 2006, and that the Internet gambling facility in connection with which the covered asset was used was not used in violation of any provision of Federal or State law after that date.

(3) PREVIOUS PROSECUTION NOT CONSIDERED.—A determination made under paragraph (1) or (2) with respect to a covered person or covered asset shall be made without regard to whether the conduct of the covered person or use of the covered asset was ever the subject of a criminal proceeding for violation of a provision of Federal or State law or whether the covered person has been prosecuted and the prosecution terminated in a manner other than with a conviction.

(4) HEARING.—In making a determination under paragraph (1) with respect to a covered person or under paragraph (2) with respect to a person seeking a waiver for the use of a covered asset, the Office of Online Poker Oversight or benchmark qualified body, as applicable, shall afford the covered person or person an opportunity for hearing at which evidence may be presented. The Office of Online Poker Oversight or benchmark qualified body shall act as finder of fact and shall be entitled to evaluate the credibility of the witnesses and persuasiveness of the evidence.

(5) IDENTIFICATION OF AFFECTED STATES.—A covered person that is the subject of a determination under paragraph (1) or a person seeking a waiver under paragraph (2) shall upon request of the Office of Online Poker Oversight or a benchmark qualified body identify all States with respect to which such covered person knowingly offered, accepted, made available, or facilitated bets or wagers after December 31, 2006, or with respect to which covered assets were used after that date, as the case may be.

(6) EFFECT OF WAIVER.—If the Office of Online Poker Oversight or a benchmark qualified body waives the application of subsection (c)(1) or (d) for a person, such person may only receive a license or certificate of suitability under this title if such license or certificate is issued from the same regulatory body that made the waiver.

(7) REGULATIONS.—The Office of Online Poker Oversight and the benchmark qualified bodies shall prescribe regulations to carry out this subsection.

(8) JUDICIAL REVIEW.—An applicant may seek judicial review of a determination under paragraph (1) or (2) only by the United States district court for the District of Columbia in accordance with chapter 7 of title 5, United States Code.

(f) No Effect on Existing Law.—Nothing in this section shall be construed to repeal, to amend, or to affect the interpretation of any provision of Federal or State law that was in effect before the date of the enactment of this Act that—

- (1) prohibits, restricts, or otherwise addresses bets or wagers; or
- (2) prohibits fraud, unfair or deceptive acts or practices, or other criminal activity.

(g) Definitions.—In this section:

- (1) COVERED ASSET.—The term “covered asset” means any asset specifically designed

for use and used in connection with the operation of an Internet gambling facility that offered, accepted, or made available bets or wagers involving persons located in the United States after December 31, 2006, including the following:

- (A) Any trademark, trade name, service mark, or similar intellectual property that was used to identify any aspect of an Internet gambling facility to the customers of such facility.
 - (B) Any database of customer information or customer list of individuals residing in the United States who made bets or wagers with an Internet gambling facility.
 - (C) Any derivative of a database or customer list described in subparagraph (B).
 - (D) Software and hardware relating to the management, administration, development, testing, or control of an Internet gambling facility.
- (2) COVERED PERSON.—The term “covered person” means any person who—
- (A) has at any time, owned, in whole or in significant part, an Internet gambling facility or an entity that operated an Internet gambling facility that—
 - (i) accepted bets or wagers from persons located in the United States after December 31, 2006; and
 - (ii) acted with knowledge of the fact that such bets or wagers involved persons located in the United States;
 - (B) was a significant vendor with respect to the bets or wagers from persons located in the United States for a person described in subparagraph (A), except to the extent such services consisted solely of advertising on behalf of a person described in subparagraph (A), and acted with knowledge of the fact that such bets or wagers involved persons located in the United States; or
 - (C) purchased or acquired, directly or indirectly—
 - (i) in whole or in significant part, a person described in subparagraph (A) or (B); or
 - (ii) covered assets, tangible or intangible and in whole or in part, of such person.
- (3) SIGNIFICANT PART.—The term “significant part”, with respect to ownership of a person, means ownership of—
- (A) 5 percent or more of that person; or
 - (B) any amount of ownership of that person that provides control over such person.

SEC. 115. ANNUAL REPORTS.

(a) Licensing and Regulation of Online Poker Facilities.—

(1) IN GENERAL.—Not later than 1 year after the date of first issuance specified in section

114(a) and not less frequently than annually thereafter, the Secretary shall submit to Congress a report on the licensing and regulation of online poker facilities under this title.

(2) ELEMENTS.—Each report submitted under paragraph (1) shall include the following:

(A) A description of all notices received by the Secretary under subsections (b) and (c) of section 108.

(B) The amount of assessments collected under section 106(e) and, in cooperation with the Secretary of Treasury, an estimate of the amount of income tax revenue that is attributable to the operation of online poker facilities during the period covered by the report.

(C) A list of qualified bodies, the number of licensees reviewed by the qualified bodies under this title, and the outcomes of such reviews.

(D) A description of the efforts the Secretary has undertaken to ensure that qualified bodies are properly issuing licenses and regulating licensees under this title.

(E) A detailed description of each type of game offered by licensees and how each type is consistent with the definition of “poker” under section 102.

(F) Such other information as the Secretary considers appropriate.

(b) Consumer Protection.—

(1) IN GENERAL.—Not later than 1 year after the date of first issuance specified in section 114(a) and not less frequently than annually thereafter, the Secretary shall submit to the Committee on Commerce, Science, and Transportation of the Senate and the Committee on Energy and Commerce of the House of Representatives a report on commercial and regulatory practices carried out to protect consumers with respect to online poker, including the practices carried out pursuant to the requirements of section 107 and the regulations prescribed pursuant to such section.

(2) ELEMENTS.—Each report submitted under paragraph (1) shall include the following:

(A) A detailed description of the efforts of each qualifying body to protect consumers from unfair or deceptive acts or practices, including deceptive advertising and marketing to minors.

(B) A description of the practices that the Secretary recommends qualifying bodies adopt to protect consumers.

(C) Such recommendations as the Secretary may have for legislative action as the Secretary considers necessary to protect consumers with respect to online poker.

(D) Such other information as the Secretary considers appropriate.

SEC. 116. EFFECTIVE DATE.

(a) In General.—Except as otherwise provided in this title, the provisions of this title shall take effect on the date that is 30 days after the date of the enactment of this Act.

(b) Regulations Required Before Issuing Licenses.—Notwithstanding any other provision of this title, a qualified body may not issue a license under this title until the qualified body has issued regulations to meet its obligations as a qualified body.

TITLE II—ENFORCEMENT UNDER TITLES 18 AND 31, UNITED STATES CODE

SEC. 201. FINANCIAL SERVICE PROVIDERS.

(a) Listing of Licensed Online Poker Facilities.—Subchapter IV of chapter 53 of title 31, United States Code, is amended—

(1) in section 5362—

(A) by redesignating paragraph (11) as paragraph (12); and

(B) by inserting after paragraph (10) the following:

“(11) LIST OF LICENSED ONLINE POKER FACILITIES.—The term ‘list of licensed online poker facilities’ means the list established and maintained under section 106(n) of the Internet Gambling Prohibition, Poker Consumer Protection, and Strengthening UIGEA Act of 2012.”; and

(2) in section 5364, by striking subsection (d) and inserting the following:

“(d) Financial Transaction Providers.—

“(1) IN GENERAL.—A financial transaction provider shall prevent, prohibit, or suspend its service from completing payment transactions involving customers within the United States and a person or entity that is—

“(A) an Internet gambling facility not included on the list of licensed online poker facilities, or that the financial transaction provider reasonably believes is included on such list; or

“(B) demonstrated to be, or that the financial transaction provider reasonably believes to be, an unlicensed Internet gambling enterprise, based on information other than the list of licensed online poker facilities; or

“(C) acting on behalf of an Internet gambling facility that is not included on the list of licensed online poker facilities, or that the financial transaction provider reasonably believes is included on such list, if the financial transaction provider has knowledge that such person or entity is acting on behalf of the unlicensed person or entity.

“(2) SAFE HARBOR.—A financial transaction provider shall not be held liable to any person—

“(A) for engaging in a financial activity or transaction, including a payments processing activity, in connection with a bet or wager that the provider believes is permitted by the Internet Gambling Prohibition, Poker Consumer Protection, and Strengthening UIGEA Act of 2012 or the Internet Horse Racing Act of 1978 (15

U.S.C. 3001 et seq.), unless the financial transaction provider has actual knowledge that the financial activity or transaction was conducted in violation of either such Act or any applicable provision of Federal or State law; or

“(B) for taking any action pursuant to paragraph (1).”.

SEC. 202. AMENDMENTS RELATING TO ILLEGAL GAMBLING BUSINESSES.

Section 1955(b)(1) of title 18, United States Code, is amended—

- (1) in clause (i), by striking “(i) is” and inserting “(A)(i) is”;
- (2) in clause (iii), by striking the period at the end and inserting “; or”; and
- (3) by adding at the end the following:

“(B) is an unlawful Internet gambling facility, as defined in section 102 of the Internet Gambling Prohibition, Poker Consumer Protection, and Strengthening UIGEA Act of 2012.”.

SEC. 203. FURTHER AMENDMENTS TO SUBCHAPTER IV OF CHAPTER 53 OF TITLE 31, UNITED STATES CODE.

Section 5362(10) of title 31, United States Code, is amended—

- (1) by striking subparagraphs (A) through (C) and inserting the following:

“(A) IN GENERAL.—The term ‘unlawful Internet gambling’ means to place, receive, or otherwise knowingly transmit a bet or wager by or on behalf of a person located in the United States by any means which involves the use, at least in part, of the Internet, unless such bet or wager is expressly permitted under applicable Federal law.”;

- (2) by redesignating subparagraph (D) as subparagraph (B);
- (3) in subparagraph (B), as so redesignated, by striking clause (iii); and
- (4) by striking subparagraph (E) and inserting the following:

“(C) QUALIFYING INTRASTATE LOTTERY TRANSACTIONS.—The term ‘unlawful Internet gambling’ does not include the purchase of a chance or opportunity to win a lottery or other prize that satisfies all of the conditions and limitations set out in section 102(3)(B)(ii) of the Internet Gambling Prohibition, Poker Consumer Protection, and Strengthening UIGEA Act of 2012.

“(D) LICENSED ONLINE POKER FACILITIES.—The term ‘unlawful Internet gambling’ does not include an activity carried out by an online poker facility, as such term is defined in section 102 of the Internet Gambling Prohibition, Poker Consumer Protection, and Strengthening UIGEA Act of 2012, operated by a person under a license provided under title I of that Act, in accordance with the provisions of that title I.”.

SEC. 204. BETTOR FORFEITURE.

Section 981(a)(1) of title 18, United States Code, is amended by adding at the end the following:

“(I) Any property, real or personal, involved in a transaction or attempted transaction in violation of section 103 of the Internet Gambling Prohibition, Poker Consumer Protection, and Strengthening UIGEA Act of 2012, or any property traceable to such property.”.

SEC. 205. REGULATIONS.

(a) Regulations.—Not later than 180 days after the date of enactment of this Act, the Secretary of the Treasury shall prescribe such regulations as the Secretary of the Treasury considers necessary to ensure compliance with the Bank Secrecy Act (12 U.S.C. 1951 et seq.; 31 U.S.C. 5311 et seq.), by licensees, significant vendors to such licensees, and financial service providers to such licensees (as those terms are defined in section 102).

(b) Revision of Regulations.—Not later than 180 days after the date of enactment of this Act, the Secretary of the Treasury shall revise part 233 of title 12, Code of Federal Regulations, and part 132 of title 31, Code of Federal Regulations, to conform with the provisions of title I.

SEC. 206. CONFORMING AMENDMENT.

Section 310(b)(2)(I) of title 31, United States Code, is amended by striking “subchapter II” and inserting “subchapters II and IV”.

TITLE III—ONLINE POKER REVENUE PROVISIONS

SEC. 301. AMENDMENT OF 1986 CODE.

Except as otherwise expressly provided, whenever in this title an amendment or repeal is expressed in terms of an amendment to, or repeal of, a section or other provision, the reference shall be considered to be made to a section or other provision of the Internal Revenue Code of 1986.

SEC. 302. ONLINE POKER ACTIVITY FEE; LICENSEE INFORMATION REPORTING.

(a) In General.—Chapter 36 is amended by adding at the end the following new subchapter:

“Subchapter E—Online Poker

“SEC. 4491. IMPOSITION OF ONLINE POKER ACTIVITY FEE.

“(a) Imposition of Online Poker Activity Fee.—Each person who is a licensee shall be required to pay not later than 15 days after the end of each calendar month an online poker

activity fee equal to 16 percent of a licensee's online poker receipts for that calendar month.

“(b) Online Poker Receipts.—

“(1) IN GENERAL.—The term ‘online poker receipts’ with respect to any calendar month means the amounts received by a licensee which are attributable to any commission fee, tournament fee (reduced by the amount of any tournament prizes paid by the licensee), or other fee or charge required or received from customers during such month which are directly connected to online poker.

“(2) EXCLUSIONS.—Revenues derived from the sale or provision of goods or services that are ancillary and not integral to the game, tournament, or contest of online poker, and amounts with respect to which a bonus or promotional credit was issued by or on behalf of the licensee to a customer, shall not be taken into account in determining online poker receipts.

“(c) Unauthorized Gambling.—Each person who is not a licensee and who operates any Internet gambling facility shall be required to pay not later than the end of each calendar month a fee equal to the amount of the online poker activity fee that would be applicable under subsection (a), applied by substituting ‘50 percent’ for ‘16 percent’, to such person for such month if such person were a licensee and if all of the Internet gambling receipts of such person were online poker receipts. Nothing in this section shall be construed to limit the criminal or civil liability under any other provision of law of a person that has operated or operates any Internet gambling facility.

“(d) Definitions.—For purposes of this subchapter, the terms ‘licensee’, ‘bet or wager’, ‘poker’, ‘online poker’, and ‘Internet gambling facility’ have the meaning given such terms by section 102 of the Internet Gambling Prohibition, Poker Consumer Protection, and Strengthening UIGEA Act of 2012.

“(e) Persons Liable.—

“(1) IN GENERAL.—Each licensee or other person (including an Indian tribal government or instrumentality thereof which is a licensee) who operates an Internet gambling facility shall be liable for and shall pay the applicable fees under this section with respect to all online poker receipts or Internet gambling receipts, whichever is applicable.

“(2) JOINT AND SEVERAL LIABILITY FOR UNAUTHORIZED GAMBLING.—In the case of any fee imposed under subsection (c), the person described in such subsection and any significant vendor to such person shall be jointly and severally liable for the fee under such subsection.

“(f) Administrative Provisions.—Except to the extent the Secretary shall by regulations prescribe, the administrative provisions of this title applicable to the excise taxes imposed by chapter 35 shall apply to the fees imposed by this section.

“SEC. 4492. RECORDKEEPING REQUIREMENTS.

“(a) In General.—Each licensee who is liable for the fees imposed by this subchapter shall

keep a daily record showing all deposits and withdrawals to which this subchapter applies, in addition to all other records required pursuant to section 6001(a).

“(b) Records With Respect to Online Poker Activity Fee.—Each licensee to which subsection (a) applies shall keep a record, using methods determined to be satisfactory by the qualified body (within the meaning of section 105 of the Internet Gambling Prohibition, Poker Consumer Protection, and Strengthening UIGEA Act of 2012) responsible for oversight of such licensee, of the location where each bet or wager with respect to which a fee is imposed by this subchapter was placed.”.

(b) Information Returns.—Subpart B of part III of subchapter A of chapter 61 is amended by adding at the end the following new section:

“SEC. 6050X. RETURNS RELATING TO ONLINE POKER.

“(a) Requirement.—Every person described in section 4491(e)(1) with respect to any month during a taxable year shall furnish, at such time and in such manner as the Secretary shall by regulations prescribe, the information described in subsection (b), and such person shall maintain (in the location and manner and to the extent prescribed in such regulations) such records as may be appropriate with respect to such information.

“(b) Required Information.—For purposes of subsection (a), the information described in this subsection is—

“(1) the name, address, and TIN of the person described in subsection (a);

“(2) the name, address, and TIN of each person placing a bet or wager on online poker (within the meaning of section 4491) with the person described in subsection (a) during the calendar year;

“(3) the gross winnings, gross wagers, and gross losses for the calendar year of each person placing a bet or wager as described in paragraph (2);

“(4) the net online poker winnings for each such person for the calendar year;

“(5) the amount of tax withheld, if any, with respect to each such person by the person described in subsection (a) for the calendar year;

“(6) the balance of any account maintained for each person placing a bet or wager as described in paragraph (2) by the person described in subsection (a), at the beginning and the end of the calendar year; and

“(7) the amounts of all deposits and withdrawals from each such account during such calendar year.

“(c) Statement To Be Furnished to Persons With Respect to Whom Information Is Required.—Every person required to make a return under subsection (a) shall furnish to each person whose name is required to be set forth in such return a written statement showing—

“(1) the name, address, and phone number of the information contact of the person required to make such return; and

“(2) the information required to be shown on such return with respect to each person whose name is required to be set forth in such return.

The written statement required under the preceding sentence shall be furnished to the person on or before January 31 of the year following the calendar year for which the return under subsection (a) was required to be made.

“(d) Net Online Poker Winnings.—The term ‘net online poker winnings’ means annual gross winnings from bets or wagers with an online poker facility (within the meaning of section 4491) for which a license is required under section 103 of the Internet Gambling Prohibition, Poker Consumer Protection, and Strengthening UIGEA Act of 2012, reduced by gross losses from such bets or wagers.”.

(c) Online Poker Activity Fee Trust Fund.—Subchapter A of chapter 98 is amended by adding at the end the following new section:

“SEC. 9512. ONLINE POKER ACTIVITY FEE TRUST FUND.

“(a) Creation of Trust Fund.—There is established in the Treasury of the United States a trust fund to be known as the ‘Online Poker Activity Fee Trust Fund’ (hereafter in this section referred to as the ‘Trust Fund’), consisting of such amounts as may be appropriated or credited to such Trust Fund as provided in this section and section 9602(b).

“(b) Transfers to Fund.—There are hereby appropriated to the Trust Fund amounts equivalent to the amount of the fees received in the Treasury with respect to each calendar month under section 4491.

“(c) Expenditures From Fund.—

“(1) STATE AND INDIAN TRIBAL GOVERNMENT FEES.—

“(A) IN GENERAL.—On a monthly basis, the Secretary shall pay to States and Indian tribal governments the State and tribal share of the Trust Fund with respect to each licensee, to be allocated as follows:

“(i) 70 percent of such share to be allocated among such States and Indian tribal governments, with each such government receiving an amount which bears the same ratio to the total amount so allocated as—

“(I) the amount of all fees paid under section 4491 by all licensees for such month which are attributable to customers located within the jurisdiction of such government, bears to

“(II) the amount of all online poker receipts received by all licensees for such month.

“(ii) Except as provided in subparagraph (D), 30 percent to be allocated among such States and Indian tribal governments, with each such government receiving an amount which bears the same ratio to the total amount so allocated as—

“(I) the amount of all fees paid under section 4491 for such month by all licensees licensed by a qualified body located within the jurisdiction of such government, bears to

“(II) the amount of all online poker receipts received by all licensees for such month.

“(B) STATE AND TRIBAL SHARE.—Except as provided in subparagraph (D), for purposes of this section and with respect to a calendar month, the State and tribal share of the Trust Fund with respect to a licensee is 14 percent of such licensee’s online poker receipts which are taken into account for purposes of the fee under section 4491 for such month.

“(C) STATE AND INDIAN TRIBAL GOVERNMENT JURISDICTION.—For purposes of subparagraph (A)(i), online poker receipts of a customer located within the jurisdiction of an Indian tribal government shall be attributed to such Indian tribal government and not to the State or States in which such Indian tribal government is located. For purposes of subparagraph (A)(ii), a qualified body located within the jurisdiction of an Indian tribal government shall be considered to be located solely within the jurisdiction of such Indian tribal government and not within the jurisdiction of any State.

“(D) FEDERAL QUALIFIED BODY.—In the case of a licensee licensed by a qualified body which is a Federal agency (or any component thereof, including the Office of Online Poker Oversight), the amount of the State and tribal share of the Trust Fund which, if such qualified body were not a Federal agency (or component thereof) and were located within the jurisdiction of a State or Indian tribal government, would be allocated under subparagraph (A)(ii) to such State or Indian tribal government—

“(i) shall be subtracted from the State and tribal share of the Trust Fund with respect to such licensee, and

“(ii) shall be added to the Federal share of the Trust Fund with respect to such licensee, and shall be available for expenditure as provided in paragraphs (2), (3), and (4).

“(E) STATE.—For purposes of this section, the term ‘State’ means any State of the United States, the District of Columbia, or any commonwealth, territory or other possession of the United States.

“(F) INDIAN TRIBAL GOVERNMENT.—For purposes of this section, the term ‘Indian tribal government’ means the government of an Indian tribe (within the meaning of section 4 of the Indian Gaming Regulatory Act).

“(G) TIME OF PAYMENTS.—The payment made under this paragraph with respect to any calendar month shall be made not later than the 11th day of the succeeding calendar month.

“(2) ENFORCEMENT.—Subject to paragraphs (3), (4), and (5), amounts in the Federal share of the Trust Fund are available exclusively, without further appropriation—

“(A) to the Secretary of Commerce for carrying out, and enforcing the provisions of, title I of the Internet Gambling Prohibition, Poker Consumer Protection, and Strengthening UIGEA Act of 2012, and

“(B) to the Secretary of the Treasury for carrying out, and enforcing the provisions of, the Unlawful Internet Gambling Enforcement Act of 2006 (as amended by title II of the Internet Gambling Prohibition, Poker Consumer Protection, and Strengthening UIGEA Act of 2012).

“(3) NATIVE AMERICAN PROGRAM.—The Secretary shall transfer \$3,000,000 per year from the Federal share of the Trust Fund (only to the extent the funds are available) to the Administration for Native Americans in the Department of Health and Human Services to be used for purposes consistent with the Native American Programs Act of 1974 (42 U.S.C. 2991 et seq.).

“(4) SUPPORT OF RESPONSIBLE GAMING PROGRAMS.—In each of the 5 years following the date of the enactment of the Internet Gambling Prohibition, Poker Consumer Protection, and Strengthening UIGEA Act of 2012, the Secretary shall transfer \$2,000,000 from the Federal share of the Trust Fund (only to the extent the funds are available after compliance with paragraph (3)) to the Secretary of Health and Human Services for the purpose of conducting programs relating to the treatment of, awareness about, and research on problem and pathological gambling.

“(5) REDISTRIBUTION TO STATE AND TRIBAL SHARE.—On the last day of each fiscal year, any amounts remaining in the Federal share of the Trust Fund with respect to calendar months in such fiscal year which are not obligated under paragraph (2), (3), or (4) shall be paid to States and Indian tribal governments with each such State or Indian tribal government receiving the amount which bears the same ratio to the total amount so paid as —

“(A) the total amount received by such State or Indian tribal government under paragraph (1)(A) for calendar months in such fiscal year, bears to

“(B) the total amount distributed under paragraph (1)(A) to all States and Indian tribal governments for calendar months in such fiscal year.

“(6) FEDERAL SHARE.—

“(A) IN GENERAL.—Except as provided in subparagraph (B)(ii)(I) and paragraph (1)(D), for purposes of this section and with respect to a calendar month, the Federal share of the Trust Fund is the aggregate of the amounts received under section 4491 for such month which are equal to 2 percent of the online poker receipts received by each licensee which are taken into account for purposes of the fee under such section 4491 for such month.

“(B) 3-YEAR ASSESSMENT AND RECALCULATION.—

“(i) ASSESSMENT AND REPORT.—

“(I) IN GENERAL.—Not later than 36 months after the date of the enactment of this Act, and every 3 years thereafter, the Secretary of Commerce shall publish the amounts allocated under paragraph (2) in each of the preceding years in the 3-year period ending with the year of the report.

“(II) REPORT OF SHORTFALL.—If, during the 3-year period with respect to which the report under subclause (I) is made, any recipient of the amounts allocated under paragraph (2) requested an amount in excess of available funds, the Secretary of Commerce shall report the amount of such excess.

“(ii) RECALCULATION OF FEDERAL SHARE RATE.—

“(I) IN GENERAL.—In the case of any adjustment period, subparagraph (A) shall be applied by substituting ‘3.5 percent’ for ‘2 percent’.

“(II) ADJUSTMENT PERIOD.—For purposes of subclause (I), the term ‘adjustment period’ means the 3-year period immediately following the year of a report of any excess under clause (i)(II).

“(d) Definitions.—For purposes of this section—

“(1) LICENSEE; ONLINE POKER RECEIPTS.—The terms ‘licensee’ and ‘online poker receipts’ have the same meaning as when used in section 4491.

“(2) QUALIFIED BODY.—The term ‘qualified body’ has the meaning given such term by section 105 of the Internet Gambling Prohibition, Poker Consumer Protection, and Strengthening UIGEA Act of 2012.”.

(d) Clerical Amendments.—

(1) The table of subchapters for chapter 36 is amended by adding at the end the following item:

“subchapter e—online poker”.

(2) The table of sections for subpart B of part III of subchapter A of chapter 61 is amended by inserting after the item relating to section 6050W the following new item:

“Sec.6050X>Returns relating to online poker.”.

(3) The table of sections for subchapter A of chapter 98 of such Code is amended by adding at the end the following new item:

“Sec.9512.Online Poker Activity Fee Trust Fund.”.

(e) Effective Date.—The amendments made by this section shall apply to amounts received by a licensee after the date of the enactment of this Act.

SEC. 303. WITHHOLDING FROM CERTAIN ONLINE POKER WINNINGS.

(a) Net Online Poker Winnings.—Paragraph (3) of section 3406(b) is amended—

- (1) by striking “or” at the end of subparagraph (E);
- (2) by striking the period at the end of subparagraph (F) and inserting “, or”; and
- (3) by adding at the end the following new subparagraph:

“(G) section 6050X(b)(4) (relating to net online poker winnings).”.

(b) Effective Date.—The amendments made by this section shall apply to amounts paid after the date of the enactment of this Act.

SEC. 304. WITHHOLDING OF TAX ON NONRESIDENT ALIENS.

(a) Tax on Nonresident Alien Individuals.—Paragraph (1) of section 871(a) is amended—

- (1) by striking “and” at the end of subparagraph (C);
- (2) by inserting “and” at the end of subparagraph (D); and
- (3) by inserting after subparagraph (D) the following new subparagraph:

“(E) the net online poker winnings (as defined in section 6050X(d)), determined at the time monies are withdrawn from a person who operates an online poker facility for which a license is required under section 103 of the Internet Gambling Prohibition, Poker Consumer Protection, and Strengthening UIGEA Act of 2012.”.

(b) Exemption for Certain Poker Winnings.—The first sentence of section 871(j) is amended by inserting “, or to net online poker winnings (as defined in section 6050X(d))” before the period.

(c) Withholding of Tax on Nonresident Alien Individuals.—The first sentence of subsection (b) of section 1441 is amended by inserting “amounts described in section 871(a)(1)(E),” after “gains subject to tax under section 871(a)(1)(D),”.

(d) Source of Online Poker Winnings.—Subsection (a) of section 861 is amended by adding at the end the following new paragraph:

“(9) ONLINE POKER WINNINGS.—Net online poker winnings (as defined in section 6050X(d)).”.

(e) Foreign Off-Track Wagers.—Subsection (b)(5) of section 872 is amended by inserting “, including a legal wagering transaction placed over the Internet or other remote means from outside the United States. Any payment to any person with respect to income derived from a legal wagering transaction excluded by this subsection shall not be subject to any obligation under section 1441, 1442, 3402(q), or 6041” before the period.

(f) Effective Date.—The amendments made by this section shall apply to payments made after the date of the enactment of this Act.

SEC. 305. PROVISIONS FOR STATE AND TRIBAL TAX.

(a) Exemption From Tax on Online Poker.—A State or political subdivision thereof, and an Indian tribal government or political subdivision thereof, shall impose no tax on—

(1) bets or wagers placed with a licensee that is subject to the fees under section 4491 of the Internal Revenue Code of 1986; or

(2) income or revenue of a licensee relating to such bets or wagers, unless such licensee maintains a permanent physical presence in such State or within the area of the jurisdiction of such Indian tribal government.

(b) Definitions.—For purposes of this section—

(1) IN GENERAL.—The terms “bet or wager” and “licensee” have the same meaning as when used in section 4491 of the Internal Revenue Code of 1986. The terms “State” and “Indian tribal government” have the same meaning as when used in section 9512 of such Code.

(2) TAX.—The term “tax” includes any tax, charge, or fee levied by a taxing jurisdiction, whether such tax, charge, or fee is imposed on a licensee or on a customer of a licensee, and without regard to the terminology used to describe such tax, charge, or fee.

(3) PERMANENT PHYSICAL PRESENCE.—

(A) IN GENERAL.—The term “permanent physical presence” means a substantial and continuous physical presence for the majority of the applicable taxable year. Such determination shall be made solely by reference to the assets of a licensee and the activities conducted by its employees.

(B) PRESENCE IN INDIAN TRIBE NOT TO AFFECT STATE PRESENCE.—If a licensee has permanent physical presence within the area of jurisdiction of an Indian tribal government for purposes of this section, such presence shall not be deemed to constitute permanent physical presence in any State in which such area of jurisdiction is located or partially located.

(c) Effective Date.—This section shall apply to bets or wagers after the date of the enactment of this Act.

SEC. 306. FOREIGN LICENSEES SUBJECT TO UNITED STATES FEDERAL INCOME TAX.

(a) Nonresident Alien Individuals.—Section 872 is amended by inserting after subsection (b) the following new subsection:

“(c) Income Earned by Nonresident Alien Individuals Operating Online Poker Facilities.—

“(1) TREATMENT AS UNITED STATES TRADE OR BUSINESS.—For purposes of this title, a nonresident alien individual who is a licensee or operates an online poker facility for which a license is required under section 103 of the Internet Gambling Prohibition, Poker Consumer Protection, and Strengthening UIGEA Act of 2012, at any time during a taxable year shall be deemed to be engaged in the conduct of a trade or business within the United

States during the taxable year.

“(2) TREATMENT OF GROSS INCOME AS EFFECTIVELY CONNECTED INCOME.—For purposes of this title, all gross income related to domestic wagers that are placed over the Internet shall be deemed to be effectively connected with the licensee’s trade or business within the United States.

“(3) TREATMENT OF GROSS INCOME AS ATTRIBUTABLE TO PERMANENT ESTABLISHMENT.—For purposes of any applicable United States income tax treaty, a nonresident alien individual who is a licensee or operates an online poker facility for which a license is required under section 103 of the Internet Gambling Prohibition, Poker Consumer Protection, and Strengthening UIGEA Act of 2012, at any time during a taxable year shall be deemed to have a permanent establishment located in the United States, and all gross income arising from domestic wagers that are placed over the Internet shall be treated as attributable to the permanent establishment of such nonresident alien individual.

“(4) DEFINITIONS.—

“(A) WAGER.—The term ‘wager’ has the meaning given the term ‘bet or wager’ in section 102(2) of the Internet Gambling Prohibition, Poker Consumer Protection, and Strengthening UIGEA Act of 2012.

“(B) DOMESTIC WAGER.—The term ‘domestic wager’ means a wager placed by a person located in the United States.

“(C) INTERNET.—The term ‘Internet’ has the meaning given in section 5362(5) of title 31, United States Code.”.

(b) Foreign Corporations.—Section 882 is amended by—

- (1) redesignating subsections (e) and (f) as subsections (f) and (g), respectively; and
- (2) by inserting after subsection (d) the following:

“(e) Income Earned by Foreign Corporations Operating Online Poker Facilities.—

“(1) TREATMENT AS UNITED STATES TRADE OR BUSINESS.—For purposes of this title, a foreign corporation that is a licensee or operates an online poker facility for which a license is required under section 103 of the Internet Gambling Prohibition, Poker Consumer Protection, and Strengthening UIGEA Act of 2012, at any time during a taxable year shall be deemed to be engaged in the conduct of a trade or business within the United States during the taxable year.

“(2) TREATMENT OF GROSS INCOME AS EFFECTIVELY CONNECTED INCOME.—For purposes of this title, all gross income related to domestic wagers that are placed over the Internet shall be deemed to be effectively connected with the licensee’s trade or business within the United States.

“(3) TREATMENT OF GROSS INCOME AS ATTRIBUTABLE TO PERMANENT ESTABLISHMENT.—For purposes of any applicable United States income tax treaty, a foreign corporation that is a licensee or operates an online poker facility for which a license is required under section

103 of the Internet Gambling Prohibition, Poker Consumer Protection, and Strengthening UIGEA Act of 2012, at any time during a taxable year shall be deemed to have a permanent establishment located in the United States, and all gross income arising from domestic wagers that are placed over the Internet shall be treated as attributable to the permanent establishment of such foreign corporation.

“(4) DEFINITIONS.—

“(A) WAGER.—The term ‘wager’ has the meaning given the term ‘bet or wager’ in section 102(2) of the Internet Gambling Prohibition, Poker Consumer Protection, and Strengthening UIGEA Act of 2012.

“(B) DOMESTIC WAGER.—The term ‘domestic wager’ means a wager placed by a person located in the United States.

“(C) INTERNET.—The term ‘Internet’ has the meaning given in section 5362(5) of title 31, United States Code.”.

(c) Effective Date.—The amendment made by this section shall apply to payments made after the date of the enactment of this Act.

SEC. 307. NO EXCISE TAX ON ONLINE POKER WAGERING.

(a) Definition of Wager.—Paragraph (1) of section 4421 is amended by inserting after subparagraph (C) the following flush text:

“For purposes of this chapter, the term ‘wager’ does not include any bet or wager that complies with, and is taken pursuant to, section 108(a) of the Internet Gambling Prohibition, Poker Consumer Protection, and Strengthening UIGEA Act of 2012.”.

(b) Effective Date.—The amendment made by this section shall apply to wagers made after the date of the enactment of this Act.

TITLE IV—OTHER MATTERS

SEC. 401 LIMITATION ON EXPANSION TO GAMES OTHER THAN POKER.

(a) Operate an Internet Gambling Facility and Poker Defined.—In this section, the terms “operate an Internet gambling facility” and “poker” have the meanings given such terms in section 102.

(b) In General.—It shall not be in order in the Senate or the House of Representatives to consider any bill, resolution, amendment, or conference report that licenses, regulates, or otherwise permits the operation of an Internet gambling facility or that licenses, regulates, or otherwise permits any form of Internet gambling other than poker.

(c) Limitation on Changes to This Section.—It shall not be in order in the Senate or the House

of Representatives to consider any bill, resolution, amendment, or conference report that would repeal or otherwise amend this section.

(d) Waiver.—A provision of this section may be waived or suspended in the Senate only by the affirmative vote of three-fifths of the Members, duly chosen and sworn.

(e) Appeals.—An affirmative vote of three-fifths of the Members of the Senate, duly chosen and sworn, shall be required to sustain an appeal of the ruling of the Chair on a point of order raised under this section.

(f) Rules of the Senate and House of Representatives.—This section is enacted by Congress—

(1) as an exercise of the rulemaking power of the Senate and the House of Representatives, respectively, and is deemed to be part of the rules of each House, respectively, but applicable only with respect to the procedure to be followed in that House in the case of a bill, resolution, amendment, or conference report under this section, and it supersedes other rules only to the extent that it is inconsistent with such rules; and

(2) with full recognition of the constitutional right of either House to change the rules (so far as they relate to the procedure of that House) at any time, in the same manner, and to the same extent as in the case of any other rule of that House.

SEC. 402. STATE AND TRIBAL SUPPORT FOR PUBLIC AWARENESS, RESEARCH, AND TREATMENT PROGRAMS FOR PROBLEM AND PATHOLOGICAL GAMBLING.

(a) In General.—Subject to subsection (b), a State or Indian tribal government receiving payments from the Online Poker Activity Fee Trust Fund established under section 9512 of the Internal Revenue Code of 1986, as added by section 302, shall determine appropriate amounts from those payments to be used for the following purposes:

(1) TREATMENT.—To provide treatment services with respect to problem and pathological and underage gambling, including supporting and augmenting existing programs.

(2) PUBLIC AWARENESS.—To increase knowledge and improve awareness with respect to problem and pathological and underage gambling, including supporting and augmenting existing programs.

(3) RESEARCH.—To support peer-reviewed scientific and medical research into the causes and treatment of problem and pathological and underage gambling, including supporting and augmenting existing programs.

(b) Limitation on Amounts Applied to Public Awareness, Research, and Treatment Programs for Problem and Pathological Gambling.—In a fiscal year, a State or Indian tribal government described in subsection (a) shall determine an amount to be used for the purposes described in such subsection that is not less than the lesser of—

- (1) 0.5 percent of the payments received by the State or Indian tribe from Online Poker Activity Fee Trust Fund during that fiscal year, or
- (2) \$1,000,000.

SEC. 403. RESOLUTION OF INTERNATIONAL DISPUTE OVER INTERNET GAMBLING.

(a) Negotiation of Withdrawal.—Not later than 180 days after the date of the enactment of this Act, the United States Trade Representative shall take such action as may be necessary to conclude the process of withdrawing the commitment of the United States with respect to remote or Internet gambling under the General Agreement on Trade in Services in accordance with the provisions of Article XXI of that Agreement.

(b) Arbitration of Withdrawal.—If the United States Trade Representative is unable to conclude the process of withdrawing the commitment of the United States with respect to remote or Internet gambling under the General Agreement on Trade in Services by the deadline specified in subsection (a), the United States shall take all available steps to complete arbitration under Article XXI of that Agreement to conclude the process of withdrawing that commitment.

(c) General Agreement on Trade in Services Defined.—In this section, the term “General Agreement on Trade in Services” means the General Agreement on Trade in Services referred to in section 101(d)(14) of the Uruguay Round Agreements Act (19 U.S.C. 3511(d)(14)).

SEC. 404. SEVERABILITY.

If any provision of this Act is declared unconstitutional, or the applicability thereof to any person or circumstances is held invalid, the remainder of the Act shall remain in effect and will continue to apply to other persons and circumstances.

From: Boeyink, Jeffrey [IGOV]
Sent: Wednesday, October 24, 2012 8:22 AM
To: Boussetot, Michael [IGOV]; Miller-Meeks, Mariannette [IDPH]
Subject: FW: NGA LAUNCHES VIRTUAL HEALTH RESOURCE CENTER

See below.

Jeffrey Boeyink
Chief of Staff
Office of the Governor
State Capitol
Des Moines, IA 50319
515.725.3535

From: Guilford, Nikki [mailto:NGuilford@NGA.ORG]
Sent: Wednesday, October 24, 2012 8:15 AM
To: Governors Chiefs of Staff
Cc: chiefs-assists@talk.nga.org; chiefs-deputy@talk.nga.org
Subject: NGA LAUNCHES VIRTUAL HEALTH RESOURCE CENTER

To: Chiefs of Staff (cc: deputy chiefs of staff, chiefs' assistants)

I am happy to report that NGA has launched a new website - State Health Policy Options (detailed below). Please note your Washington D.C./State-Federal Directors and Health Policy Advisors received this information last week. I am hopeful that your administration will find this website to be useful. Please let us know if you have any questions or concerns.

NGA LAUNCHES VIRTUAL HEALTH RESOURCE CENTER
New Website Provides One-Stop Shop for Health Policy Information

WASHINGTON—The National Governors Association (NGA) today unveiled a new website, State Health Policy Options. The site, <http://statepolicyoptions.nga.org/>, is a virtual resource center developed by NGA that will make it easier to explore potential solutions to health policy problems that state policymakers face. The website also will provide policymakers with innovative approaches from expert analysis and the experience of states in their efforts to improve health care access, affordability and quality.

“With the always evolving health care system, this website is designed to give states a place to find information on a variety of health care problems they might be facing,” said **NGA Executive Director Dan Crippen**. “Our hope is that this virtual resource center will give states unlimited ideas on how to solve their individual health care problems, learn from other states, identify viable policy options and considerations and stay informed of the federal health policy landscape.”

The website focuses on various topics, including:

- **Planning for 2014:** Provides information and analysis relevant to health insurance exchanges, Medicaid and insurance subsidy and tax credit policies that increase health insurance coverage once the changes required by 2014 come into effect;
- **Cost Containment:** Examines state initiatives to reduce Medicaid costs and maintain access to quality care for beneficiaries;
- **Improving System Performance:** Explores ways to lower health care costs, improve the quality of care and provide access to many people as possible;
- **Prevention and Health Promotion:** Considers how states can use their various roles to promote better health among state residents;
- **Workforce:** Focuses on how states can develop effective workforce planning and development strategies to respond to the growing demand on health care; and
- **Health Information Technology:** Shares ways to improve system performance, support patient self-management, support widespread adoption of electronic health records and design effective health information exchanges.

Each of the topic areas includes policy options for states; case studies of state-led efforts; federal regulations, guidance and grant opportunities for states; and expert sources with subject matter expertise.

To view the new website, please visit: <http://statepolicyoptions.nga.org/>.

###

Founded in 1908, the National Governors Association (NGA) is the collective voice of the nation's governors and one of Washington, D.C.'s most respected public policy organizations. Its members are the governors of the 55 states, territories and commonwealths. NGA provides governors and their senior staff members with services that range from representing states on Capitol Hill and before the Administration on key federal issues to developing and implementing innovative solutions to public policy challenges through the NGA Center for Best Practices. For more information, visit www.nga.org.

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NGA Office of Management Consulting & Training (OMCT)
 Listserv for Governors' Chiefs of Staff

To post questions/comments to subscribed members, email: chiefs@talk.nga.org
 (This listserv is moderated; submitted messages are first received by the NGA moderator and then posted to the full list.)

For more information on OMCT resources: www.nga.org/omct

 You are currently subscribed to [chiefs] as jeff.boeyink@iowa.gov.
 To unsubscribe, send a blank email to leave-216115-153598.8c7686c55111cac3e46d018e8e7f175b@talk.nga.org.

From: Lamb, T. Ryan [DAS]
Sent: Friday, October 26, 2012 2:56 PM
To: Carroll, Mike [DAS]; Leon Shearer; Findley, Brenna [IGOV]
Subject: Fwd: Notice of Hearing attached
Attachments: NOH 8542, 8544, 8546.pdf; ATT00001.htm

T. Ryan Lamb
DAS General Counsel
Office: 515-725-2205
State Cell: 515-783-6780

Begin forwarded message:

From: "Berry, Jan [PERB]" <Jan.Berry@iowa.gov>
Date: October 26, 2012 11:39:33 AM CDT
To: "nate@rushnicholson.com" <nate@rushnicholson.com>, "mark@hedberglaw.com" <mark@hedberglaw.com>, "Brown, Susanna" <sbiowalaw@gmail.com>, "Lamb, T. Ryan [DAS]" <Ryan.Lamb@iowa.gov>
Subject: Notice of Hearing attached

This email (including any attachments) is intended solely for the use of the individuals or entities to which the email is addressed and may contain information that is privileged or confidential. If you have received this email in error, you are notified that any review, use, dissemination, distribution, copying, or storing of the email or its contents is strictly prohibited. If you have received this email in error, please contact the sender immediately by replying to the email and delete this message from your computer and system. Any views or opinions in this email are the author's and do not necessarily represent the views or opinions of the PERB or the State of Iowa.

STATE OF IOWA
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

UE LOCAL 893/IUP,
Complainant,

and

STATE OF IOWA,
Respondent.

AFSCME/IOWA COUNCIL 61,
Complainant,

and

STATE OF IOWA,
Respondent.

STATE POLICE OFFICERS COUNCIL,
Complainant,

and

STATE OF IOWA,
Respondent.

Case No. 8542

Case No. 8544

Case No. 8546

RECEIVED
2012 OCT 26 AM 11:27
PUBLIC EMPLOYMENT
RELATIONS BOARD

NOTICE OF HEARING

These prohibited practice complaints were filed with the Public Employment Relations Board (PERB) pursuant to Iowa Code section 20.11 and PERB rule 621-3.1(20) by Complainants UE Local 893/IUP (UE), AFSCME/Iowa Council 61 (AFSCME) and the State Police Officers Council (SPOC).

Although complete statutory citations are not included, UE's complaint appears to allege that Respondent State of Iowa committed prohibited practices

within the meaning of Iowa Code section 20.10(2)(a), (c), (e) and (f) when, on or about July 2, 2012, it offered health insurance plans to employees in a UE-represented bargaining unit which had different terms and costs than those previously negotiated between the parties.

The complaints of AFSCME and SPOC allege that Respondent committed prohibited practices within the meaning of Iowa Code sections 20.9, 20.10(1), 20.10(2)(a), (b), (e), (f) and (g), and 20.17(9), on July 2, 2012 when it communicated directly with employees in bargaining units represented by the Complainant employee organization concerning the mandatory subject of bargaining of insurance and made unilateral changes to insurance by instituting an open enrollment period for health insurance plans which had different terms and costs than those previously negotiated by the parties.

The State has denied its commission of a prohibited practice as alleged in the complaints, which have been consolidated for hearing pursuant to PERB rule 621-2.16(20).

THE PARTIES ARE HEREBY NOTIFIED that pursuant to Iowa Code sections 20.1 and 20.11, the undersigned administrative law judge designated by PERB will preside at a public contested case hearing on the merits of the complaints at the following time and place on the date indicated:

DATE: November 29, 2012
TIME: 9:00 a.m.
PLACE: Forrest Spaulding Conference Room #310
Miller Building
1112 East Grand Avenue
Des Moines IA 50319

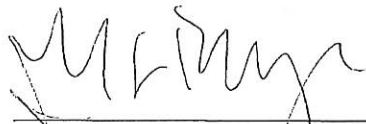
The hearing will be conducted in accordance with the applicable provisions of Iowa Code chapters 17A and 20 and the applicable rules of the Public Employment Relations Board.

The purpose of the contested case hearing is to provide the parties with their opportunity to present evidence relevant to their respective claims and defenses, as well as evidence concerning the precise nature and scope of an appropriate remedy for any prohibited practice which might be established by a Complainant.

Persons or entities other than those named in the complaints who wish to participate must request intervention pursuant to the provisions of PERB rule 621-2.4(20).

Pursuant to agreement of the parties, post-hearing briefs of the Complainants will be served upon the other parties and filed with PERB not later than December 18, 2012, and the State's post-hearing brief(s) will be served and filed not later than January 7, 2013.

Dated at Des Moines, Iowa this 26th day of October, 2012.



Jan V. Berry
Administrative Law Judge

Mail and email copies to:

Nathan Willems
101 - 2nd ST SE Suite 100
Cedar Rapids IA 52406
Nate@rushnicholson.com

Mark T. Hedberg
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Des Moines IA 50309
mark@hedberglaw.com

Susanna Brown
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Ryan Lamb
Department of Administrative Services
Hoover State Office Building – Level A
1305 East Walnut
Des Moines IA 50309-0150
Ryan.lamb@iowa.gov

From: Roederer, David [IDOM]
Sent: Friday, November 02, 2012 9:10 AM
To: Boeyink, Jeffrey [IGOV]
Subject: FW: Issue Brief - Ballot Measures in Upcoming and Recent Elections: Potential Impact on State Budgets
Attachments: Ballot Measures in the Upcoming and Recent Elections.pdf

This is somewhat interesting

From: NASBO-Direct [<mailto:NASBO-Direct@nasbo.org>]
Sent: Wednesday, October 31, 2012 2:39 PM
Subject: Issue Brief - Ballot Measures in Upcoming and Recent Elections: Potential Impact on State Budgets

Voters in 38 states will consider 174 ballot measures in the upcoming general election, reflecting the typical amount of ballot measures in even-year elections. In contrast, there were 34 ballot measures in the previous year. Significant measures include temporary increases in the personal income tax for higher income individuals and in the sales tax in California to generate additional revenues for education. If approved, additional state tax revenues are estimated at about \$6 billion annually from fiscal 2013 through fiscal 2017. A competing measure that would increase personal income taxes for twelve years on a sliding scale basis to raise taxes for education is also on the California ballot. In Arizona, voters will decide about extending the one cent sales tax to fund education and in South Dakota, voters will decide about imposing an additional one cent sales tax for education and for Medicaid providers.

Since the passage of Proposition 13 in California in 1978, ballot measures have had a significant impact on finances in some states and localities. Provisions to limit class size, earmark revenues, compensate landowners, and allocate set portions of the budget are all products of ballot measures throughout the years. In addition to the 27 states with popular initiative and referenda, most states have provisions for popular votes on a variety of constitutional provisions and other measures.

We will provide an update on the status of these measures following the elections. If you would like any additional information, please contact Stacey Mazer at smazer@nasbo.org or 202-624-8431.

BALLOT MEASURES IN UPCOMING AND RECENT ELECTIONS: POTENTIAL IMPACT ON STATE BUDGETS

October 31, 2012

Overview: 174 Measures on November Ballot

Voters in 38 states will consider 174 ballot measures in the upcoming general election, reflecting the typical amount of ballot measures in even-year elections. In contrast, there were 34 ballot measures in the previous year.

Tax Related Issues on a Number of Ballots

Significant measures include temporary increases in the personal income tax for higher income individuals and in the sales tax in California to generate additional revenues for education. If approved, additional state tax revenues are estimated at about \$6 billion annually from fiscal 2013 through fiscal 2017. A competing measure that would increase personal income taxes for twelve years on a sliding scale basis to raise taxes for education is also on the California ballot.

In Arizona, voters will decide about extending the one cent sales tax to fund education and in South Dakota, voters will decide about imposing an additional one cent sales tax for education and for Medicaid providers. Oregon voters will decide whether to eliminate the mechanism that returns corporate taxes that exceed an estimate, known as the “trigger”, and use any additional revenues for education rather than refunding corporations.

Washington and Michigan both have measures on the ballot that would require two-third majorities in the legislature or voter approval for any new or expanded taxes. In Florida, a proposed constitutional amendment would replace the existing state revenue limitation based on personal income growth with a new state revenue limitation based on inflation and population changes.

Other Measures Affect State Employees, Local Governments, Education, and Capital Spending

In the area of state employees, Michigan voters will decide on whether to add collective bargaining as a right in the constitution. In Illinois, voters will decide whether any vote to increase pension benefits in the state or localities must be approved by three-fifths of the legislature.

Oversight for distressed local governments will be addressed in Michigan when voters decide to uphold or reject recent legislation that would authorize the Governor, upon identifying a financial emergency, to appoint an emergency manager to act in place of local government officials.

In addition to measures that would generate additional revenue for education, some states also have other measures on the ballot affecting education, specifically for teachers. Idaho and South Dakota have measures on the ballot that would affect teachers’ tenure and evaluations. Voters in Maryland, Oregon, and Rhode Island will decide on expansions in gaming. In Maryland the measure would allow expansions of slot machines and a new casino facility in the state to raise revenue for education.

Measures involving state borrowing would authorize bonds for projects such as highways, higher educational facilities, and water projects.

Some Measures Voted On Earlier this Year

Earlier this year, voters in several states decided on measures affecting taxes and fund transfers to the general fund. Alabama’s voters approved a measure that would transfer funds from the Alabama Trust Fund to the state’s general fund to provide services such as Med-

icaid and corrections. Measures affecting taxes in California, Georgia, and North Dakota were rejected by voters.

In California, voters did not approve a measure that would have imposed an additional tax of one dollar per pack of cigarettes and an equivalent tax increase on other tobacco products to fund cancer research and other specified purposes. In North Dakota, voters did not approve a constitutional amendment that would have eliminated property taxes and poll taxes. In Georgia, a measure that would have increased a regional transportation sales tax for a period of up to ten years if approved by voters in 12 regional commission areas of the state was defeated.

In all, 27 states have some provision for initiatives and popular referendum. Since the passage of Proposition 13 in California in 1978, ballot measures have had a significant impact on finances in some states and localities. Provisions to limit class size, earmark revenues, compensate landowners, and allocate set portions of the budget are all products of ballot measures throughout the years. In addition to the 27 states with popular initiative and referenda, most states have provisions for popular votes on a variety of constitutional provisions and other measures.

The following are some notable ballot measures in upcoming and recent 2012 elections that could affect state finances. When available, the fiscal impact is included in the description.

Summary of November 2012 Measures

Taxes

Arizona Proposition 204

This initiated measure would extend a one cent sales-tax increase originally enacted in 2010 but set to expire in 2013. If voters approve it, the ballot initiative will provide approximately an additional \$625 million to K-12 education in the first year it takes effect.

Arkansas Issue 1

This proposed constitutional amendment would levy a temporary sales and use tax of 0.5 percent for transportation projects with the state's portion used to secure bonds

of \$1.3 billion for constructing and improving four-lane highways.

California Proposition 30

This measure would increase the personal income tax on annual earnings over \$250,000 for seven years and increase sales and use tax by one-quarter cent for four years. The temporary tax revenues would be allocated with 89 percent to K-12 schools and 11 percent to community colleges. Additional state tax revenues are estimated at about \$6 billion annually from fiscal 2013 through fiscal 2017 with smaller amounts of additional revenue available in fiscal 2012, fiscal 2018, and fiscal 2019.

California Proposition 38

This would increase personal income tax rates for annual earnings over \$7,316 using a sliding scale from 0.4 percent for the lowest individual earners to 2.2 percent for individuals earning over \$2.5 million, ending after 12 years. During the first four years, 60 percent of revenues would go to K-12 schools, 30 percent to repaying state debt, and 10 percent to early childhood programs. Thereafter, this measure would allocate 85 percent of revenues to K-12 schools and 15 percent to early childhood programs.

California Proposition 39

This measure would require multistate corporations to apportion their income to California based solely on their sales. Under current law, businesses can choose to apportion their income based solely on sales or based on a formula including sales, property and payroll. This measure is estimated to increase state revenues by about \$1 billion each year. Of the revenue raised by this measure over the next five years, about half would be dedicated to energy efficiency and alternative energy projects. Of the remaining revenues, a significant portion most likely would be spent on public schools and community colleges.

Missouri Proposition B

This measure would increase the cigarette tax by \$0.0365 per cigarette and increase other tobacco products to create a Health and Education Trust Fund. The estimated additional revenue to state government is estimated at \$283 million to \$423 million annually.

Oregon Measure 84

This measure would phase out existing estate taxes, which would reduce state revenue by approximately \$17 million in fiscal 2014, approximately \$43 million in fiscal 2015, and approximately \$72 million in fiscal 2016 as Oregon's existing estate tax is phased out. In future years, the measure would reduce state revenue by approximately \$120 million per year, depending upon growth in estate values.

Oregon Measure 85

The Oregon Constitution currently requires that receipts from the corporation income and excise taxes that exceed the close-of-session forecast by two percent or more be returned to corporate income and excise taxpayers. The Constitution allows the legislature, with a two-thirds majority vote, to suspend the kicker and allow the unexpected additional revenue to be used for discretionary purposes, rather than being returned to corporate taxpayers. This measure would redirect any future corporate kicker refunds for education. If this measure had been in place for the past ten budget periods, the increases would have ranged from \$101 million to \$203 million in each of three of those periods.

South Dakota Measure 15

The initiated measure would increase the state general sales and use tax rate from four percent to five percent. The additional tax revenue would be split evenly between K-12 public education and Medicaid. The education funds would be provided to school districts based on enrollment, to be spent on improving education as school boards determine. The Medicaid funds would be spent only on payments to Medicaid providers and related state expenses. The additional funding would not be able to replace or reduce state funding levels set for fiscal 2012 relating to existing Medicaid and K-12 public education programs, including state aid to education.

Budget Process*California Proposition 31*

This would establish a two-year state budget cycle and prohibit the legislature from creating expenditures of more than \$25 million unless offsetting revenues or spending

cuts are identified. This would permit the Governor to cut the budget unilaterally during declared fiscal emergencies if the legislature fails to act. Also, this measure would require performance reviews of all state programs and performance goals in state and local budgets and require publication of all bills at least three days prior to legislative vote. This would give counties the power to alter state statutes or regulations related to spending unless the legislature or state agency vetoes changes within 60 days.

Illinois HJRCA 49

This proposes to amend the constitution to provide that a bill that would increase benefits for any pension or retirement system of the state, local government, or school district requires the approval of three-fifths of the members elected to each house of the General Assembly.

South Dakota Constitutional Amendment P

This proposed constitutional amendment would require the Governor to propose a balanced budget and would prohibit legislative appropriations from exceeding anticipated revenues and existing available funds.

Washington SJR 8221

This measure would reduce the constitutional debt limit from nine percent to eight percent by July 1, 2034. The percentage debt limit is applied to the average of general state revenues for the previous six fiscal years instead of the current three-year average. The definition of general state revenues includes property taxes deposited in the general fund.

Tax and Revenue Limitations*Florida Amendment 3*

This proposed constitutional amendment would replace the existing state revenue limitation based on Florida personal income growth with a new state revenue limitation based on inflation and population changes.

Michigan Proposal 5

This proposal would prohibit state government from imposing new taxes, expanding the base of taxation, or in-

creasing the rate of taxation, unless there is either a vote of two-thirds of the members of each house of the legislature or a statewide vote of Michigan electors.

Washington Initiative 1185

This measure would restate existing statutory requirements that legislative actions raising taxes must be approved by two-thirds legislative majorities or receive voter approval, and that new or increased fees require majority legislative approval. This would require either two-thirds legislative approval or a vote by the people in order to raise taxes. This initiative extends the supermajority requirement for two more years.

Education

Arizona Proposition 118

This would increase the amount of money derived from state trust lands available to K-12 public education. If enacted, it would provide \$62 million to schools, \$10 million more than they would receive under the current formula used for deriving money from those lands.

Idaho Proposition 1

This proposed measure would restrict the scope of teachers' ability to bargain collectively to just salaries and benefits, and also limit the duration of negotiated contracts between teachers and local school boards to one year.

Idaho Proposition 2

This measure would uphold "pay for performance" for teachers based in part on student test scores.

Idaho Proposition 3

This measure would uphold increasing the use of technology in classrooms, such as mandating that each high school student have access to a laptop computer.

South Dakota Referred Law 16

This measure would establish a teacher scholarship program, create a program for math and science teacher bonuses, create a program for teacher merit bonuses, mandate a uniform teacher and principal evaluation system,

and eliminate state requirements for teacher tenure.

Gaming

Maryland Question 7

This measure would expand commercial gaming for the primary purpose of raising revenue for education. It would increase from five to six the maximum number of video lottery operation licenses that may be awarded in the state and allow a video lottery facility to operate in Prince George's County.

Rhode Island Question 1

This measure would authorize the facility known as "Twin River" in the town of Lincoln that would add state-operated casino gaming, such as table games, to the types of gambling it offers.

Rhode Island Question 2

This would authorize the facility known as "Newport Grand" in the city of Newport to add state-operated casino gaming, such as table games, to the types of gambling it offers.

Oregon Measures 82 and 83

These measures would authorize a casino in Multnomah County.

Oversight of Local Government

Michigan Proposal 1

This measure would ask voters to approve or reject legislation that establishes criteria to assess the financial condition of local government units, including school districts. This would authorize the Governor to appoint an emergency manager (EM) upon state finding of a financial emergency, and allow the EM to act in place of local government officials. If approved, this measure would require the EM to develop financial and operating plans, which may include modification or termination of contracts, reorganization of government, and determination of expenditures, services, and use of assets until the emergency is resolved.

Collective Bargaining/Personnel

Michigan Proposal 2

This proposal would amend the constitution regarding collective bargaining and would invalidate existing or future state or local laws that limit the ability to join unions and bargain collectively, and to negotiate and enforce collective bargaining agreements, including employees' financial support of their labor unions. Laws may be enacted to prohibit public employees from striking. If approved, this measure would override state laws that regulate hours and conditions of employment to the extent that those laws conflict with collective bargaining agreements.

Eminent Domain

Virginia Question 2

This would limit instances when private property could be taken for public use.

Corrections

California Proposition 36

This measure would revise the three strikes law to impose life sentence only when new felony conviction is serious or violent. Estimated state savings related to prison and parole operations are \$70 million annually with savings up to \$90 million annually over the next couple of decades.

Bond Measures

Alabama Amendment 2

This would allow issuance of general obligation bonds of no more than \$750 million.

Alaska Bonding Proposition A

This measure would authorize general obligation bonds of not more than \$453 million for state transportation projects.

Maine Questions 2-5

These measures would provide authority to issue bonds of \$11.3 million for universities and community colleges, \$5 million for land and conservation easements statewide, \$51.5 million for improvements to highways and bridges and other transportation projects, and \$7.9 million for revolving loan funds for drinking water systems and for wastewater treatment facilities.

New Jersey Question 2

This would authorize bonds in the total principal amount of \$750 million for higher education buildings.

New Mexico Bond Issues A, B, and C

This would authorize general obligation bonds in an amount not to exceed \$10.3 million for certain senior citizen projects, \$9.8 million for public library resource acquisitions, and \$120 million for certain higher education improvements.

Rhode Island Questions 3, 4, 5, 6, and 7

These would authorize bonds for higher education facilities up to \$50 million, veteran homes bonds of \$94 million, clear water agency bonds of \$12 million, environmental management bonds of \$20 million, and affordable housing bonds of \$25 million.

NASBO will provide an update on the status of these measures following the election as well as keep you informed of other measures that may qualify in upcoming elections. If you would like additional information, please contact Stacey Mazer (smazer@nasbo.org or 202-624-8431) or Scott Pattison (spattison@nasbo.org or 202-624-8804) in NASBO's Washington D.C. office.

~~CONFIDENTIAL~~

From: Boeyink, Jeffrey [IGOV]
Sent: Friday, November 02, 2012 12:35 PM
To: Findley, Brenna [IGOV]
Subject: FW: From Jeff Goodman
Attachments: Govenor Branstad 110212.pdf

FYI

Jeffrey Boeyink
Chief of Staff
Office of the Governor
State Capitol
Des Moines, IA 50319
515.725.3535

From: Becky Benton [<mailto:becky@golawpc.com>]
Sent: Friday, November 02, 2012 12:03 PM
To: Boeyink, Jeffrey [IGOV]
Cc: jeff@golawpc.com
Subject: From Jeff Goodman

See attached from Jeff Goodman

Becky Benton
Assistant to Jeff Goodman

Becky Benton
Goodman & O'Brien, P.C.
One Corporate Place
1501 42nd Street Suite 300
West Des Moines, Iowa 50266

Telephone: 515/267-8600 Facsimile: 515/224-2075 becky@golawpc.com

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GOODMAN & O'BRIEN, P.C.

ATTORNEYS AND COUNSELORS AT LAW

Jeffrey L. Goodman*
Marcy A. O'Brien
Nicole L. Keller

Jeffrey L. Goodman
e-mail: Jeff@golawpc.com

*Licensed in Iowa, Nebraska, Minnesota,
Missouri, Wisconsin, Kansas, and Illinois

November 2, 2012

The Honorable Terry Branstad
Governor, State of Iowa
State Capitol
1007 East Grand Avenue, Room 101
Des Moines, IA 50319

Dear Governor Branstad:

The 5C Judicial Nominating Commission has nominated Rebecca Goodgame Ebinger and Joseph Seidlin to fill the vacancy created by the retirement of Judge Artis Reis.

I became acquainted with Ms. Ebinger when she applied to the 5C Commission to fill a former vacancy and since that time, I have been an ardent supporter of her appointment to the 5C bench.

Ms. Ebinger has clerked for Judge Michael Melloy on the Eighth Circuit Court of Appeals. She has also served as an Assistant United States Attorney in the Northern District of Iowa, and she currently serves as an Assistant United States Attorney in the Southern District of Iowa. She has also worked for the Central Intelligence Agency.

Ms. Ebinger enjoys the wholehearted support of numerous federal judges who agreed to serve as references for her, including Eighth Circuit Court of Appeals Judge Michael Melloy, Federal District Court Judges Longstaff, Gritzner, Jarvey, Reade (who is a former Iowa District Court Judge), and Bennett, and current United States Magistrate Judge (and also a former Iowa District Court Judge) Ross Walters.

Ms. Ebinger has all the necessary qualities of an excellent trial judge. The State District Court system and the litigants and counsel who appear before the Court will benefit greatly from the appointment of Ms. Ebinger to the 5C bench.

November 2, 2012

Page 2

In all cases, most especially complex, multi-party cases, judges are confronted with voluminous briefs and supporting materials coupled with conflicting and varied interpretations of the applicable law. In fulfilling their role, a judge must read all the submitted materials and then independently read, interpret and apply the law to the facts.

Good advocacy is best evaluated by a judge with a keen mind. Ms. Ebinger is blessed with a keen mind. Our judicial system and the parties and attorneys served by it would be very well served by the appointment of Ms. Rebecca Goodgame Ebinger to the 5C District Court.

I support Ms. Ebinger's appointment wholeheartedly and without reservation.

I remain available to answer any questions you may have regarding Ms. Rebecca Goodgame Ebinger.

Very truly yours,

GOODMAN & O'BRIEN, P.C.

A handwritten signature in black ink, appearing to read "J.L. Goodman", with a long horizontal flourish extending to the right.

Jeffrey L. Goodman

JLG/bb

[REDACTED]

From: Findley, Brenna [IGOV]
Sent: Friday, November 02, 2012 12:36 PM
To: Boeyink, Jeffrey [IGOV]
Subject: RE: From Jeff Goodman

Thanks

From: Boeyink, Jeffrey [IGOV]
Sent: Friday, November 02, 2012 12:35 PM
To: Findley, Brenna [IGOV]
Subject: FW: From Jeff Goodman

FYI

Jeffrey Boeyink
Chief of Staff
Office of the Governor
State Capitol
Des Moines, IA 50319
515.725.3535

From: Becky Benton [<mailto:becky@golawpc.com>]
Sent: Friday, November 02, 2012 12:03 PM
To: Boeyink, Jeffrey [IGOV]
Cc: jeff@golawpc.com
Subject: From Jeff Goodman

See attached from Jeff Goodman

Becky Benton
Assistant to Jeff Goodman

Becky Benton

Goodman & O'Brien, P.C.

One Corporate Place

1501 42nd Street Suite 300

West Des Moines, Iowa 50266

Telephone: 515/267-8600 Facsimile: 515/224-2075 becky@golawpc.com

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From: Roederer, David [IDOM]
Sent: Wednesday, November 07, 2012 3:54 PM
To: Boeyink, Jeffrey [IGOV]
Subject: FW: Issue Brief - Outcome of Ballot Measures in 2012 Elections: Impact on State Budgets
Attachments: Outcome of Ballot Measures in 2012 Elections.pdf

Interesting

From: NASBO-Direct [<mailto:NASBO-Direct@nasbo.org>]
Sent: Wednesday, November 07, 2012 2:29 PM
Subject: Issue Brief - Outcome of Ballot Measures in 2012 Elections: Impact on State Budgets

Voters in 38 states considered 174 ballot measures in the recent general election, reflecting the typical amount of ballot measures in even-year elections. In contrast, there were 34 ballot measures in the previous year. In California, voters approved temporary increases in the personal income tax for higher income individuals and in the sales tax that will generate about \$6 billion annually in revenues from fiscal 2013 through fiscal 2017. A competing measure that would have increased personal income taxes for twelve years on a sliding scale basis to raise taxes for education was defeated. In Arizona, voters declined to extend the one cent sales tax to fund education and in South Dakota, voters opposed an additional one cent sales tax that would have generated revenue for education and for Medicaid providers.

Michigan voters opposed a measure that would have required two-third majorities in the legislature or voter approval for any new or expanded taxes. In Washington, voters approved requiring two-third majorities in the legislature or voter approval for any new or expanded taxes. Florida voters opposed a proposed constitutional amendment that would have replaced the existing state revenue limitation based on personal income growth with a new state revenue limitation based on inflation and population changes.

Since the passage of Proposition 13 in California in 1978, ballot measures have had a significant impact on finances in some states and localities. Provisions to limit class size, earmark revenues, compensate landowners, and allocate set portions of the budget are all products of ballot measures throughout the years. In addition to the 27 states with popular initiative and referenda, most states have provisions for popular votes on a variety of constitutional provisions and other measures.

If you would like any additional information, please contact Stacey Mazer at smazer@nasbo.org or 202-624-8431.

OUTCOME OF BALLOT MEASURES IN 2012 ELECTIONS: POTENTIAL IMPACT ON STATE BUDGETS

November 7, 2012

Overview: 174 Measures on November Ballot

Voters in 38 states considered 174 ballot measures in the recent general election, reflecting the typical amount of ballot measures in even-year elections. In contrast, there were 34 ballot measures in the previous year.

Outcome of Tax Related Issues on Ballots

In California, voters approved temporary increases in the personal income tax for higher income individuals and in the sales tax that will generate about \$6 billion annually in revenues from fiscal 2013 through fiscal 2017. A competing measure that would have increased personal income taxes for twelve years on a sliding scale basis to raise taxes for education was defeated.

In Arizona, voters declined to extend the one cent sales tax to fund education and in South Dakota, voters opposed an additional one cent sales tax that would have generated revenue for education and for Medicaid providers. Oregon voters decided to eliminate the mechanism that returns corporate taxes that exceeds an estimate, known as the “trigger”, and will use any additional revenues for education rather than refunding corporations.

Michigan voters opposed a measure that would have required two-third majorities in the legislature or voter approval for any new or expanded taxes. In Washington, voters approved requiring two-third majorities in the legislature or voter approval for any new or expanded taxes. Florida voters opposed a proposed constitutional amendment that would have replaced the existing state revenue limitation based on personal income growth with a new state revenue limitation based on inflation and population changes.

Other Measures Impact State Employees, Local Governments, Education, and Capital

In the area of state employees, Michigan voters decided not to add collective bargaining as a right in the constitution. In Illinois, voters did not approve a measure that would have required any vote to increase pension benefits in the state or localities be approved by three-fifths of the legislature.

Oversight for distressed local governments was addressed in Michigan when voters decided to not approve recent legislation that would have authorized the Governor, upon identifying a financial emergency, to appoint an emergency manager to act in place of local government officials.

In addition to measures affecting additional revenue for education, some states also had other measures on the ballot affecting education, specifically for teachers. Idaho and South Dakota did not approve measures affecting teachers' tenure and evaluations.

Voters mostly approved measures involving state borrowing that will authorize bonds for projects such as highways, higher educational facilities, and water projects.

Some Measures Voted On Earlier this Year

Earlier this year, voters in several states decided on measures affecting taxes and fund transfers to the general fund. Alabama's voters approved a measure that would transfer funds from the Alabama Trust Fund to the state's general fund to provide services such as Medicaid and corrections. Measures affecting taxes in California, Georgia, and North Dakota were rejected by voters.

In California, voters did not approve a measure that would have imposed an additional tax of one dollar per pack of cigarettes and an equivalent tax increase on other tobacco products to fund cancer research and other specified purposes. In North Dakota, voters did not approve a constitutional amendment that would have eliminated property taxes and poll taxes. In Georgia, a measure that would have increased a regional transportation sales tax for a period of up to ten years if approved by voters in 12 regional commission areas of the state was defeated.

In all, 27 states have some provision for initiatives and popular referendum. Since the passage of Proposition 13 in California in 1978, ballot measures have had a significant impact on finances in some states and localities. Provisions to limit class size, earmark revenues, compensate landowners, and allocate set portions of the budget are all products of ballot measures throughout the years. In addition to the 27 states with popular initiative and referenda, most states have provisions for popular votes on a variety of constitutional provisions and other measures.

The following are the outcome of some notable ballot measures in the recent 2012 general election affecting state finances. When available, the fiscal impact is included in the description.

Summary of November 2012 Measures

Taxes

Arizona Proposition 204 - Did Not Pass

This initiated measure would have extended a one cent sales-tax increase originally enacted in 2010 but set to expire in 2013 and would have provided approximately an additional \$625 million to K-12 education in the first year it took effect.

Arkansas Issue 1 - Passed

This constitutional amendment will levy a temporary sales and use tax of 0.5 percent for transportation projects with the state's portion used to secure bonds of \$1.3 billion for constructing and improving four-lane highways.

California Proposition 30 - Passed

This measure will increase the personal income tax on annual earnings over \$250,000 for seven years and increase sales and use tax by one-quarter cent for four years. The temporary tax revenues will be allocated with 89 percent to K-12 schools and 11 percent to community colleges. Additional state tax revenues are estimated at about \$6 billion annually from fiscal 2013 through fiscal 2017 with smaller amounts of additional revenue available in fiscal 2012, fiscal 2018, and fiscal 2019.

California Proposition 38 - Did Not Pass

This would have increased personal income tax rates for annual earnings over \$7,316 using a sliding scale from 0.4 percent for the lowest individual earners to 2.2 percent for individuals earning over \$2.5 million, ending after 12 years. During the first four years, 60 percent of revenues would have gone to K-12 schools, 30 percent to repaying state debt, and 10 percent to early childhood programs. Thereafter, this measure would have allocated 85 percent of revenues to K-12 schools and 15 percent to early childhood programs.

California Proposition 39 - Passed

This measure will require multistate corporations to apportion their income to California based solely on their sales. This measure is estimated to increase state revenues by about \$1 billion each year. Of the revenue raised by this measure over the next five years, about half will be dedicated to energy efficiency and alternative energy projects. Of the remaining revenues, a significant portion most likely will be spent on public schools and community colleges.

Missouri Proposition B - Did Not Pass

This measure would have increased the cigarette tax by \$0.0365 per cigarette and would have increased other tobacco products to create a Health and Education Trust Fund. The estimated additional revenue to state government was estimated at \$283 million to \$423 million annually.

Oregon Measure 84 - Did Not Pass

This measure would have phased out existing estate taxes, which would have reduced state revenue by approximately \$17 million in fiscal 2014, approximately \$43 million in fiscal 2015, and approximately \$72 million in fiscal 2016 as Oregon's existing estate tax was phased out. In future years, the measure would have reduced state revenue by approximately \$120 million per year, depending upon the growth in estate values.

Oregon Measure 85 - Passed

The Oregon Constitution required that receipts from the corporation income and excise taxes that exceed the close-of-session forecast by two percent or more be returned to corporate income and excise taxpayers. This measure will redirect any future corporate kicker refunds for education. If this measure had been in place for the past ten budget periods, the increases would have ranged from \$101 million to \$203 million in each of three of those periods.

South Dakota Measure 15 - Did Not Pass

The initiated measure would have increased the state general sales and use tax rate from four percent to five percent. The additional tax revenue would have been split evenly between K-12 public education and Medicaid. The education funds would have been provided to school districts based on enrollment, to be spent on improving education as school boards determine. The Medicaid funds would have been spent only on payments to Medicaid providers and related state expenses. The additional funding would not have been able to replace or reduce state funding levels set for fiscal 2012 relating to existing Medicaid and K-12 public education programs, including state aid to education.

Budget Process*California Proposition 31 - Did Not Pass*

This would have established a two-year state budget cycle and prohibited the legislature from creating expenditures of more than \$25 million unless offsetting revenues or spending cuts are identified. This would have permitted the Governor to cut the budget unilaterally during declared fiscal emergencies if the legislature failed to act.

Also, this measure would have required performance reviews of all state programs and performance goals in state and local budgets and would have required publication of all bills at least three days prior to legislative vote. This would have given counties the power to alter state statutes or regulations related to spending unless the legislature or state agency vetoes changes within 60 days.

Illinois HJRCA 49 - Did Not Pass

This would have amended the constitution to provide that a bill that increases benefits for any pension or retirement system of the state, local government, or school district have the approval of three-fifths of the members elected to each house of the General Assembly. The measure needed a 60 percent approval to pass.

South Dakota Constitutional Amendment P - Passed

This constitutional amendment will require the Governor to propose a balanced budget and will prohibit legislative appropriations from exceeding anticipated revenues and existing available funds.

Washington SJR 8221 - Passed

This measure will reduce the constitutional debt limit from nine percent to eight percent by July 1, 2034. The percentage debt limit is applied to the average of general state revenues for the previous six fiscal years instead of the current three-year average. The definition of general state revenues includes property taxes deposited in the general fund.

Tax and Revenue Limitations*Florida Amendment 3 - Did Not Pass*

This proposed constitutional amendment would have replaced the existing state revenue limitation based on Florida personal income growth with a new state revenue limitation based on inflation and population changes.

Michigan Proposal 5 - Did Not Pass

This proposal would have prohibited state government from imposing new taxes, expanding the base of taxation, or increasing the rate of taxation, unless there is either a vote of two-thirds of the members of each house of the leg-

islature or a statewide vote of Michigan electors.

Washington Initiative 1185 - Passed

This measure restates existing statutory requirements that legislative actions to raise taxes must be approved by two-thirds legislative majorities or receive voter approval, and that new or increased fees require majority legislative approval. This initiative extends the supermajority requirement for two more years.

Education

Arizona Proposition 118 - Did Not Pass

This would have increased the amount of money derived from state trust lands available to K-12 public education and would have provided \$62 million to schools, \$10 million more than they would have received under the current formula used for deriving money from those lands.

Idaho Proposition 1 - Did Not Pass

This measure would have restricted the scope of teachers' ability to bargain collectively to just salaries and benefits, and also would have limited the duration of negotiated contracts between teachers and local school boards to one year.

Idaho Proposition 2 - Did Not Pass

This measure would have upheld "pay for performance" for teachers based in part on student test scores.

Idaho Proposition 3 - Did Not Pass

This measure would have upheld increasing the use of technology in classrooms, such as mandating that each high school student have access to a laptop computer.

South Dakota Referred Law 16 - Did Not Pass

This measure would have established a teacher scholarship program, created a program for math and science teacher bonuses, created a program for teacher merit bonuses, mandated a uniform teacher and principal evaluation system, and eliminated state requirements for teacher tenure.

Gaming

Maryland Question 7 - Passed

This measure will expand commercial gaming for the primary purpose of raising revenue for education. It will increase from five to six the maximum number of video lottery operation licenses that may be awarded in the state and allow a video lottery facility to operate in Prince George's County.

Rhode Island Question 1 - Passed

This measure will authorize the facility known as "Twin River" in the town of Lincoln that will add state-operated casino gaming, such as table games, to the types of gambling it offers.

Rhode Island Question 2 - Passed Statewide but not Locally

This would have authorized the facility known as "Newport Grand" in the city of Newport to add state-operated casino gaming, such as table games, to the types of gambling it offers. Although voters statewide approved the change, Newport voters appeared to not approve the measure.

Oregon Measures 82 and 83 - Did Not Pass

These measures would have authorized a casino in Multnomah County.

Oversight of Local Government

Michigan Proposal 1 - Did Not Pass

This measure opposed legislation that would have established criteria to assess the financial condition of local government units, including school districts. This would have approved legislation that would have authorized the Governor to appoint an emergency manager (EM) upon state finding of a financial emergency, and would have allowed the EM to act in place of local government officials. This measure would have required the EM to develop financial and operating plans, which may have included modification or termination of contracts, reorganization of government, and determination of expenditures, services, and use of assets until the emergency is resolved.

Collective Bargaining/Personnel

Michigan Proposal 2 - Did Not Pass

This would have amended the constitution regarding collective bargaining and would have invalidated existing or future state or local laws that limited the ability to join unions and bargain collectively and to negotiate and enforce collective bargaining agreements, including employees' financial support of their labor unions. This measure would have overridden state laws that regulate hours and conditions of employment to the extent that those laws conflict with collective bargaining agreements.

Eminent Domain

Virginia Question 2 - Passed

This will limit instances when private property could be taken for public use.

Corrections

California Proposition 36 - Passed

This measure will revise the three strikes law to impose life sentence only when new felony conviction is serious or violent. Estimated state savings related to prison and parole operations are \$70 million annually with savings up to \$90 million annually over the next couple of decades.

Bond Measures

Alabama Amendment 2 - Passed

This will allow issuance of general obligation bonds of no more than \$750 million.

Alaska Bonding Proposition A - Passed

This measure authorizes general obligation bonds of not more than \$453 million for state transportation projects.

Maine Questions 2-5 - Questions 3-5 Passed, Question 2 Undecided

These measures will provide authority to issue bonds of \$5 million for land and conservation easements statewide, \$51.5 million for improvements to highways and bridges and other transportation projects, and \$7.9 million for revolving loan funds for drinking water systems and for wastewater treatment facilities.

New Jersey Question 2 - Passed

This will authorize bonds in the total principal amount of \$750 million for higher education buildings.

New Mexico Bond Issues A, B, and C - Passed

This will authorize general obligation bonds in an amount not to exceed \$10.3 million for certain senior citizen projects, \$9.8 million for public library resource acquisitions, and \$120 million for certain higher education improvements.

Rhode Island Questions 3, 4, 5, 6, and 7 - Passed

These will authorize bonds for higher education facilities up to \$50 million, veteran homes bonds of \$94 million, clear water agency bonds of \$12 million, environmental management bonds of \$20 million, and affordable housing bonds of \$25 million.

If you would like additional information, please contact Stacey Mazer (smazer@nasbo.org or 202-624-8431) or Scott Pattison (spattison@nasbo.org or 202-624-8804) in NASBO's Washington D.C. office.

[REDACTED]

From: Miller-Meeks, Mariannette [IDPH]
Sent: Monday, November 12, 2012 6:53 AM
To: Hoelscher, Doug [IGOV]
Cc: Boeyink, Jeffrey [IGOV]; Boussetot, Michael [IGOV]; Clabaugh, Gerd [IDPH]; Bartel, Christine [IGOV]
Subject: Re: Notice of Corrective Action

Doug,
Wednesday is full except 8-9 am. That would be 9 eastern. I do not know Gerd's schedule, but let me know if this works for you.

Dr Miller-Meeks

On Nov 10, 2012, at 9:17 AM, "Hoelscher, Doug [IGOV]" <Doug.Hoelscher@iowa.gov> wrote:

Hi all - team IDPH, please let me know some good time windows on Wed to discuss this item.

Sincerely,
Doug

From: Mason, James (HHS/IEA) [<mailto:james.mason@hhs.gov>]
Sent: Friday, November 09, 2012 05:42 PM
To: Hoelscher, Doug [IGOV]
Cc: Angoff, Jay (HHS/OCIO) <Jay.Angoff@hhs.gov>; Hunt, Gregorio (HHS/IEA) <Gregorio.Hunt@hhs.gov>
Subject: FW: Notice of Corrective Action

Good evening, Doug. We wanted to share with you a letter that our Department's Office of the National Coordinator for Information Technology (ONC) sent today to Kim Norby, Iowa's Health Information Technology Coordinator. We would appreciate your help in sharing the letter with Mr. Boeyink, and we would be happy to set up a call for you with ONC staff to discuss this issue if you have any questions.

Thank you for your help.

Jim

Jim Mason
Senior Advisor to the Director
Office of Intergovernmental and External Affairs
U.S. Department of Health and Human Services
phone: (202) 401-5639
FAX: (202) 690-5672

From: Muir, Christopher (OS/ONC)
Sent: Friday, November 09, 2012 10:43 AM
To: 'kim.norby@idph.iowa.gov'
Cc: Hunt, Gregorio (HHS/IEA); Mason, James (HHS/IEA); Hudson, Nicole (OS/ONC); Costa, Bianca (HHS/ONC)
Subject: Notice of Corrective Action

Dear Kim,

ONC is committed to helping each state be successful in implementing their approved plans with emphasis made on assisting states in achieving their gap filling strategies for e-prescribing, delivery of structured lab results and sharing patient care summaries across unaffiliated organizations. ONC uses a variety of approaches to identify and resolve performance gaps through timely assessment and feedback to states.

Based on ONC's assessment of your state's progress to date, your state has been placed on Corrective Action. As a result, your state must complete and fulfill a Corrective Action Plan (CAP). The need for Corrective Action results from deficiencies identified for in the following areas:

1. Reporting Requirements

- Iowa has repeatedly failed to meet required reporting deadlines despite discussions on the importance of submitting reports in a timely manner.

2. Provider Adoption Strategies. For Direct secure messaging to increase care summary exchange between unaffiliated providers (provider-to-provider directed or push exchange).

- Iowa does not have a clearly articulated or established strategy for increasing provider adoption of Direct services. The lack of a focused strategy has slowed down the adoption of Direct services.

Please note that Jeff Boeyink, Chief of Staff, and Doug Hoelscher, Director, Office of State-Federal Relations, will receive a copy of the letter through the U.S. Department of Health and Human Services, Office of Intergovernmental and External Affairs.

Nicole Hudson, your project officer, will set up some time for us to talk in the next couple of days to review the letter and answer any questions. Please note that ONC stands ready to assist you through this process.

We are anxious to work with you to get the state on a successful path to implementing the state's approved HIE plans.

Best regards,
Chris Muir
Program Manager
State Health Information Exchange Cooperative Agreement Program
Office of the National Coordinator
for Health Information Technology
Department of Health and Human Services
330 C Street, SW, Suite 1100
Washington, DC 20201
Tel: (202) 205-0470
Cell: (202) 731-8305
Christopher.Muir@hhs.gov

<Corrective Action Plan Template.docx>

<Iowa Notice of Corrective Action.pdf>

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[REDACTED]

From: Miller-Meeks, Mariannette [IDPH]
Sent: Tuesday, November 13, 2012 3:39 PM
To: Miller-Meeks, Mariannette [IDPH]
Cc: Busselot, Michael [IGOV]; Hoelscher, Doug [IGOV]; Clabaugh, Gerd [IDPH]; Bartel, Christine [IGOV]
Subject: Re: Notice of Corrective Action

Did you all decide if Thursday at 9 am would be available for you all? Do I need to move my 8 am meeting on Thursday?

Dr Miller-Meeks

On Nov 13, 2012, at 9:07 AM, "Miller-Meeks, Mariannette [IDPH]" <Mariannette.Miller-Meeks@idph.iowa.gov> wrote:

We can move from Wednesday to Thursday morning. I can meet at 9 am, or can cancel and move my 8 am meeting.
Please let me know.
Dr. Miller-Meeks

From: Busselot, Michael [IGOV]
Sent: Tuesday, November 13, 2012 8:50 AM
To: Hoelscher, Doug [IGOV]; Clabaugh, Gerd [IDPH]; Miller-Meeks, Mariannette [IDPH]
Cc: Bartel, Christine [IGOV]
Subject: RE: Notice of Corrective Action

Thursday works best for me. We need to address the issues raised by HHS promptly.

MRB

From: Hoelscher, Doug [IGOV]
Sent: Monday, November 12, 2012 8:08 AM
To: Clabaugh, Gerd [IDPH]; Miller-Meeks, Mariannette [IDPH]
Cc: Busselot, Michael [IGOV]; Bartel, Christine [IGOV]
Subject: Re: Notice of Corrective Action

I think Thur or Frid would work also.

From: Clabaugh, Gerd [IDPH]
Sent: Monday, November 12, 2012 08:03 AM
To: Miller-Meeks, Mariannette [IDPH]; Hoelscher, Doug [IGOV]
Cc: Boeyink, Jeffrey [IGOV]; Busselot, Michael [IGOV]; Bartel, Christine [IGOV]
Subject: RE: Notice of Corrective Action

We have a CDC site visit team in Lucas on Wednesday morning and so, unless I can make some adjustments in this meeting agenda, I'll be unable to attend. Certainly feel free to proceed without me, but I will check with others on Wednesday to see if we can change some agenda items around to allow my attendance during that time.

Gerd W. Clabaugh

Deputy Director & Division Director | Iowa Department of Public Health | Div. of Acute Disease Prevention & Emergency Response | 321 E. 12th Street | Lucas State Office Bldg. | Des Moines, IA 50319 | Office: 515-281-4355 | gerd.clabaugh@idph.iowa.gov

Promoting and Protecting the Health of Iowans

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Costa, Bianca (HHS/ONC)

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We are anxious to work with you to get the state on a successful path to implementing the state's approved HIE plans.

Best regards,
Chris Muir
Program Manager
State Health Information Exchange Cooperative Agreement Program
Office of the National Coordinator
for Health Information Technology
Department of Health and Human Services
330 C Street, SW, Suite 1100
Washington, DC 20201
Tel: (202) 205-0470
Cell: (202) 731-8305
Christopher.Muir@hhs.gov

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<Iowa Notice of Corrective Action.pdf>

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[REDACTED]

From: Hunter, Caleb [DAS]
Sent: Friday, November 16, 2012 4:27 PM
To: Boeyink, Jeffrey [IGOV]; Struyk, Doug [LEGIS]
Subject: CB dates
Attachments: Collective Bargaining Calendar 11 15.xlsx

Here is the complete schedule. We would like to keep this information as confidential as possible.
Thanks,
Caleb

COLLECTIVE BARGAINING CALENDAR

AFSCME to present initial proposal	AFSCME Negotiations	11/16/12	11:00 a.m. - 1:00 p.m.	PERB
State of Iowa to present initial proposal to AFSCME	AFSCME Negotiations	11/30/12	11:30 a.m. - 12:30 p.m.	Iowa State Bar Assoc.
AFSCME negotiations	AFSCME Negotiations	01/05/13	11:00 a.m. - 1:00 p.m.	PERB
AFSCME negotiations	AFSCME Negotiations	01/06/13	10:00 a.m. - 11:00 a.m.	Hoover A, Room 5
AFSCME negotiations	AFSCME Negotiations	01/12/13	1:00 p.m. - 3:00 p.m.	Hoover A, Room 6
AFSCME negotiations	AFSCME Negotiations	01/13/13		Holiday Inn - Merle Hay Rd.
AFSCME negotiations	AFSCME Negotiations	01/19/13		Holiday Inn - Merle Hay Rd.
AFSCME negotiations	AFSCME Negotiations	01/20/13		Holiday Inn - Merle Hay Rd.
AFSCME negotiations	AFSCME Negotiations	01/26/13	1:00 p.m. - 3:00 p.m.	Hoover A, Room 7
AFSCME negotiations	AFSCME Negotiations	01/27/13		
AFSCME Exchange of final offers	AFSCME Negotiations	02/04/13		
AFSCME arbitration (if needed)	AFSCME Negotiations	02/11/13		
AFSCME arbitration (if needed)	AFSCME Negotiations	02/12/13		
AFSCME arbitration (if needed)	AFSCME Negotiations	02/13/13		
AFSCME arbitration (if needed)	AFSCME Negotiations	02/14/13		
AFSCME contract final	AFSCME Negotiations	03/15/13		
IUP to present initial proposal	IUP Negotiations	12/06/12		
State of Iowa to present initial proposal to IUP	IUP Negotiations	12/20/12		
IUP negotiations	IUP Negotiations	01/10/13		
IUP negotiations	IUP Negotiations	01/11/13		
IUP mediation dates	IUP Negotiations	01/24/13		
IUP mediation dates	IUP Negotiations	01/25/13		
IUP additional mediation dates (if needed)	IUP Negotiations	01/31/13		
IUP additional mediation dates (if needed)	IUP Negotiations	02/01/13		
IUP exchange final arbitration offers (if needed)	IUP Negotiations	02/15/13		
IUP arbitration dates (if needed)	IUP Negotiations	02/18/12		
IUP arbitration dates (if needed)	IUP Negotiations	02/20/12		
IUP contract final	IUP Negotiations	03/15/13		
SPOC to present initial proposal	SPOC Negotiations	11/19/12		
State of Iowa to present initial proposal to SPOC	SPOC Negotiations	12/03/12		
SPOC negotiations	SPOC Negotiations	12/17/12		
SPOC negotiations	SPOC Negotiations	12/18/12		
SPOC negotiations	SPOC Negotiations	12/19/12		
SPOC contract final	SPOC Negotiations	12/28/12		