

Administrative Staff Council (ASC)
Meeting Minutes
Thursday, April 4, 2019
308 Bowen-Thompson Student Union

In Attendance: Beth Ash, Emily Barnes-Hanna, Andrea Boehme, Sean Brigadier, Kalee Carlton, Dawn Chong, Terra Cramer, Jordan Cravens, Beth Detwiler, Gabe Dunbar, Jason Dunn, Teresa Earl, Tony Fox, Emily Gattozzi, Teri Gentry, Todd Glick, Maite Hall, Brian Heilmeier, Meghan Horn, Sophia Jackson, Margo Kammeyer, Lona Leck, Rebecca Lyons, Mike McPhillips, Cordula Mora, Jacqueline Nelson, Kristi Peiffer, Adam Petrea, Sue Seggaard, Jaime Spradlin, Danijela Tomic, Jennifer Twu, Cindy Valentine, Dennis Voss, Chris Wammes, Lily Young

Substitutes: none

Absent: Will Burns, Jacob Haun, Jeremy Joseph, Ryan Kardok, Brett Pogan, Lindy Smith

Call to Order: Margo Kammeyer, Chair of ASC, called the meeting to order at 1:30 pm.

Guest Speaker: Sheri Stoll VP for Finance and Administration

Copy of Presentation Attached.

Budget:

- Enrollment drives the success of our budget. Enrollment predictions are the starting point for creating the University's budget
- SSI support was highest in 2010 then it went down drastically. We are recovering as well as hoped. Still not at the 2010 level
- The current 2020 projection is based upon improvement over 2019, not counting on a difference in the state budget because this is a new governor and new legislature. Unsure of what changes will happen as the budget moves along. Only including Tuition Guarantee for tuition increases

Enrollment Trends:

- CCP / Distance Online students make up large part of the growth undergraduate enrollment trends
- The traditional students are flat in their increase for undergraduate
- The number of Graduate face to face students has seen a downward trickle
 - This was due to Visa issue, timing of getting Visas or being approved for Visas
- Graduate eCampus / distance learning has seen an increase, but is largely part-time. This has helped to keep the overall graduate enrollment flat

Need Based Grants:

- Need based grant program – in recession the budget for this was slashed. The Governors' budget includes increases to this funding by 20-30 million Ohio College Opportunity Grant (OCOG)
- Another need based grant – targeted in STEM programs is part of the proposed budget
- These need based grants may help retain students that find themselves with a gap in funds to cover tuition

Capital Project Updates:

- Number of ongoing infrastructure projects – more tunnels – several summer HVAC projects
- NW Quad – electrical needs to be upgraded
- Renovating Technology Building, this will be done in phases
- More parking – commuters and staff to replace parking spots taken near Maurer. Data is consistently being evaluated to see where and what the needs is.

Questions Submitted:

- What will the 4 vendors be for the 401(a) and 403(b) be?
 - As of yesterday IUC still working on narrowing down to the 4 – not every university has moved along as quickly as we have.
 - Hope to have draft agreements sent out around mid-May to get out our announcement – would like all Universities to use the same communication to vendors. Want to be able to allow new employees to select one that will remain an option.
- What impact has Winter session had on the University?
 - Winter session – ended up doing better than anticipated in terms of enrollment. There are concerns that this will hurt Summer enrollment, but it is too early to know at this time.
 - Ended up offering more travel abroad opportunities than expected and they were all filled.
- What impact has Tuition Guarantee had on the University?
 - Tuition Guarantee – cannot yet say if it is good or bad because we have not completed a full year, seemed to be well received by parents of students
 - Big thing – it is looking like 95% probability that we could have pressure to do Tuition Guarantee for regional campus. More to come on this subject.
- What are we doing to raise the number of international students to come to BGSU?
 - The Admissions team has been working with a number of international institutions to develop agreements to help with getting international students to come to BGSU.
 - The issue is that the time for Visas to be approved is not under our control
 - Many Universities are starting to look at if they can work together to help resolve these Visa issues.
- Are we still looking at moving to Performance –based budgeting?
 - Hard to implement when you are in a declining period.
 - Falcon Info data warehouse was developed to be able to provide data for the Provost Metrics
 - Implementing Additional Academic Performance Solution – still at least a year out from implementing at the earliest
- How are we preparing for the year 2025? Are we looking at building out e-campus / distance learning programs to prepare for this?
 - This will be done very strategically. Target resources to those that makes the most sense. Enrollment numbers / demand will drive this.
 - Degree Completion may make more sense to meet the needs of adult learners.

Chair's Report:

HR Meeting: The monthly meeting with OHR was held April 2nd.

- The following question was presented to Viva McCarver, Chief Human Resource Officer:
 - Can you explain the guidelines for the Ombuds position? Is this governed through OHR? Specifically, our current requirement is for 5 years of BGSU experience for a prospective Ombuds. Are we able to change this to 3 years?
 - ASC is able to establish their own policies regarding the Ombuds position and requirements for the positions. Suzi Saunders can provide information on training.

Meeting with President Rogers:

- Rebecca and Margo met with President Rogers on March 27th and asked the following questions that were submitted by the Council:
 - How much does online learning play into the long term strategy of BGSU's offerings?

- The goal is to have about 5,000 - 6,000 online learning students. At this time, we have about 1,600-1,700 online and eCampus students. There are talks about an online MBA program and a RN to BSN program.
- How has our approach and vision with Mercy College changed since our last discussion?
 - BGSU will now have a strategic alliance with Mercy College that will offer dual enrollment, dual degrees, a BSN program, etc. There will be more opportunities to create additional programs in the future that will benefit both parties. The major benefit of this alliance is that we will not have to perform the massive integrations of systems and processes that we first expected.
- Why don't we have a HR major in the College of Business any longer?
 - Two primary reasons were explained. First, national accreditation boards require at least 2 HR accredited research faculty in the program. And, second, there were limited students that were just HR majors. There are actually more opportunities to explore a Psychology degree with a management specialization.
- Is there a plan to continue with the pedestrian and bicycle safety measures like the crosswalks that were put on Wooster? Who is responsible for this, BGSU or the City of BG?
 - The City is responsible for most of the roadways, however, some of the main roads are considered State. It is easier for the city to approve and move forward with these improvements if BGSU, or the State, provide funds or grants for the work.

Tri Chairs Meeting:

- The Tri-Chairs meeting was held on March 29th with ASC, CSC, and Faculty Senate.
- Parental Leave, Elections, and the upcoming year were discussed.

Hearing of the Public – Opportunity for guests to address the council: - none

Full ASC Representative Discussion: - none

Treasurer's Report: - no report

Secretary's Report: Minutes from March 7, 2019 meeting emailed on March 18, 2019. J.Spradlin motioned to approve the March 7th minutes, J. Cravens 2nd. The motion passed.

Election updates:

- Three officer positions have been confirmed for the 2019-20 term: Jaime Spradlin – Secretary, Jeremy Joseph – Treasurer, and Todd Glick – Communications Officer. The Chair – Elect position should be finalized very soon. Communication will be sent out soon as all of the new representatives and officers are confirmed.
- Still in need of two representatives for Athletics. If anyone is interested in serving a one-year term to fill in please contact me.

Committee Reports:

Amendments & Policies: no report

Awards & Recognitions:

- Spirit of BG was awarded to Derm Forde for February and Brittany Scott for March.
- Working on Annual Administrative Staff Awards Banquet to be held May 21, 2019.

- Please remember to nominate staff for awards.
- More communication to come.

Outreach & Activities:

- The annual bowling event had a good turnout.
- There are 28 welcome packets going out to new Administrative Staff.

Personnel Welfare & Compensation: -

- The subcommittee for the parental leave policy will be sending draft to the ASC Executive Committee to review and then it will be coming to ASC group.

Professional Development: no report

Student Scholarships:

- Through the BG One Day activity the committee raised \$805 to go to the scholarship fund.
- A call out for silent auction items will be coming soon for the awards banquet.
- The committee will be recognizing the students that received a scholarship this year at the May ASC meeting.

Liaison Reports:

Classified Staff Council:

- The co-chairs met with President Rogers and discussed the pay rates for various classified staff.
- CSC is working to finalize election results, award scholarships.
- The call out for nominations for Classified Staff awards has been sent out. Please nominate any classified staff that you meet the criteria.
- The CSC Salary Compensation request will be presented soon.

Faculty Senate Representative (Beth Detwiler):

- President Rogers
 - Thanked union contract negotiations contributors
 - Welcomed Provost Whitehead and thanked John Fischer for his interim work
 - President Rogers has spent a lot of time in Columbus with the new administration and the state's budget does include additional funds for the state share for higher education.
 - Comprehensive campaign concludes in 2020. We have raised 149 million.
 - Thanked faculty for all of their contributions
- Provost Whitehead
 - Freshman enrollment for fall 2019 we are trending 3% increase
 - Last year we were also trending upward and had a lot of students fail to attend in August so we are being diligent in keeping those numbers trending upward
 - Transfer applications are trending upward
 - Graduate is not trending upward
 - Firelands is also trending upward 1.4% - freshman pathway is up 22%
 - Gish task force is looking at the naming of the theatre and whether it adversely affects the community. Should report to the president before the May board of trustees meeting.
- Faculty senate conducted their elections
- Senate votes to approve Academic Charter Revisions

- Senate votes to approve additional language on academic honesty to be added to their graduate college policies.

Retiree Association (Judy Donald): no report

Ombuds Update (Chris Bullins and Jessica Turos):

- 0 requests this past month

ASC Historian (Lindy Smith): no report

University Committee Reports:

PACWI:

- From Jason Hartigan: The committee is continuing to benchmark other institutions' wellness programs in hopes of competing with other IUC schools. At this time, no decisions have been made but we continue to be hopeful.

Professional Affairs: no report

CIO:

- Soon all external emails will include EXTERNAL in the subject to alert that this email was sent from outside BGSU.
- DUO for email will be mandatory in the Fall.

Public Safety Advisory Committee:

- There is discussion about raising the parking permit rates for next fall. The most recent Meeting Notes are attached to the ASC Minutes.

EEOC:

- The committee participated in a 30-minute training Green Zone training. The training is designed to help develop supportive campus communities for military students.

Old Business: none

New Business:

- Due to the restructuring of the University Org Chart an ad-hoc elections committee has been created to review the current divisions and determine if any changes in representation groups needs to be made. A call out for volunteers to the group was made.

Upcoming Dates:

- May 2, 2019 – Next ASC meeting Chair Daniel Keller and VP University Advancement Pam Conlin
- May 21, 2019 – Annual ASC Awards Banquet

Good of the Order:

- Sexual Assault Awareness Month 5k & Dog Walk is April 6, 2019. Visit <https://runsignup.com/Race/OH/BowlingGreen/SAAM5KDogWalk> if interested.
- National Student Employee Appreciation Week is April 8-12, 2019

- Student Employee Appreciation and Awards Reception – April 11, 2019
- Wood County Dog Shelter is looking for volunteers. Please visit <https://www.co.wood.oh.us/dogshelter/Volunteer.htm> if interested.

Adjournment: J. Spradlin made a motion to adjourn. Dawn Chong 2nd the motion. The meeting adjourned at 3:00 pm.

BGSU Budget Planning Update for FY 2020

Administrative Staff Council

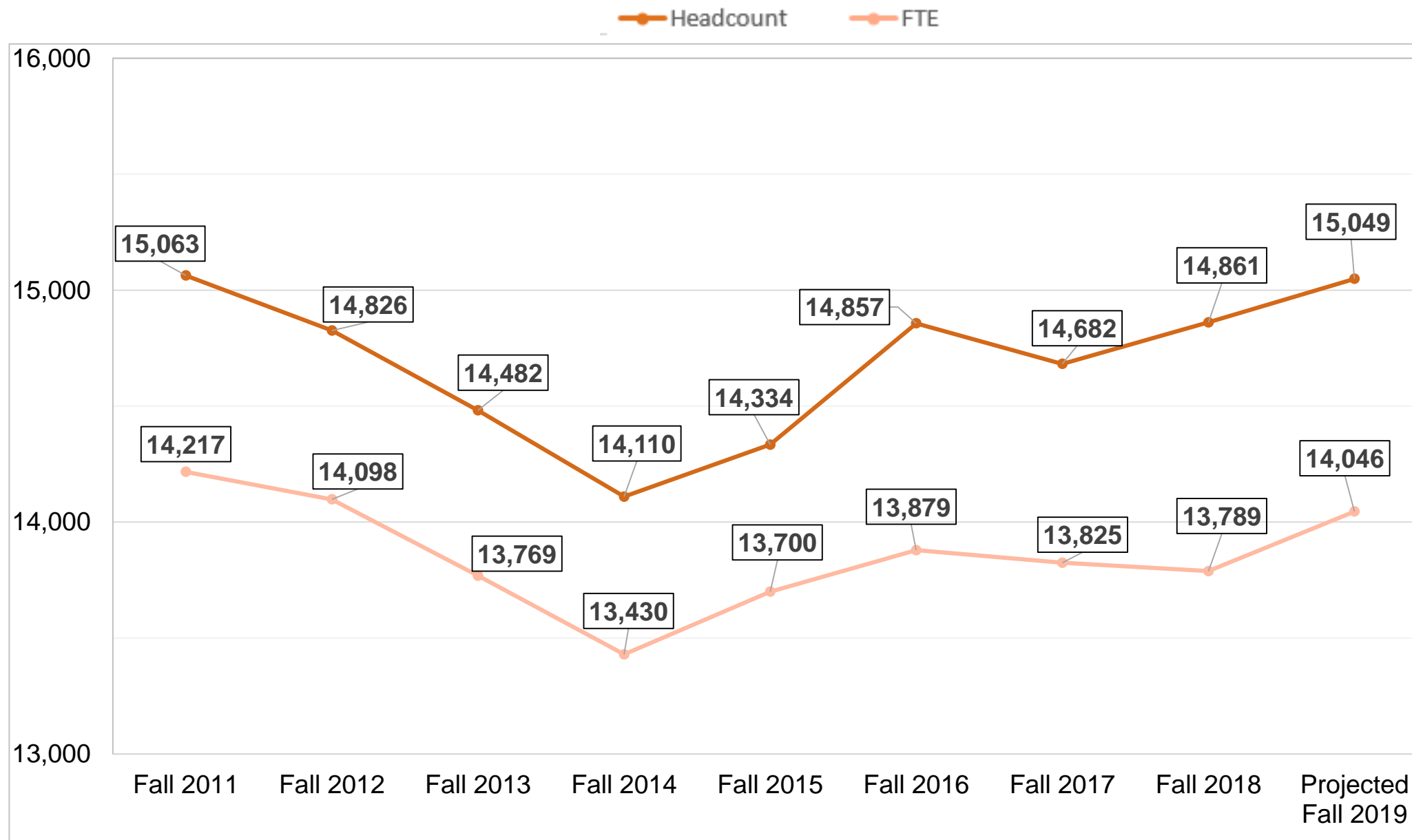
April 4, 2019

Sherideen Stoll, C.P.A.
Vice President for Finance and Administration

Agenda

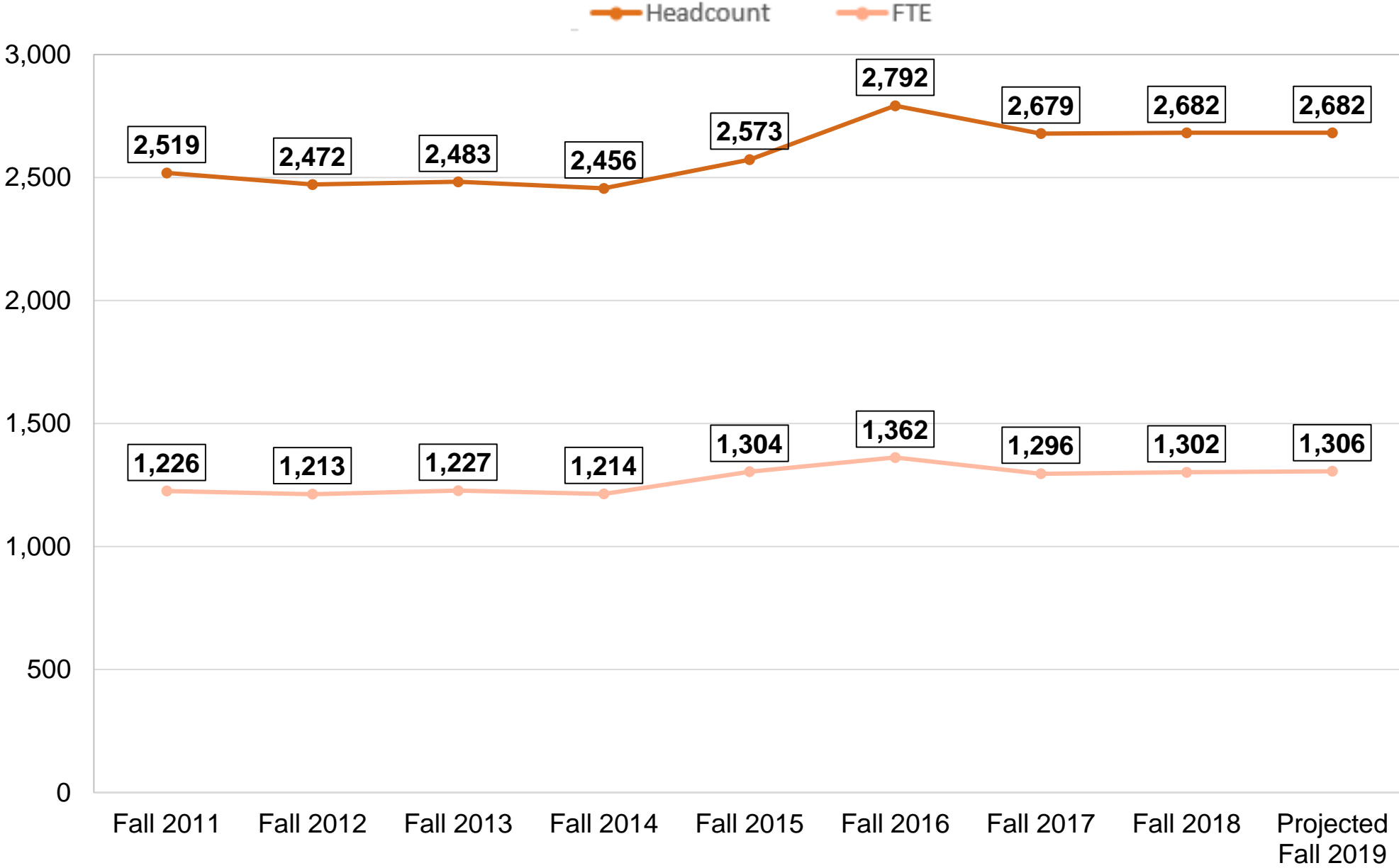
- Recent Progress: Undergraduate and Graduate Enrollment
- SSI Trend
- FY20 BGSU Budget Planning; State of Ohio Budget FY20-FY21
- Capital Project Updates
- Questions Submitted

15th Day Enrollment Trends – BGSU Campus - Undergraduate



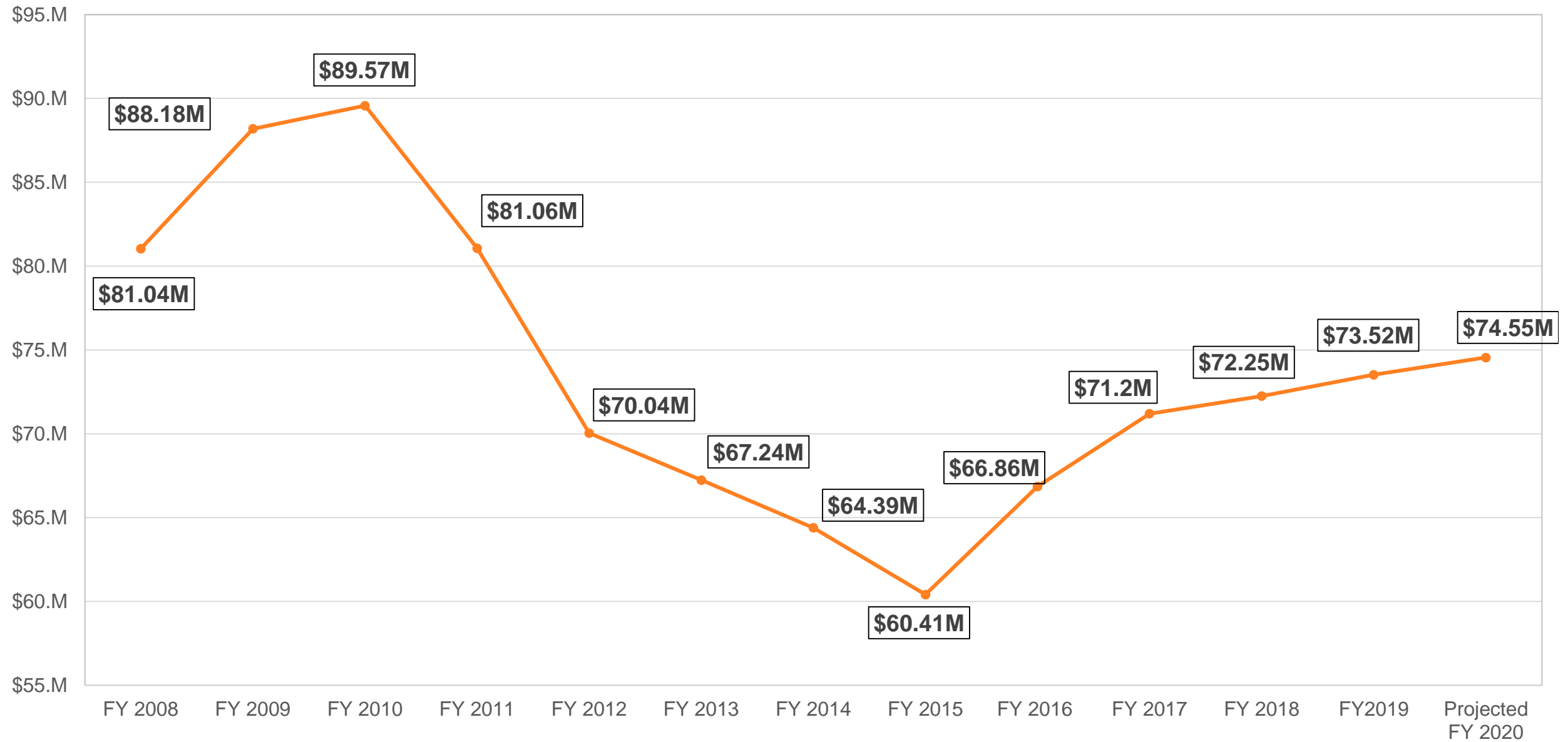
Includes eCampus, distance, guest and F2F

15th Day Enrollment Trends – BGSU Campus - Graduate



Includes eCampus, distance, guest and F2F

SSI Summary: BGSU Campus Only – FY08 to FY20



FY 2020 Budget Planning: BGSU and State of Ohio

- Modest increase in SSI expected per Governor's budget (1.1%; 1%)
- 2nd cohort Falcon Tuition Guarantee: Tuition increase = 60 month average CPI
- Too soon to know much more (budget currently with House; then on to Senate; and then Conference Committee)

Capital Project Updates

- Ongoing infrastructure (tunnels, HVAC, mechanical, etc.)
- Technology renovation phased work starting summer 2019 and finishing summer 2021
- Maurer Center for College of Business Administration
 - Construction through 2019 and early 2020; plan to open summer of 2020
- Miscellaneous smaller projects (labs, classrooms, parking lots, demolitions, etc.)
- Residence/Dining Hall Master Planning 2.0

Questions Submitted

1. In last presentation on 401(a) and 403(b), you mentioned our options would be reduced to 4 vendors. Do we know which 4?
2. What have Winter Session and Tuition Guarantee meant for the University?
3. Are we expecting Summer Session will be impacted by Winter Session attendance (i.e. students have shifted from Summer to Winter)?
4. In previous years, we heard a lot about performance-based budgeting. Is this still something we are doing/looking to do?

Questions?

Public Safety Advisory Committee Meeting Notes

March 29, 2019

I. Introductions

II. Police Department

1. Ohio Law Enforcement Body Armor Program (BPV) – grant program
 - a. New Ohio grant program to help law enforcement agencies with vest replacement costs
 - b. Have applied for a 2019 reimbursement
 - c. Replacements must occur every five years
 - d. Five new vests were ordered in 2019
2. Ohio Department of Justice Services (ODJS) – approved grant
 - a. Applied to help cover department equipment replacement
 - b. Department was approved for a partial amount
 - c. Using these funds to purchase and install a new radio repeater
 - d. In addition, will be purchasing three new portable radios
 - i. This will start a larger project of replacing all the current portable radios
3. US Department of Justice Grant
 - a. Research and evaluation on policing grant
 - b. Have just starting meeting about the development and submission of this grant
 - c. The grant will focus on officer well-being
 - d. It proposed research will include the improved physical fitness, nutritional health, and mental health
 - e. Currently working with the BGSU Criminal Justice Department, BGSU Nutritional Sciences, and the Wood County ADAMHS Board
 - f. Submission deadline for this grant in May 2019
4. New technology
 - a. Interview room
 - i. Have signed an agreement with the Axon company
 - ii. This new technology will introduce new cameras, microphones, and a web based evidence management system within the police interview room
 - iii. This is the same company that is one of the leading manufacturers of body worn cameras, vehicle dash cameras, and Tasers
 - iv. The Police Department will continue to evaluate Axon and the potential of introducing additional technology with this company
 - b. Scheduling
 - i. In order to be more efficient the Police Department has been conducting a trial web based scheduling software
 - ii. New software will provide greater access via the web and smartphone app
 - c. Emergency notification system
 - i. As discussed in the previous PSAC meeting the Department of Public Safety and ITS have been evaluating a new emergency software vendor
 - ii. Through may months of experimenting with this new software vendor it was determined that the system did not meet the needed standard of performance
 - iii. BGSU will continue to use our present vendor and continue to evaluate additional improvements
5. In-Service Training
 - a. Officers go through 40 hours of in-service training each year
 - b. During the BGSU break periods in-service training occurs
 - c. Over spring break all officers participated in an 8 hour in-service training day

Public Safety Advisory Committee Meeting Notes

March 29, 2019

- d. The training topics included bias free policing, ethical decision making, legal updates, defensive tactics, and tactical decision making
 - e. All officers will participate in an additional 32 hours of in-service training over the summer
6. Commission on Accreditation for Law Enforcement Agencies (CALEA)
- a. This is a law enforcement accreditation process that the Police Department will be entering into during the summer of 2019
 - b. This process provides mandatory guidelines for law enforcement policy development
 - c. In addition, law enforcement agencies must maintain compliance documentation of such policies
 - d. A site visit will occur sometime after the application process for determine the final accreditation of the BGSU Police Department
 - e. The CALEA certification will provide the BGSU Police Department a template to ensure that policies are developed with national best practices and that the agency is complying with all written directives at the highest standards
7. Community initiatives
- a. The Police Department continues to work diligently on maintaining and improving community relationships
 - b. Officers are assigned specific areas within residence life buildings, academic buildings, athletics, and other key areas in an effort to build those positive relationship
 - c. A few examples of larger events that have been planned or are being planned include *Together we Ball, Pizza with Public Safety, Coffee with a Cop*, and various educational programming
8. Web page updates
- a. Bias Policing
 - i. This is a new tab on the BGSU Police web page
 - ii. This tab focuses on the philosophy of the BGSU Police as it relates to bias free policing
 - iii. There is also a reporting form on this tab for those who feel they may have been impacted by a bias incident
 - iv. All complaints of bias behavior are investigated thoroughly regardless how the information has been communicated
 - b. Compliments and Complaints
 - i. This is a new tab on the BGSU Police web page
 - ii. This tab focuses on the current policy and process on compliments and complaints as it relates to the officer's conduct
 - iii. There is also a reporting form on this tab for those who feel they would like to make the department aware of an officer's conduct
 - iv. All complaints about an officer's conduct will be investigated thoroughly regardless how the information has been communicated
 - c. Clery
 - i. This new tab was designed to provide some basis information related to the Clery Act
 - ii. The information provided describes what Clery is, what crimes are considered Clery crimes, reporting information, and a link to the annual security report

Public Safety Advisory Committee Meeting Notes

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9. Blue light testing
 - a. We covered a new program designed to test the operation of the blue light phones
 - b. Part of these tests will include the functionality and appearance of the phones
 - c. The first phase of this project will focus on the exterior blue poles
 - d. Phase two of this project will incorporate interior emergency phones
 - e. The physical testing and visual inspection of the exterior phones will occur once a month
 - f. Any identified issues with the device or appearance will be immediately routed to the proper BGSU office to ensure those issues are addressed promptly

III. Emergency Management

1. BGSU full-scale exercise (EOC)
 - a. Planning of this full-scale exercise is on-going
 - b. This exercise is being designed to test both the emergency operation center functionality and the executive operation group
 - c. The exercise is planned for June 2019
 - d. This exercise has incorporated representatives from local, state, and federal partners
2. StormReady University
 - a. BGSU was named a StormReady university by the National Weather Service
 - b. BGSU is the 5th university in the State to receive this designation
 - c. This designation indicates that BGSU has put plans in place to prepare for severe weather
 - d. A media event to commemorate this designation was conducted on March 22nd
3. Comprehensive Emergency Actions Plan (CEAP) update
 - a. These plans are designed specifically for each building on campus
 - b. In an effort to provide more access to these plans a Share Point site has been developed
 - c. This site will allow Building Response Leaders the ability to review and update the plans in a more timely manner
 - d. There is continued discussion related to how the plans can be viewed, distributed, and/or trained on to ensure personnel in the building know how to respond to a specific emergency
4. Federal Trainings – November 2019
 - a. Disaster Management for Electrical Power Systems (November 2019)
 - a. Future training being hosted at BGSU
 - b. These trainings are a continuation of the partnership BGSU has developed with our State and Federal partners
 - b. Sport and Special Event Public Information and Emergency Notification Course (Feb. 2019)
 - a. This training class was a pilot program
 - b. This class was the first of its kind in the country
 - c. Participants in this class were able to provide valuable feedback that would help shape future instruction of this class
 - d. All of these training classes are brought to BGSU to help enhance our emergency preparedness and are offered to both BGSU and our partners
 - e. These classes are free to attend
5. Virtual Skywarn training
 - a. Mid-April 2019
 - a. This virtual training will be conducted instead of a live on campus training
 - b. It was confirmed just prior to the PSAC meeting that the training will be on April 18th from 1p-2:30p in the Union theater

IV. Parking

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1. Parking 2019 Lot maintenance
 - a. Finalizing a preventative maintenance contract
 - i. Parking is working on a time and material contract with a local vendor to handle all preventative maintenance within the lots (sealing and striping)
 - ii. In addition, Parking is working on a large scale parking evaluation that will cover all available parking spaces and any future needs
 - iii. This evaluation is slated to occur this Spring (2019)
 - iv. The evaluation will focus on the condition of each lot (including core samples), the current parking structure, and help develop a compressive parking maintenance/construction ten year plan
 - b. Evaluating a rebuild of lots 15 and P
 - i. These two lots are being evaluated for a complete rebuild
 - ii. Lot 15 is a large residential parking lot (new Tucker Center)
 - iii. Lot P is a faculty/staff lot near the Tucker building
 - iv. Unsure currently if this project will be slated for the summer of 2019 or 2020
 - c. Looking to add additional spaces
 - i. There is continued conversation about needed spaces for commuters and faculty/staff
 - ii. One area being evaluated for potential lot construction is the south side of Wooster Street
 - iii. Projected construction of these potential areas would be the summer of 2020
2. Physical permits
 - a. Proposed permit increases for Fall 2019
 - i. Attached are the proposed parking permit fee increase (distributed at the meeting)
 - ii. These fee increases would be for the next three years
 - iii. Each increase was evaluated based on current and past rates
 - iv. An additional consideration was given to not violate any parameters of the faculty collective bargaining agreement (CBA)
 - v. These proposed fee increases will help fund several identified projects with the next three years
 - vi. The upcoming parking study (10 year plan) will help us evaluate any needed increases in the Fall of 2022
 - vii. The present members of the PSAC did not see an issue with the proposed amounts (there was a questions if the increases were provide enough funding)
 - viii. These increases will still leave BGSU as one of the most affordable universities to park (parking permit pricing)
 - ix. The fee increases will need board approval and is projected to be on the May board meeting
 - x. Any feedback, questions, or concerns are encourage related to this topic
3. Introducing summer SOAR permit sales
 - a. Per a request from Admissions an evaluation of parking permit sales during SOAR was conducted
 - b. The request was due to the desire for incoming freshman to purchase their permit while on campus for SOAR
 - c. Working with Admission, Residence Life, and T2 (parking software vendor) a solution was identified and permits during SOAR will be available to incoming freshman

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- d. These permits will not be valid for use until August 12th (same date as all Fall 2019 permits)
- 4. Technology updates
 - a. Pay and Display app
 - i. This app is still in development
 - ii. The goal is to provide pay and display users the ability to track their purchased time and purchase additional time as needed from their phone
 - b. Parking pass management app
 - i. This app is still in development
 - ii. The app will allow a parking permit holder the ability to identify which registered vehicle they are driving on campus
 - iii. Parking permit holders will still be able to register multiple vehicles to a permit, but would be able to quickly identify which vehicle they are driving to campus at that particular time.
- 5. Lot utilization
 - a. Parking continues to evaluate which lots are being used more frequently than others
 - b. This collected data will help guide where vehicles are being parked and how many spaces are available throughout the day
 - c. This evaluation will provide additional data to help identify any needed adjustments to parking permissions in specific areas

V. Shuttle

- 1. Surplus bus sales
 - a. Two of the buses taken out of service have been sold on Gov Deals
 - b. Two more of the old bus fleet are currently on Gov Deals for sale
- 2. Shuttle route alteration due to construction
 - a. The current Wooster / I-75 construction project continues to be monitored
 - b. Currently there does not appear to be a need to adjust any shuttle routes
 - c. There should be no impact to the current service being provided
- 3. Groome forum
 - a. Representatives from Groome will be on campus this Spring semester
 - b. The goal of this open forum is to garner feedback of the students related to the services being provided
 - c. There was discussion of the GSS resolution related to an airport shuttle service
 - d. International Programs noted that they do offer a shuttle to Detroit airport on commencement weekend
 - i. Times vary based on demand, but all students are welcome to take advantage of this service
 - e. Parking noted that there has been some conversation with Black and White cab about a possible solution for those students looking for airport transportation at a specific time
 - f. Groome representative also indicated that there is an ongoing conversation related to this topic and their ability to potentially provide such a service
 - g. Members of the PSAC were encourage to attend the Groome open forum to continue this dialog

PERMIT PRICES - 19-20 PROPOSAL

2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Faculty & Staff	Faculty & Staff	Faculty & Staff	Faculty & Staff	Faculty & Staff	Faculty & Staff	Faculty & Staff
Annual \$120	Annual \$125	Annual \$130	Annual \$135	Annual \$135	Annual \$135	Annual \$135
Academic \$100	Academic \$104	Academic \$108	Academic \$112	Academic \$120	Academic \$120	Academic \$120
Semester \$55	Semester \$57	Semester \$59	Semester \$61	Semester \$73	Semester \$73	Semester \$73
Students	Students	Students	Students	Students	Students	Students
Annual \$115	Annual \$115	Annual \$115	Annual \$115	Annual \$125	Annual \$125	Annual \$125
Semester \$68	Semester \$68	Semester \$68	Semester \$68	Semester \$73	Semester \$73	Semester \$73
Visitors/Other	Visitors/Other	Visitors/Other	Visitors/Other	Visitors/Other	Visitors/Other	Visitors/Other
Monthly \$25	Monthly \$25	Monthly \$25	Monthly \$25	Monthly \$30	Monthly \$30	Monthly \$30
Weekly \$10	Weekly \$10	Weekly \$10	Weekly \$10	Weekly \$12	Weekly \$12	Weekly \$12
Daily \$3	Daily \$4	Daily \$4	Daily \$4	Daily \$5	Daily \$5	Daily \$5
Contractor	Contractor	Contractor	Contractor	Contractor	Contractor	Contractor
Annual \$60	Annual \$60	Annual \$60	Annual \$60	Annual \$90	Annual \$90	Annual \$90
Semi-Annual \$48	Semi-Annual \$48	Semi-Annual \$48	Semi-Annual \$48	Semi-Annual \$60	Semi-Annual \$60	Semi-Annual \$60
Monthly \$12	Monthly \$12	Monthly \$12	Monthly \$12	Monthly \$30	Monthly \$30	Monthly \$30
Weekly \$6	Weekly \$6	Weekly \$6	Weekly \$6	Weekly \$12	Weekly \$12	Weekly \$12
Daily \$2	Daily \$2	Daily \$2	Daily \$2	Daily \$5	Daily \$5	Daily \$5