



DAUPHIN COUNTY BOARD OF COMMISSIONERS

WORKSHOP/LEGISLATIVE MEETING

AUGUST 10, 2011
10:00 A.M.

MEMBERS PRESENT

Jeff Haste, Chairman
Mike Pries, Vice Chairman
George P. Hartwick, III, Secretary

STAFF PRESENT

Laura E. Evans, Esq., Chief Clerk; Marie E. Rebeck, Controller; Janis Creason, Treasurer; J. Scott Burford, Deputy Chief Clerk; William Tully, Esq., Solicitor; Jillian Van Belle, Solicitor's Office; Jeannette Long, Human Resources; Dee Thomas, Human Resources; Kay Lingle, Human Resources; Dave Schreiber, Human Resources; Josh Eisner, Commissioners' Office; Bree Thomas, Commissioners' Office; Brenda Hoffer, Commissioners' Office; Abby Gabner, Commissioners' Office and Richie-Ann Martz, Assistant Chief Clerk

GUESTS PRESENT

Leigh Hurst

MINUTES

CALL TO ORDER

Mr. Haste, Chairman of the Board, called the meeting to order at 10:22 a.m.

MOMENT OF SILENCE

Everyone observed a moment of silence.

PLEDGE OF ALLEGIANCE

Everyone stood for the Pledge of Allegiance.

APPROVAL OF MINUTES

It was moved by Mr. Pries and seconded by Mr. Haste that the Board approve the July 27, 2011 Workshop Meeting Minutes; motion carried.

EXECUTIVE SESSIONS HELD BETWEEN MEETINGS

Ms. Evans: This morning at 9:00 a.m. we had two Executive Sessions, one regarding real estate and the other regarding personnel.

PUBLIC PARTICIPATION

Mr. Haste: We are at the point in time in the meeting for public participation. Is there anyone in the audience that would like to address the Board at this time? (There was none.)

DEPARTMENT DIRECTORS/GUESTS

A. Dauphin County Commissioners

1. Presentation of Donation to the Feel Your Boobies Foundation

Mr. Pries: It is my honor and privilege to read a Proclamation this morning on behalf of Feel Your Boobies Foundation. I think that we all, in this room, know of family, friends and co-workers who are survivors of this very serious affliction. I'm proud to say that County employees, during the Ride to Work Day event, by selling bandannas are going to present a check for \$500 today to the Feel Your Boobies Foundation. I also know that one of our past co-workers, Jena Wolgemuth, has been and still is very involved in the Feel Your Boobies Foundation. She had a fundraiser down at Overtimes in Hershey several months ago and raised close to \$1,000 that evening. She participates and is still active in the walks.

Mr. Pries read the following Proclamation:

Office of County Commissioner
Dauphin County, Pennsylvania

Proclamation

We, the Dauphin County Board of Commissioners, are honored to recognize the successful and mission-driven "Feel Your Boobies" Foundation, founded by Middletown and Dauphin County native Leigh A. Hurst;

***Whereas,** since 2004, the “Feel Your Boobies” Foundation has served as an inspirational non-profit organization, helping countless women with prevention and early detection of breast cancer, and garnering national and international attention about a deadly disease affecting millions;*

***Whereas,** Leigh A. Hurst, Cristina Alterio and other devoted members of the Foundation assisted the Dauphin County’s 2011 Ride to Work Day by increasing awareness about breast cancer and furthering a message of hope and healing to women fighting this life-threatening disease;*

***Whereas,** the Dauphin County Board of Commissioners and employees are proud to have partnered with the “Feel Your Boobies” Foundation for the annual Ride to Work Day, raising sufficient funds to promote this unconventional but life-saving campaign to women throughout the world;*

***Therefore,** we join the 268,000 residents of Dauphin County in honoring the remarkable and inspirational “Feel Your Boobies” Foundation for their personal message and campaign to encourage early detection and prevention of breast cancer; we are extremely grateful for Leigh A. Hurst and other members of the Foundation for their commitment to promoting women’s health and well-being; and ,in honor of this life-saving campaign, we do hereby proudly proclaim August 10, 2011 as “Feel Your Boobies Foundation Day” in Dauphin County.*

(Applause was given.)

Ms. Hurst: I just want to thank you guys for your continued support of the campaign. We are local, but we do reach an international audience with our message. As you know I’m a survivor myself. I was diagnosed at age 33 so I’m a 7 ½ year survivor. I just recently had a baby boy. I attribute my ability to go on and have a baby and enjoy motherhood due to my early diagnosis and being aware of my own body. Our message really promotes the idea of being aware of your own body. We have many testimonials, over the past seven years the Foundation has been in place, of other women who have also found their lump because of our campaign. So, the local support we see here really allows us to reach an international audience. I just appreciate your continued support and respect for the work that we do. I appreciate it very much.

Mr. Haste: Thank you to you and your family for being involved in this and many other things in the community. I think your family has been well known for your community involvement. In fact, just this morning your brother’s picture is on our refrigerator back here from 30 years ago when he received an award for drug awareness. So, that shows you how long your family has been involved in the Middletown area. As Mike said I think many of us know those that have been affected by this within our own families and then with friends and colleagues. Your message has been very important. I want to thank you for continuing to move that forward.

Mr. Hartwick: I guess it goes to show you what one voice committed to an experience and to ensure that the experience that you went through ultimately is going to be something that has enabled you through almost a gift of God to connect with yourself and ultimately use that experience to change lives everywhere. To be committed and to be that compassionate and to see such a significant difference being made by something that was brought on, not by your asking, but certainly revealed your character as a great testament to your passion and dedication to others who are going through something similar. We’ve all been touched in our families. I want to personally thank you, on behalf of the residents, staff and our family members for all that you have

done and hopefully all that you prevented and ultimately saving lives. It really has made a difference. We'll continue to be involved as long as we are here.

Ms. Hurst: Thank you very much. I appreciate it.

(Pictures were taken.)

Mr. Pries: I would also be remiss if I didn't thank Abby, Brenda and Laura Evans and others and I apologize if I'm missing out on some folks who assisted at several of the fundraisers and, of course, our interns as well. They are more engaged than any other interns I have ever seen in the eleven years that I've been at the County. These interns were really out there working on our behalf and on behalf of the residents helping with Ride to Work Day. We also had a fundraiser at Colonial Lounge. I know some folks were selling bandannas there that evening, as well as just last Friday night at the Cultural Festival. Hopefully we can continue to support this and raise more money in the future. Thank you again for all that you have done.

B. Dauphin County Interns

- 1. Bree Thomas**
- 2. Joshua Eisner**

Mr. Eisner: As you may know for three months we have been working on several projects here in the County. During our time, we thought it was appropriate to wrap up and give you an overview of what we have been doing throughout those three months. Some of the projects that we have been working on or completed are the donation drive and packing party, the THANKS Program, a Wellness Program, Cultural Fest and other activities that we assisted and participated in.

Ms. Thomas: The first project that we worked on was the County-wide Department donation drive that was named "Operation Sandbox". We were responsible for coordinating the donation drive with Bob Houser from the Bob Smith Detachment in Hummelstown. They have been packaging the boxes and sending them over to the soldiers for over eight years. The drive started June 1 and then Josh and I were responsible for going around on the 12th to pick them up from all the departments. When we picked them up from the departments we noticed that they were very full. We were very happy and we noticed that the employees are very generous when they donated all the goods to the donation drive. We also put the bins in various departments. We put them at the Courthouse, downstairs in the Lobby, EMA, Children & Youth, Adult Probation and over at the Prison.

Mr. Eisner: Following the donation drive, we had a packing party where employees volunteered their own time on their lunch hour to pack personal boxes for the troops. We were very successful and it resulted in 40 boxes to be sent overseas to our troops; the most that Bob Houser has ever received at one time. These items included food, hygiene and recreational products. These later went over to Iraq and Afghanistan. We

just want to thank all of our County employees who were supportive of this donation drive and packing party for their support for the men and women overseas.

Next we worked on the THANKS Program, which is a reward and incentive program for emergency service volunteers in Dauphin County. Here businesses offer discounts on goods and services at their select locations and these volunteers can then sign up and collect these discounts as a reward. This is really a great community effort to express our appreciation and thanks for the countless men and women who serve our local municipalities. To start it off, we coordinated meetings with EMA, fire personnel and IT. Then we later drafted forms, graphics and other documents related to the THANKS Program. We then worked on an identification card and logo that will be provided to each participating volunteer. When they present this to a participating THANKS business they will be able to collect these discounts. We also presented to the Fire Chiefs' Association. We have received positive and supportive feedback about the program. We have also drafted a website on our homepage and it is currently under construction, but this gives all volunteers, businesses and chiefs easy access to new and updated information about the program. After all these initial phases, we hope that this will become a very successful program to be offered to our volunteers in Dauphin County.

Mr. Haste: Who is taking that over when you leave?

Mr. Eisner: Abby will.

Ms. Thomas: As you guys know, we had our 4th Annual Cultural Fest last Friday. It was my first time ever being there and I was very impressed. I couldn't believe how big it was. It was a great experience. We had great food. The vendors were really good. The children's area with the balloon animals and the zoo was good. They had a snake, which was creepy. On top of that we had awesome entertainers. Amma Johnson, Impact Bank, Chuck Brown, youth performers, the Chinese Cultural and Arts Institute were great. To get ready for the Cultural Fest, I was responsible for contacting one of the youth performers, as well as writing the press release and script and taking pictures at the event. We have a bunch of pictures from the evening. I think it captures all the various activities that we had. I think it was really an overall great night.

The last program that we worked on this summer is the Wellness Program. Commissioner Hartwick came to us with the idea for a healthy competition amongst the departments. The competition is pretty much to promote physical activity and exercise, weight loss, healthy eating habits and just overall a healthier lifestyle for the Dauphin County employees. How it works is each team will receive points for the exercise and activities they do. So, the more exercise and activities that you participate in your team will get more points. As of right now the competition will be for a four-month period. More information will come later on that program.

Mr. Eisner: We were also responsible for drafting a written proposal for the Wellness Program, which outlines all the details, rules and regulations that will then be presented

to the Wellness Committee and Highmark to be offered as a Lifestyles Return Program. Our goal here is that not only will the participating employees benefit from it being an LSR benefit, but it will also promote an overall healthy lifestyle.

Ms. Thomas: On top of all the projects that we worked on this summer, we were involved in other activities. I was part of the United Way Trike Race. Even though it was really hot outside that day, I think our team did pretty good. We also helped with Ride to Work Day. We helped Abby and Julie do that. We were responsible for manning the motorcycle raffle tickets and the table.

Mr. Eisner: Following at the Colonial Lounge there was live entertainment, food and a corn hole competition that I competed against Commissioner Pries. I think Laura and I did a pretty good job on a team together.

Mr. Pries: How did you do in that game?

Mr. Eisner: I think we beat you and Greg in one.

Mr. Pries: I think it was a devastating loss for you and your teammate.

Mr. Eisner: We assisted our County Treasurer, Janis Creason, with the doe licensing process.

Mr. Haste: That may be the most important function that you've done in the last three months.

Mr. Eisner: I'm aware that your license came through. There were thousands of them. There were many, many doe licenses, many pink envelopes, but a very good turnout. I think we gave the County a very good name with the teamwork that we have over in the Treasurer's Office. We also aided Ruby with the Employee Pinning Ceremony, which was also a very nice event.

Mr. Hartwick: That didn't involve wrestling did it?

Mr. Eisner: No.

Mr. Hartwick: He said pinning ceremony.

Ms. Thomas: In the last three months working on projects, programs and events, we also feel that we improved in many aspects. We improved in our public speaking skills and definitely our writing skills. Over the last three months, we did press releases, proclamations, letters, emails, etc., everything that will benefit us in the long run. We also spent a day up at the Capitol with Greenlee Partners and learned what they did. We also had detailed overviews, tours, interviews with various County departments to really understand what the County does every day.

Mr. Eisner: Finally, we would just like to thank you for giving us this great opportunity to intern here at the County to understand how County government works and the day-to-day operations and really what work you guys do on behalf of all the residents of Dauphin County.

Ms. Thomas: It was a great honor and we appreciate it.

Mr. Hartwick: I had the great fortune to work with both of you on a couple of projects. I think you both have a bright future. I'm really glad that the internships have been a real structured opportunity. One of the things that I didn't like when I was in college was having to go and do copies and filing, work that would turn people off of public service. You are obviously here because you have some level of commitment or passion to try to serve the public. To be able to interact and have a meaningful experience and to develop skills in the process and help really with additional resources in pulling together things that are ultimately going to save the County money, hopefully provide a great experience and opportunity and provide a benefit to residents. You guys have done an outstanding job. No matter what you choose to do, you certainly have a bright future. You both are very composed at your age. You both have a lot of commitment and you are passionate about what you do and that comes across clearly. I wish you both the best of luck.

Mr. Pries: I saw the pool of applicants for the interns this year and it was quite an impressive group of individuals that submitted their names. Laura, thank you for all you did to go through and interview everybody. You got it right. We were blessed to have the two of you here. Without further ado, as we prepare for September 10th, I just want to say "We are...Penn State." We have two Penn Staters here.

Mr. Haste: It was actually a delight. You guys showed up everywhere. I'd show up at meetings...the one morning I showed up at a HATS Meeting and there they were sitting at the meeting already. You guys were very active and very involved. I hope it was very meaningful for you. It was a benefit to us and to the County residents. Don't be strangers. Come back and let us know how you are doing and keep us informed with not only school, but where you are going in the future. Hopefully we will see you around.

Interns: Thank you!

(Applause was given.)

SALARY BOARD

A complete set of Salary Board Meeting Minutes are on file in the Commissioners' Office.

PERSONNEL

Ms. Lengle: I would like to pull New Hire #29. That is the only change I have.

Mr. Hartwick: If I could make a statement related to Directors and the extension of jobs. We have to make it very clear that there is no job that is formally extended until there is a vote by the majority of the Board of Commissioners. There have been directors extending offers and the assumption that these offers are in fact formal when they have not gone through a Board of Commissioners' Meeting. There is no ability to do that for either side, the judicial side or any County oversight until there has been a formal vote in the affirmative by the Board of Commissioners. For directors, Kay I want to make sure that we are having communication and letting them know they shouldn't be sending out offers of employment. They can have some sort of verbal conversation, but sending out a formal offer listing the position, the title as if that offer is now a contract is absolutely not a formal contract until there has been a vote by the majority of the Board of Commissioners in an open public meeting. We need to make sure that those offers aren't being extended formally or placing the County in any kind of difficult position until that has been made. There have been mistakes that have been made by directors in sending these offers out and folks have quit jobs in hopes of coming here. That cannot happen. We need to be very clear that until there has been a vote there is no formal acceptance by the County of anybody for those positions.

Ms. Lengle: Okay.

Mr. Haste: In fact, I'll take it one step further. Laura, if you can make sure that a letter goes out to the department heads and elected officials, whether it is from you or from the Human Resources Office, I don't really care, but a letter needs to go out. At your next Directors' Meeting make sure that is a point that is driven home. It is only going to get worse as we continue to wrestle with trying to keep the budget in line over the next however long it takes us to do that. We are going to be more and more critical of filling positions and people need to understand positions aren't offered until the Board takes action. Some folks are making that mistake.

Mr. Hartwick: I would also like to make a motion for consideration with this Personnel Packet, because of my position with a pending grievance over the Court Crier/Administrator positions, to table both actions #20 and #21.

It was moved by Mr. Hartwick that the Board table Items #20 and #21 in the Personnel Packet. (There was no second so the motion dies for lack of a second.)

It was moved by Mr. Pries and seconded by Mr. Haste that the Board approve the Personnel Packet, noting that Item #29 was pulled.

Question: Mr. Haste – Aye; Mr. Pries – Aye and Mr. Hartwick – No; motion carried.

PURCHASE ORDERS

Mr. Baratucci: The Packet was distributed yesterday and everything has been checked out. There are no budget issues. Do you have any questions?

It was moved by Mr. Pries and seconded by Mr. Hartwick that the Board approve the Purchase Order Packet.

Question: Mr. Haste – Aye; Mr. Pries – Aye and Mr. Hartwick – Aye; motion carried.

REPORT FROM BUDGET & FINANCE – MIKE YOHE, BUDGET DIRECTOR

Mr. Yohe gave the following Report:

Report from the Office of Budget & Finance August 10, 2011

- **August 5, 2011** transferred **\$1,979,555.88** to the **Payables** account from the County's Concentration account for checks issued that week.
- **Wire Payments since last report: \$295,984.19**
- **Debt Service Payments since last report: \$0.00**
- **Total Term Investments**
 - 3/31/11 - **\$10,018,501.23** 6-mo. CD - Susquehanna Bank – **0.550%** - matures 9/29/11
 - 4/21/11 - **\$20,030,680.76** 6-mo. CD - Susquehanna Bank – **0.550%** - matures 10/20/11
 - 4/21/11 - **\$10,020,903.13** 12-mo. CD - Susquehanna Bank – **0.750%** - matures 4/19/12
- **Balance today in PA INVEST account #2100017144860: \$1,378.13 rate 0.058%**
- **Balance today in Susquehanna Bank investment account #119002023: \$16,477,261.51 rate 0.250%**
- **Balance today in First National Bank investment account #97014743: \$7,567,496.06 rate 0.530%**
(This rate equals today's PLGIT-Class interest rate of 0.030% plus 50 basis points)
- **Balance today in Citizens Bank Municipal Money Market Checking account #6221269710 - \$100.00 rate 0.00%**

- **Balance today in Integrity Bank Money Market Checking account - #2206001209 - \$15,115,414.31rate 0.650%**
- **Balance today in PNC Bank investment account #5004319839: \$24,765,413.40rate 0.250%**
- **Balance today in Graystone Bank investment account #1610000596: \$250,620.68rate 0.650%**
- **Balance today in Metro Bank investment account #0536557523: \$101.40rate 0.120%**

No T.R.A.N. Line of Credit required for 2011.

Mr. Haste: Graystone doesn't want any more?

Mr. Yohe: They don't want anything they have to collateralize.

Mr. Haste: Didn't they just get bought?

Mr. Yohe: I didn't hear that.

Mr. Haste: I think someone just bought them.

Mr. Yohe: Maybe they will accept a few more public funds then. I'll check with them.

Mr. Haste: Any questions of Mike? (There was none.)

REPORT FROM CHIEF CLERK/CHIEF OF STAFF – LAURA E. EVANS, ESQ.

Ms. Evans: I want to again thank the interns for all their hard work this year in making the internship program meaningful for me as well.

I would also like to thank the Solicitor's intern who just recently left us, Terry Kaufman. He also did a very good job.

I wanted to let everyone know that we also won the CCAP's Road & Bridge Safety Improvement Award this year. This will be presented to the Commissioners next week at CCAP's Annual Conference. This was one of the bridges that the County has replaced over the last 24 months.

SOLICITOR'S REPORT – WILLIAM TULLY, ESQ

Mr. Tully: All the matters requiring Board action have been reviewed and are ready for a vote. If you have any questions, I would be happy to address them. (There was none.)

MATTERS REQUIRING BOARD ACTION

- A. Training Packet.
- B. Satisfaction Piece for Dionne J. Baylor on the property located at 3 N. 4th Street, Steelton, PA 17113 (\$3,392.00).
- C. Partial Refund of 2011 Real Estate Taxes – Mark Rzucidlo – Parcel #35-027-257 (2083 Fairway Lane) - \$267.68.
- D. Partial Refund of 2011 Real Estate Taxes – Open Sky, Inc. – Parcel #63-068-025 (5031 Lancaster Street) - \$1,645.02.
- E. Refund of 2011 Real Estate Taxes – Robert Hoover – Parcel #39-000-163 (Unmapped) - \$61.61.
- F. Partial Refund of 2011 Real Estate Taxes – Patton Recreational Properties – Parcel #62-040-057 (3904 Corey Rd.) - \$5,195.68.
- G. Request for Exoneration of 2009, 2010 and 2011 Taxes – Cedar Manor Mobile Home Community, Lot 206 (Darla Gilbert) – Parcel #34-026-005-206-0564 - \$319.25.
- H. Change Order #1 for the elimination and addition of work items – Jay Fulkroad & Sons, Inc. – Dauphin County Bridge No. 34 Rehabilitation Project – (\$20,461.62).
- I. Pennsylvania Commission on Crime and Delinquency Victims of Crime Act Grant for the Victim/Witness Assistance Program.
- J. Purchase of Service Agreement between Area Agency on Aging and Cumberland-Dauphin-Harrisburg Transit Authority t/b/d/a Capital Area Transit.
- K. Purchase of Service Agreements between Children & Youth and:
 - 1. Sarah A. Reed Children’s Center, Inc.
 - 2. Bethany Christian Services of Central Pennsylvania
 - 3. Harrisburg Area YMCA
 - 4. Demage, Inc.
 - 5. Justice Works Youth Care, Inc.
 - 6. Uplift, Inc.
 - 7. Pressley Ridge, Inc.
 - 8. Community Action Commission
 - 9. Boyo Transportation, Inc.
- L. Amendment #1 to Purchase of Service Agreement between Children & Youth and Reading Specialist Educational Association, Inc.
- M. Custodianship Subsidy Agreement #2011-11.
- N. Purchase of Service Agreements between MH/ID and:
 - 1. Riverside Professional Development, LLC
 - 2. BRY & WMS Medical, Inc., t/d/b/a ComForCare Senior Services, Inc.
- O. HVAC Mechanical Contract between the County and Intercon Automation for the Schaffner Youth Center.

- P. Addendum to Second Amendment to Intergovernmental Cooperation Agreement between Dauphin County, Lebanon County, Derry Township School District, Palmyra Area School District, North Londonderry Township and Derry Township. (This replaces the Addendum that was previously signed on June 29, 2011 to include both Dauphin County and Lebanon County figures.)

Mr. Haste: We have items on the Agenda, A through P. Are there any that need to be pulled out and voted on or discussed separately? (There was none.)

It was moved by Mr. Hartwick and seconded by Mr. Pries that the Board approve Matters Requiring Board Action, Items A through P, listed above.

Question: Mr. Haste – Aye; Mr. Pries – Aye and Mr. Hartwick – Aye; motion carried.

FORMER BUSINESS

(There was none.)

NEW BUSINESS

(There was none.)

COMMISSIONERS' DISCUSSION & ACTIONS

Mr. Hartwick: I would just like to thank the members of the Cultural Diversity Committee and once again, the interns and all of those who worked to put together an extremely successful event on Friday. I think the reports were 8,000 to 10,000 people. It was a truly great event for kids and families. We all talk about being at the Courthouse and what do taxpayers actually get for investing their hard earned real estate tax dollars into government, well that was a free event. There were no incidents. I think everybody enjoyed greatly the opportunity to come to downtown Harrisburg. It goes to show you that when you put together quality events that people show up and they will respect the location. I just want to thank all the volunteers, media and all the members of the committee that put that on.

Mr. Pries: In addition, our main sponsor Comcast, we gave them an award. Thanks to Channel 27 being the main media sponsor and Valerie Pritchett. Thanks to the two of you for continuing to support this event as well. I'm glad to be part of it and hope to be in the future as well. There was a lot of people downtown. No issues. Everybody was having fun and enjoying the entertainers. I know Jeff enjoyed announcing or introducing the Impact Band. I enjoyed announcing Amma Johnson. George you got the plum of the evening by getting to stand on stage and announcing and getting everyone fired up for the Godfather of Go-Go, Chuck Brown. I know you enjoyed that and the folks out in the audience enjoyed you. That was a good night. Thanks again to the interns for their hard work.

CORRESPONDENCE

Mr. Haste: We have correspondence that was received, Items A through E, which will be handled by the staff appropriately.

- A. Notification from Erdman Anthony advising that the Pennsylvania Department of Transportation, District 8-0, is applying to DEP for a Water Obstruction and Encroachment Permit for the project at SR 2017, Segment 0010, Offset 0860 in East Hanover Township.
- B. Notification from Natural Resources Conservation Service advising that they are applying to DEP for a permit for the Koser Streambank Protection Project in Conewago Township.
- C. Notification from Dauphin Engineering Co. advising that DJH Victoria Abbey Associates is applying to DEP for a renewal application for the Erosion & Sediment Pollution Control Plan project on Colonial Road in Lower Paxton Township.
- D. Notification from Wenger Feeds advising that they are applying to DEP for a Natural Minor Air Operating Permit for their mill located in Dauphin County on Route 25.
- E. Notification from Snyder, Secary & Associates, LLC advising that Hershey U-Gro, L.P. is applying to DEP for a General NPDES Permit for stormwater discharges associated with the U-Gro Learning Centre Project in Derry Township.

PUBLIC PARTICIPATION

Mr. Haste: We are again at the point in time in the meeting for public participation. Is there anyone in the audience that would like to address the Board? (There was none.)

ADJOURNMENT

There being no further business, it was moved by Mr. Pries and seconded by Mr. Haste that the Board adjourn.

Transcribed by: Richie-Ann Martz