

Department of Labor and Industry Business Standards Division Business and Occupational Licensing Bureau (BOLB)

Bureau Newsletter *Summer 2005*

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Jim Brown, Administrator

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Commissioner Keith Kelly

By Connie Beckman



In January 2005, Governor Brian Schweitzer appointed Keith Kelly to serve as Commissioner for the Department of Labor and Industry, which is Montana's fifth largest state agency.

Commissioner Kelly has extensive knowledge and expertise in the complexities of state government. He worked for the State of Montana for approximately 16 years, including six years as Director of Agriculture from 1983-1988.

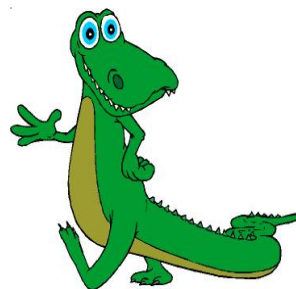
Prior to his appointment as Commissioner, Mr. Kelly was the Division Administrator for the Unemployment Insurance Division.

Commissioner Kelly's vision for Labor and Industry is to continually improve service to the public and job satisfaction for employees. He plans to achieve this vision by focusing on customer needs and satisfaction. Creating an environment for continual improvement will empower staff individually and in teams to make decisions affecting them positively, which in turn increases teamwork and participation.

The Department carries out a wide range of functions and responsibilities designed to keep Montanans safe, connect them to job opportunities, support Montana businesses, and protect citizens through a variety of regulatory functions.

Former DLI Commissioner Wendy Keating was very pleased with the appointment of Mr. Kelly. "I am pleased and confident that you are in good hands with your new Commissioner. He is an individual who has demonstrated his integrity, his passion for the welfare of others, and his willingness to fight for what he believes is right. He has been, along with the Division Administrators, an able leader, and he shares their commitment to the core values of DLI."

A smile can create a positive attitude, be contagious, and make others feel good.



2005 Legislative Update

By Jill Caldwell



The 2005 Legislative Session was quite active for many of the boards as well as our Bureau. First, the two bills affecting the Business and Occupational Licensing Bureau and the Health Care Licensing Bureau were successfully signed into law. Lisa Addington, Bureau Chief for the Health Care Licensing Bureau and I thank all of you for your support and encouragement in this process. Representative Don Roberts carried the bill in the House, and Senator Jim Shockley carried the bill in the Senate.

The Department believes we have responded to everyone's needs in the two bills, and we look forward to implementing the changes. As you know, HB-182 streamlined processes, and as a result, some boards will require rule changes to accommodate the new or amended statutes. Similarly, HB-203 which affected many but not all of our boards, will require some rule amendments as well. The Program Specialists and Board Counsel will begin working on these

(Continued on Page 2)

2005 Legislation...

(Continued from Page 1)

immediately. Both bills are effective on July 1, 2005.

The Board of Athletics had its own bill in this session. SB-105 expanded the types of health care providers available at ringside. This statute was effective upon passage, and the Board is already working on their rules. Senator John Cobb carried this bill in the Senate and Representative Teresa Henry carried the bill in the House.

Some of you may have heard about Senate Joint Resolution 35, introduced by Senator Vicki Cocchiarella. This resolution requests the Legislative Council to designate an appropriate interim committee or to direct Legislative Council staff "to study methods to increase the responsiveness, effectiveness, and efficiencies of professional and occupational boards and programs dedicated to public service in Montana and to provide recommended policies for creation of new boards, board rulemaking, and board accountability."

This study will be a natural second phase to the performance audit of the licensing bureaus after the 2003 Legislative Session. You can read the entire text of SJR-35 on the Legislature's web site at <http://leg.state.mt.us/css>. Choose "Bills," then "2005," then use the drop down boxes to choose SJR and type in 35. We will keep you updated on the audit as it progresses. During the session, our budgets were all approved as proposed. If you have any questions regarding a particular board budget or allocated appropriation, please contact our office. The Program Specialists will be providing detailed spreadsheets of all year to date revenue and expenditures at each board meeting. We hope that the information is helpful, but if you need further information, please let us know.

The Department considers board members our customers. If we can provide information or resources to help board members perform their duties, we encourage all board members to contact us.

SJR 35 BOARD STUDY

By Pat Murdo,

Research Analyst for the Legislative Services Division

The Legislature's Economic Affairs Interim Committee will undertake a study of professional and licensing boards over the next year to determine whether state law could better define the role of boards, provide criteria for determining when a new board should be created, and address other issues outlined in Senate Joint Resolution 35 passed by the 2005 Legislature.

The subject areas to be addressed by the SJR 35 study generally fall into the following areas:

the role of boards in public protection (is a current or new board necessary and why); administrative attachment – what does it mean and how can it be further defined; organization of boards related to professional functions and scope of practice – what are the criteria; and oversight and systemic support – how involved are the legislature and the executive branch in rulemaking and other functions?

To determine the attitudes on selected aspects of these topics, the EAIC will make available a survey, to be mailed or filled out on-line, and would like responses from board members, licensees, applicants, persons interested in forming a board, and other interested parties.

The survey and other information on SJR 35 are available at the EAIC website under SJR 35: http://leg.state.mt.us/css/committees/interim/2005_2006/econ_affairs/default.asp. The website also contains a link for signing up electronically to receive information regarding EAIC meetings or specific work group meetings for the SJR 35 study. Persons who do not have access to email or the Internet may contact EAIC staff at Legislative Services by phone, 406-444-3594, or by sending a letter to EAIC Staff, Legislative Services, PO Box 201706, Helena MT 59620, to be included on a notification list for EAIC or SJR 35 work group announcements.

Later this fall the EAIC legislators will review survey returns and begin outlining policy approaches for each of the study areas. Work groups of interested persons will help to develop options for implementing the policy approaches. According to the EAIC's draft study plan, the committee will review options, take public comment, and develop legislation, if any, by May 2006 for introduction in the 2007 Legislature.



Getting

those

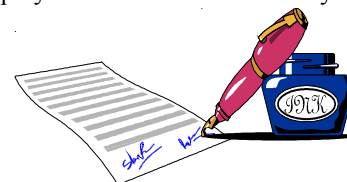
rules

transferred...



Kathy Lubke, Administrative Specialist, came to the Department of Labor and Industry on January 4, 2005 to complete the daunting task of renumbering the administrative rules and transferring them from the Department of Commerce to DLI. When the Legislature reorganized the Department of Commerce in the 2001 session, the licensing bureaus were moved to the Department of Labor and Industry under the newly formed Business Standards Division. Before Ms. Lubke came to the Department, rules from only a handful of these boards and programs were renumbered and moved. With the diligence of Ms. Lubke, there are only four boards remaining to be renumbered and moved.

Ms. Lubke has been a great benefit to the Bureau in completing this task after having worked in the Secretary of State's Office as Deputy Rules Officer for over 20 years.



COMPLIANCE UNIT -

THE "STARTERS TO FINISHERS" OF THE COMPLAINT PROCESS

The Compliance Unit consists of four Compliance Specialists who process all complaints filed against licensees or non-licensees, attend board meetings and take minutes of the screening panel, adjudication panel, and full board meetings. The Compliance Unit works closely with the board, program specialist, executive officers, and the legal department tracking the distribution of the complaints that have been filed.

Teri Ray

Board of Real Estate Appraisers
Board of Realty Regulation
Board of Private Security Patrol Officers & Investigators
Blaster Program

Linda Sylte

Board of Outfitters
Board of Barbers & Cosmetologists
Board of Athletics Athlete Agent Program



Chris Bernet

State Electrical Board
Board of Professional Engineers and Land Surveyors
Board of Sanitarians
Elevator Program
Fire Prevention Program

Vicki Bair

Board of Public Accountants
Board of Plumbers
Board of Architects
Board of Landscape Architects
Crane Program

Investigators -

They Dig Deep For Facts



DLI Investigators Bruce Duenkler and Billie Veerkamp are the hardworking, 'get to the bottom' investigators for our Bureau.

The Bureau's investigators are an essential resource in helping boards make determinations in certain cases where a complaint has been filed against the licensee. There are circumstances where the screening panel feels there is not enough information provided to make a decision and requests an investigation with instructions as to what information to obtain.

Typically, the investigators are unfamiliar with the individual they are investigating. They make no assumptions nor do they have a preconceived idea of the outcome of a case. The investigators seek detailed and factual information pertaining to the complaint case by collecting evidence in person, by observation, or written documentation.

The investigators stay apprised of up-to-date interview techniques through continuing education. Some interview techniques are derived from CLEAR (Counsel for Licensure Enforcement and Regulation) and other professional agencies offering classes and teaching topics such as the soft approach of free-flowing conversation.

Mr. Duenkler and Ms. Veerkamp are kept very busy with investigations throughout the year. During the last 12 months, Ms. Veerkamp completed 19 investigations and 158 appraisal reviews. Mr. Duenkler completed 61 investigations.

APPLICATION SPECIALISTS -

THE CORE UNIT OF APPLICATIONS & RENEWALS

The Application Specialists hold the Bureau together by processing all applications and renewals for the boards and programs. The specialists provide quality customer service as they are assigned to specific boards and programs and are familiar with the details of the statutes and rules that applicants must follow when applying for a license.

Zach Owen

Board of Athletics
Board of Private Security Patrol Officers & Investigators

Casey Gilder

Board of Professional Engineers & Professional Land Surveyors
Fire Protection Program



Jason Steffins

Board of Barbers & Cosmetologists
Board of Real Estate Appraisers

Julie Strong

Board of Realty Regulation
Board of Sanitarians

Barb Green

Board of Architects
Board of Landscape Architects
Board of Plumbers
Boilers/Blasters/Crane Programs

Not Pictured: Barb Kibler

State Electrical Board
Board of Outfitters
Board of Public Accountants

Board of Athletics



When Connie Beckman was offered the position of Program Specialist for the Board of Athletics, she accepted the challenge with great enthusiasm. Ms. Beckman worked as a Technical Writer for the Bureau for over a year. Ms. Beckman and Executive Officer Wayne Johnston oversee the administrative duties of the Board.

During the 2005 Legislation, HB-203 passed increasing the membership of the Board from three to five. Applicants are currently being screened by the Governor's office. Governor Schweitzer recently appointed Book St. Goddard of Browning to replace John Kinna who resigned in the fall of 2004. Other members include: Don Vegge of Billings and Kevin McCarl of Helena.

SB-105 was signed into law April 8, 2005, changing the requirements of ringside healthcare professionals at boxing or wrestling events.

The Board directed staff to begin the process of publicly noticing the amended and new proposed rules, which include adopting the unified mixed martial arts rules. Should the mixed martial arts rules be adopted, the Board anticipates an increase of mixed martial events coming into Montana.

The Board of Architects

Program Specialist Brooke Jasmin oversees the administrative functions along with Executive Officer Todd Boucher.

Governor Schweitzer recently appointed Bayliss Ward of Bozeman to the Board replacing Eugene Vogl of Billings. Other Board members include: Tobias Stapleton of Billings, John Fontaine of Glasgow and Tom Wood of Bozeman.

An architect applicant can apply for licensure in Montana either by examination or by reciprocity. The Board of Architects currently has 1263 active licensees.

Board News Exchange

Board of Public Accountants

The Board of Public Accountants presently consists of five members. The passage of HB-203 in the 2005 Legislature increased the membership to seven. Current members are: Gary Kasper of Fairfield, Michael Johns of Deer Lodge, Rick Resig of Great Falls, Tom Shea of Bozeman, and Kathleen Vanddyke of Bozeman.

The administrative duties of the Board are carried out under the expertise of Sue Criswell, Program Specialist, with Executive Officer Grace Berger overseeing.

The Board staff processes approximately 3,500 renewals for Licensed Public Accountants and Certified Public Accountants. The renewal date is December of each year.

Office registration is also a requirement of the Board. Over 500 offices renew annually. Firms associated with financial statements are monitored to protect the public from substandard work.

Board of Landscape Architects

The Board of Landscape Architects consists of five members including three licensed landscape architects and two public members. All members serve a four-year term. Members of the Board include: Shelly Engler of Bozeman, Robert Broughton of Victor, Carl Theusen of Billings, David Hummel of Billings, and Janet Thomas of Hobson.

An applicant obtains a license by examination or by endorsement. If licensed by examination, an applicant must pass all five-parts of the LARE exam, which is administered in June and December. If licensed by endorsement, the applicant must pass the uniform national examination prescribed by CLARB (Council of Landscape Architectural Boards) and obtain license verification from another state. Program Specialist George Edwards and Executive Officer Todd Boucher oversee the administrative duties.



Board of Barbers and Cosmetologists

John Maggitti joined the Bureau family in late November 2004 as the Program Specialist for the Board of Barbers and Cosmetologists.

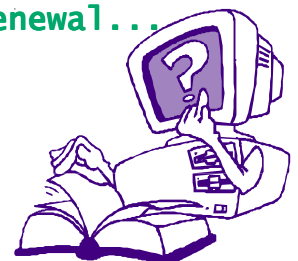
Under the direction of Executive Officer Grace Berger, Mr. Maggitti applies his background in program management to the daily administrative functions of the Board. License Compliance Specialist Kim Carter travels throughout the state conducting inspections of salons and barbershops.

Many changes are being implemented as a result of the new rules adopted by the Board in late 2004. Among these are the changes of license renewal dates for barbers and barbershops, reduction in many licensing fees and changes to the booth rental license.

The 2005 Legislature passed The Continuity of a Business Bill that allows existing shops and salons to relocate without waiting for license approval.

Governor Schweitzer recently appointed Ms. Jamie Crisafulli of Glendive to the Board, replacing Kordelia French. Other members of the Board are Wendell Petersen of Missoula, Delores Lund of Plentywood, Maxine Collins of Helena, Karen Charles of Miles City, Sharon Richie of Hamilton, Ed Dutton of Kalispell, Darlene Battaiola of Butte and Verna Dupuis of Bozeman.

Check out our website for the boards that offer on-line renewal...



<https://app.mt.gov/renewal/>

Board of Professional Engineers and Professional Land Surveyors

The Board of Professional Engineers and Professional Land Surveyors consists of nine members. The members are: Paulette Ferguson of Missoula, Denis Applebury of Victor, Vic Cundy of Bozeman, James Hahn of Billings, Steve Wright of Columbia Falls, Daniel McCauley of Helena, Jake Neil of Great Falls, Janet Markle of Glasgow, and David Gates of Butte.

Executive Officer Todd Boucher and Presiding Chair Paulette Ferguson attended a President's Assembly in Kansas City, Missouri in February of this year. In May, Board member Denis Applebury and Program Specialist Brooke Jasmin attended the annual National Council of Examiners for Engineers and Surveying (NCEES) Western Zone Convention in Anchorage, Alaska. These meetings allowed Department staff and Board members to network with other states and authorities on licensure issues.

The Board has approximately 4,036 active licensees with a renewal date of every two years on June 30. Brooke Jasmin and Todd Boucher oversee the administrative duties of the Board.

Recently the Board contracted with ELSES (Engineering and Land Surveying Examination), an affiliation of NCEES, to administer all examinations. The first examination that ELSES will proctor will be in October 2005.

Board of Sanitarians

The Board of Sanitarians will increase its membership from three to five members as a result of passage of HB-203 in the 2005 Legislation. Members will include three licensed sanitarians and two public members. Each sanitarian member must have a minimum of three years experience practicing as a sanitarian in the State of Montana.

Members serve a staggered three-year term. Current members of the Board include: Ted Kylander of Billings, John Shea of Missoula, and Denise Moldroski of Bozeman.

Board News Exchange

Sanitarians renew yearly on June 30 and currently have 186 licensees.

Program Specialist Debbie Tomaskie, oversees the administrative duties of the Board, under the guidance of Wayne Johnston, Executive Officer.

State Electrical Board

Program Specialist George Edwards oversees the administrative functions of 4,000 licensees. Todd Boucher is the Executive Officer of the Board. Renewals are every two years with the next renewal cycle in July of 2006.

Governor Schweitzer recently appointed two new Board members: Jack Fisher of Butte and Fred Talarico of Missoula. Mr. Fisher replaces Burl French of Kalispell. Mr. Talarico's term will begin in July 2005 replacing Joe Wolf. Other members include: Tony Martel of Bozeman, Rick Hutchinson of Black Eagle, and Linda Holden of Valier.

The times and places for an applicant to take the State Electrical Examination have been changed from four times a year to daily. Previously, the examination was held in Helena, which required applicants to travel great distances. With the new examination vendor, LaserGrade, six cities across the state will allow applicants to take the exam closer to where they live. Examinations will also be available at LaserGrade sites nationwide.

In August of 2004, Mr. Edwards represented Montana at the Electrical Multi State Reciprocal convention in Boise, Idaho. Attendance at the convention is important for Montana to maintain reciprocity with other states.

Our Bureau, Our Team!!



Board of Plumbers

Governor Schweitzer recently appointed David Lindeen of Huntley to serve a four-year term on the Board. Other members include: Timothy Regan of Miles City, Margie Laknar of Dillon, Jeffrey Gruizenga of Billings, Scott Lemert of Livingston, Marc Golz of Helena, Marlene Jackson of Glasgow, Terry Tatchell of Helena, and Loree Olsen of Helena. The Board meets in March, June, September and December of each year.

Currently there are 614 journeyman plumbers, 616 master plumbers, and 322 plumber apprentices. Licensees renew yearly on September 1.

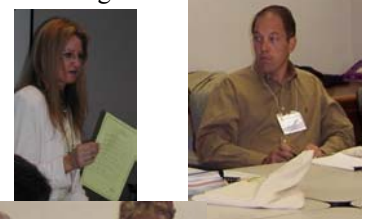
Program Specialist Dan Bernhardt, under the direction of Executive Officer Todd Boucher, oversee the administrative duties of the Board.

Board Member Training 101

In May, the Business and Occupational Licensing Bureau and the Health Care Licensing Bureau conducted a mini Board member training.

Coordinator Cynthia Reichenbach reported 11 Board members attended the workshop-three from our bureau and nine from our sister bureau. Board members, who attended the training, are now better equipped to function more effectively as Board members.

As new Board members are appointed, the Department will continue to offer this valuable training.



Board News Exchange

Board of Outfitters

The Board of Outfitters consists of seven members with each member serving a staggered three-year term. The members include: Mel Montgomery of Lima, Craig Madsen of Great Falls, Kelly Flynn of Townsend, Russ Smith of Philipsburg, Jennifer Cote of Missoula, Wayne Underwood of Billings, and Leslie Dolezal of Billings

Outfitters renew once a year on December 31. The Board's staff processed 727 outfitter license renewals for 2005. Currently there are 658 active guides with a potential of 1500 licensees reapplying.

Program Specialist Debbie Tomaskie and Wayne Johnston, Executive Director oversee the administrative duties of the Board.

The Board will be working on administrative rules for HB-182 (model act), HB-28, which allows the Board to create guide qualifications other than endorsement by an outfitter, and HB-702, which allows for someone other than a family member to work as a successor if approved by the Board.



Board of Real Estate Appraisers

The Board of Real Estate Appraisers consists of seven members and meets four times a year in March, June, September and December. Members include: Timothy Moore of Helena, Keith O'Reilly of Bozeman, Doug Mackay of Billings, Jennifer Seitz of Billings, David Heine of Kalispell, Janeth Martin of Helena, and Donald Andrews of Ronan.

There are approximately 466 licensees. Licensees renew annually in March under four classifications of licensure: licensed trainee, licensed appraiser, certified residential appraiser and certified general appraiser.

For those wishing to be licensed in Montana, the State maintains reciprocal agreements with Arizona, Alabama, California, Colorado, Idaho, Minnesota, Missouri, Nebraska, New Hampshire, North

Dakota, Ohio, Oregon, South Dakota, Tennessee, Texas, Utah, Washington, and Wyoming.

Program Specialist Barb McAlmond, oversees the administrative duties of the Board along with Executive Officer Grace Berger. Educational Director Billie Veerkamp oversees the approval of qualifying and continuing education for licensees and is the Board's investigator.



Board of Private Security Patrol Officers and Investigator

The Board of Private Security Patrol Officers & Investigators has seven board members serving three-year staggered terms. The members are Gary Gray of Great Falls, Kevin Maddox of Billings, Kathy Miller of Helena, Mori Woods of Columbus, Linda Sanem of Bozeman, Dr. Ray Murray of Missoula, and Cheryl Liedle of Helena.

In October of 2004, Administrative Officer and Program Specialist Sandy Matule and Board member Linda Sanem attended the International Association of Security and Investigative Regulators annual convention in Phoenix, Arizona.

The Private Security Officer Employment Authorization Act of 2004 officially became a national law with the adoption of the Intelligence Reform and Terrorism Prevention Act of 2004. The focus of the new law is to allow private security officer employers to request criminal record checks on their employees through the FBI's IAFIS (Integrated Automated Fingerprint Identification System), whether or not the state regulates private security or calls for FBI records checks.

The Board, in conjunction with a regular scheduled meeting, holds an annual training for licensees. This training session has been held every year since 2001. The 2005 training session was held May 9-10, 2005 in Billings with over 50 licensees,

business owners, and the press in attendance. It proved to be very informative and productive for everyone involved.

Ms. Matule oversees the administrative duties of the Board.



Board of Realty Regulation

The Board of Realty Regulation has approximately 5,596 licensees renewing biennially in odd numbered years on December 31. There are several categories for licensure: property manager, real estate broker, real estate salesperson, timeshare broker, timeshare salesperson, and timeshare offering. Licensees are required to attain 12-hours of continuing education annually.

The Board consists of five members and meets approximately 10 times a year. The Board of Realty Regulation is a busy board requiring members to meet often to address issues on a regular basis. Members include: Vicky Hammond of Missoula, Mike Basile of Bozeman, Terry Hilgendorf of Great Falls, Teddy Beebe of Libby, and Marilyn Floberg of Billings.

The Board staff of Barb McAlmond, Program Specialist, and Grace Berger, Executive Director, oversee the daily administrative duties of the Board. Mike Meredith, Education Director, and Marilyn Njos, Auditor, travel the state offering continuing education classes and rookie courses.

In April of 2005, Board members, Mr. Basile, Ms. Hammond, and Ms. Beebe, along with Board staff, Ms. Berger, attended the annual ARELLO (Association of Real Estate Licensing Law Officials) conference in Monterey, California.

DLI Core Values
Customer Focus
Individual Responsibility
Individual Growth
Ethics in the Workplace
Continuous Improvement

PROGRAMS, PROGRAMS, PROGRAMS

(Just as important as the big boys, the Boards)

Fire Prevention Program has three classifications for licensure: Company Hiring Entity, Individual Endorsement, and Fireworks Wholesaler. Licensure is required for any individuals or entities engaging in the business of servicing fire extinguishers or before engaging in the business of selling, servicing, or installing fire alarm systems, special agent fire suppression systems, or fire extinguishing systems. The fire endorsee is required to obtain eight-hours annually of continuing education. Program Specialist Debbie Tomaskie and Wayne Johnston, Executive Officer, oversee the administrative duties of the Program.

Athlete Agent Program was implemented as a result of the 2003 Legislation. An athlete agent is one who directly or indirectly recruits or solicits a student athlete to enter into an agent contract or for any type of financial gain. Currently three athlete agents hold an athlete agent certificate of registration in Montana. Program Specialist Connie Beckman and Wayne Johnston, Executive Officer, oversee the administrative duties of the Program.

Elevator Program was implemented as a result of SB-412 from the 2005 Legislative Session. The Department will create applications, licensing, examinations and rules interpreting the statute. Program Specialist George Edwards and Todd Boucher, Executive Officer, oversee the administrative duties of the Program.

Dan Berhardt, Program Specialist, and Todd Boucher, Executive Officer, oversee the following Programs:

Construction Blasters have four classifications of licensure: Class 1-Blasting for all types of construction, except demolition. Class 2-Restricted blasting for construction with blast designs up to millisecond delay systems and single initiation course, Class 3-Demolition blasting for reducing destroying or weakening any residential commercial or other building or structure, and Class 4-Utility blasting not exceeding 10 pounds of explosives and generally limited to single shot applications.

Boiler Operator/Engineers-Boiler Operator/Engineers have six classifications of licensure: low pressure boiler engineer; third class boiler engineer, second class boiler engineer, first class boiler engineer, agricultural boiler engineer, and traction engineer. In December 2004 new rules were implemented to define licensure and fees.

Cranes/Hoisting Operators have three classifications of licensure: Third Class Crane Oiler, Second Class Crane Operator, and First Class Crane Operator. In the 2005 Legislation, HB 401 revised the requirements for crane and hoist engineer licenses. HB-401 will become effective October 1, 2005. The Department is in the process of writing new rules to address the changes in licensure.

MOSAIC



Coming together is a beginning.

Staying together is Progress.

Working together is success!

Development Coach Wendy Samson, Professional Human Resource, began a series of Workplace Mosaic classes for the staff of BOLB and the Department of Labor and Industry, four years ago.

Mosaic classes are an exciting journey in discovering your strengths and weaknesses and how to be the best you can be in the work environment. The sessions focus on exploring solutions in resolving situations in a positive way. The sessions challenge each person to be part of the solution not part of the problem.

The classes emphasize that the only person you can change is yourself: "Be the change you want to see." Finding solutions to a difficult situation requires a person first seek to understand before attempting to be understood.

Attendees learn how to move through difficult conversations into the realm of possibilities. Participants are given powerful tools to successfully interact with people at all levels of an organization.

The classes are the beginning of a journey into the talent search and positive patterns of a person's behavior. Knowing the "parts and pieces" of your own self-awareness map enables a person to function with a higher level of understanding of others.

Embracing these simple but powerful tools, graduates of Mosaic are better able to implement the values of customer focus, individual responsibility, individual growth, ethics in the workplace, and continued improvement in the workplace.

MOSAIC graduates include: Grace Berger, Todd Boucher, Sandy Matule, Dick Marlow, Jill Caldwell, Sue Criswell, Billie Veerkamp, Bruce Duenkler, Teri Ray, Vicki Bair, Chris Bernet, Barb McAlmond, Debbie Tomaskie, Julie Strong, Barb Green, Connie Beckman, Kim Carter, Barb Kibler Jason Steffins, Marilyn Njos and Dan Bernhardt.