THURSDAY, JANUARY 14, 2016

PRESENT: Doug McLinko (via telephone), Daryl Miller and Ed Bustin

### PLEDGE OF ALLEGIANCE TO THE FLAG

#### CALL TO ORDER

### VISITOR REMARKS CONCERNING AGENDA

#### **UNFINISHED BUSINESS**

A motion was made by Mr. Bustin, seconded by Mr. McLinko, all voted "aye" to approve the minutes of Thursday, January 4, 2016.

A motion was made by Mr. McLinko, seconded by Mr. Bustin, all voted "aye" to open bids for Linen Services at the Bradford County Manor.

A motion was made by Mr. Bustin, seconded by Mr. McLinko, all voted "aye" to award the request for proposal for oxygen services at the Bradford County Manor to Columbia.

#### **NEW BUSINESS**

A motion was made by Mr. McLinko, seconded by Mr. Bustin, all voted "aye" to ratify action taken on January 6, 2016 renewing lead paint liability insurance coverage for projects under the Bradford County Housing Rehabilitation Program with Assurance Brokers Limited of Ballwin, MO through Westchester Surplus Lines Insurance Company for a period of one year (January 5, 2016 through January 5, 2017) with a premium of \$3,553.20.

A motion was made by Mr. Bustin, seconded by Mr. McLinko, all voted "aye" to authorize the Chief Clerk to legally advertise for bids for the construction of the courthouse roof replacement project.

A motion was made by Mr. Bustin, seconded by Mr. McLinko, all voted "aye" to accept the 2015/2016 Hazardous Material Response Fund Grant from Pennsylvania Emergency Management Agency (PEMA) in the amount of \$13,140.00.

A motion was made by Mr. Bustin, seconded by Mr. McLinko, all voted "aye" to approve an agreement between Bradford County and Special Care for Dental, Vision and Hearing Services at the Bradford County Manor for a period of one year (January 14, 2016 – January 13, 2017).

A motion was made by Mr. McLinko, seconded by Mr. Miller, both voted "aye" and Mr. Bustin abstained to approve the appointment of the following individual to a standing seat on the Mental Health (MH) Advisory Board of Directors:

### Commissioner Ed Bustin

A motion was made by Mr. McLinko, seconded by Mr. Miller, both voted "aye" and Mr. Bustin abstained to approve the appointment of the following individual to a standing seat on the Endless Mountains Heritage Region Board of Directors:

### Commissioner Ed Bustin

A motion was made by Mr. Bustin, seconded by Mr. McLinko, all voted "aye" to approve the reappointment of the following individuals to the MH/ID Advisory Board for a three year term ending December 31, 2018:

Paul Sweitzer Mike Miller Renee (Smith) Rickert

A motion was made by Mr. Bustin, seconded by Mr. McLinko, all voted "aye" to approve an Amended Agreement between The Bradford/Sullivan Drug & Alcohol and ARCC Abuse & Rape Crisis Center for the period July 1, 2015 through June 30, 2016 at a rate of \$70.00 per hour for Presentations and \$30.00 per hour for Prep & Support not to exceed \$75,000.00 total.

A motion was made by Mr. Bustin, seconded by Mr. Miller, all voted "aye" to approve an Amended Agreement between The Bradford/Sullivan Drug & Alcohol and Guthrie Towanda Memorial Hospital for the period July 1, 2015 through June 30, 2016 at a rate of \$30.00 per hour for Nurse Family Partnership (63 Alternative Activities) not to exceed \$60,000.00 total.

A motion was made by Mr. Bustin, seconded by Mr. McLinko, all voted "aye" to approve an Agreement between The Bradford/Sullivan Drug & Alcohol and Trinity of Bradford County for the period January 14, 2016 through June 30, 2016 at the following rates:

Regular Outpatient Drug Free (Adolescent, Adult, Pregnant Women):

Individual \$80.00 per hour Group \$40.00 per hour

Intensive Outpatient (Adolescent, Adult, Injection Drug Users, Pregnant Women):

Individual \$80.00 per hour Group \$40.00 per hour

A motion was made by Mr. Bustin, seconded by Mr. McLinko, all voted "aye" to approve the following:

the hire of John J. Gigliotti as full time Planning Director as per the recommendation of the Bradford County Commissioners, effective February 1, 2016.

the transfer of Kelly Tomlinson from full time Administrative Clerk II to full time Paralegal as per the recommendation of Dan Barrett, District Attorney, effective January 1, 2016.

the transfer of Janet MacWhinnie from full time Account Clerk II to full time Account Technician as per the recommendation of Cathy Yeakel, Conservation District Manager, effective January 1, 2016.

the transfer of Judy Evans from full time Account Clerk II to full time Administrative Assistant II as per the recommendation of Bill Blevins, Human Services Director, effective January 1, 2016.

the transfer of Jessica L. Vanderpool from probationary status to regular status County Caseworker 1 in Children and Youth Services as per the recommendation of Bill Blevins, Human Services Director, effective December 12, 2015.

the transfer of Jessica E. Morse, from probationary status to regular status County Casework Supervisor in Children and Youth Services as per the recommendation of Bill Blevins, Human Services Director, effective December 26, 2015.

the transfer of Katie Walker from probationary status to regular status County Caseworker 1 in Children and Youth Services as per the recommendation of Bill Blevins, Human Services Director, effective September 12, 2015.

the transfer of Jennifer S. Watson from probationary status to regular status County Casework Supervisor in Children and Youth Services as per the recommendation of Bill Blevins, Human Services Director, effective December 26, 2015.

the appointment of Sarah E. Wead as probationary County Social Casework Intern, CWEBB Program, Children and Youth Services as per the recommendation of Bill Blevins, Human Services Director, effective January 19, 2016.

the hire of Alexis J. Snyder as probationary part time casual County Social Casework Intern in Children and Youth Services as per the recommendation of Bill Blevins, Human Services Director, effective January 19, 2016.

the hire of Emma Emiliani as probationary Clerk Typist 2 in Mental Health as per the recommendation of Bill Blevins, Human Services Director, effective January 18, 2016.

the transfer of Jenice L. Barrett from full time Homemaker in Children and Youth Services to full time Children and Youth Services Caseworker 1 as per the recommendation of Bill Blevins, Human Services Director, effective January 4, 2016.

the transfer of Will Edwards from full time Building Attendant to full time Maintenance/Mechanic as per the recommendation of Jim Shadduck, Manor Administrator, effective January 1, 2016.

the transfer of Adam Harkins from full time Building Attendant to full time Sewer Treatment Back Up Operator as per the recommendation of Jim Shadduck, Manor Administrator, effective January 1, 2016.

the transfer of Sebrina Saylor from full time Account Clerk I to full time Administrative Assistant I as per the recommendation of Sheriff CJ Walters, effective January 1, 2016.

the transfer of Tammy Hunt from full time Account Clerk II to full time Administrative Assistant III as per the recommendation of Sheriff CJ Walters, effective January 1, 2016.

the transfer of Kurt Brown from full time Deputy Sheriff Trainee to full time Deputy Sheriff as per the recommendation of Sheriff CJ Walters, effective December 21, 2015.

the transfer of Jessica McDermott from full time Account Clerk I to full time Account Clerk II as per the recommendation of Mike Soprano, Fiscal Director, effective January 1, 2016.

the transfer of Joy Dieffenbach from full time Account Clerk II to full time Account Clerk III as per the recommendation of Mike Soprano, Fiscal Director, effective January 1, 2016.

the transfer of Karen Zulkosky from full time Account Clerk II to full time Account Clerk III as per the recommendation of Mike Soprano, Fiscal Director, effective January 1, 2016.

the transfer of Elizabeth Barrett from full time Laundry Attendant to full time Housekeeping Attendant as per the recommendation of Jim Shadduck, Manor Administrator, effective December 13, 2015.

the hire of Angela M. Garrity as part time casual LPN as per the recommendation of Jim Shadduck, Manor Administrator, effective December 21, 2015.

the hire of Amber R. Bennett as part time casual LPN as per the recommendation of Jim Shadduck, Manor Administrator, effective December 21, 2015.

the hire of Margaret V. Allen as part time casual LPN as per the recommendation of Jim Shadduck, Manor Administrator, effective January 6, 2016.

the hire of Pamela Brown as full time CNA as per the recommendation of Jim Shadduck, Manor Administrator, effective January 4, 2016.

the hire of Brooke M. Silvers as full time CNA as per the recommendation of Jim Shadduck, Manor Administrator, effective January 18, 2016.

the transfer of Nichole R. Saxon from part time casual Valet to part time casual Nurse Aide Trainee as per the recommendation of Jim Shadduck, Manor Administrator, effective December 16, 2015.

the transfer of Ashleigh R. Chilson from part time casual Universal Caregiver to part time casual LPN as per the recommendation of Jim Shadduck, Manor Administrator, effective December 23, 2015.

the transfer of Justice Brown from part time casual Valet to part time casual Activities Aide as per the recommendation of Jim Shadduck, Manor Administrator, effective January 1, 2016.

the transfer of Nancy D. Nicholas from part time casual Account Clerk II to full time Account Clerk II as per the recommendation of Jim Shadduck, Manor Administrator, effective January 4, 2016.

the transfer of Brittany N. Bostwick from full time CNA to part time casual CNA as per the recommendation of Jim Shadduck, Manor Administrator, effective January 8, 2016.

the hire of Jason M. Watkins as part time casual Dietary Attendant as per the recommendation of Jim Shadduck, Manor Administrator, effective January 20, 2016.

the hire of Kristina M. Robinson as full time RN Supervisor as per the recommendation of Jim Shadduck, Manor Administrator, effective January 6, 2016.

the hire of Tanya R. Avery as full time RNAC as per the recommendation of Jim Shadduck, Manor Administrator, effective January 20, 2016.

the hire of Christina B. Carter as full time RN Supervisor as per the recommendation of Jim Shadduck, Manor Administrator, effective February 10, 2016.

the hire of Stephanie L. DeFelice as part time casual CNA as per the recommendation of Jim Shadduck, Manor Administrator, effective January 20, 2016.

the hire of Diane E. Fuller as part time casual Valet as per the recommendation of Jim Shadduck, Manor Administrator, effective January 20, 2016.

the hire of Cheyenne M. Taylor as part time casual CNA as per the recommendation of Jim Shadduck, Manor Administrator, effective January 20, 2016.

the hire of Nancyrose E. Beyl as part time casual CNA as per the recommendation of Jim Shadduck, Manor Administrator, effective January 20, 2016.

the hire of Samantha L. Hicks as part time casual Valet as per the recommendation of Jim Shadduck, Manor Administrator, effective January 20, 2016.

the hire Lynne M. Rathbun-Williams as full time RN Supervisor as per the recommendation of Jim Shadduck, Manor Administrator, effective January 20, 2016.

the hire of Johannah R. Eckert as full time CNA as per the recommendation of Jim Shadduck, Manor Administrator, effective January 20, 2016.

the hire of Kasandra L. Johnson as part time casual CNA as per the recommendation of Jim Shadduck, Manor Administrator, effective January 20, 2016.

the hire of Dawn M. Perry as part time casual Dietary Attendant as per the recommendation of Jim Shadduck, Manor Administrator, effective January 27, 2016.

the transfer of Mindy S. Chilson from part time casual Valet to part time casual Nurse Aide Trainee as per the recommendation of Jim Shadduck, Manor Administrator, effective January 5, 2016.

the transfer of Lucinda M. Walter from part time casual Valet to part time casual Nurse Aide Trainee as per the recommendation of Jim Shadduck, Manor Administrator, effective January 5, 2016.

the transfer of Elizabeth McCutcheon from full time Dispatcher I to part time casual Dispatcher I as per the recommendation of Bob Barnes, Public Safety Director, effective January 3, 2016.

the hire of Christopher Warren as part time casual Dispatcher Trainee as per the recommendation of Bob Barnes, Public Safety Director, effective January 11, 2016.

the hire of Brooke Owen as part time casual Dispatcher Trainee as per the recommendation of Bob Barnes, Public Safety Director, effective January 11, 2016.

the hire of Taylor McCutcheon as part time casual Dispatcher Trainee as per the recommendation of Bob Barnes, Public Safety Director, effective January 11, 2016.

the hire of Melissa McLinko as part time casual Dispatcher Trainee as per the recommendation of Bob Barnes, Public Safety Director, effective January 11, 2016.

the hire of Jessica Malanoski as part time casual Dispatcher Trainee as per the recommendation of Bob Barnes, Public Safety Director, effective January 11, 2016.

the transfer of Jane Bowker from full time Administrative Clerk II to full time Chief Deputy Prothonotary as per the recommendation of Dawn Close, Prothonotary/Clerk of the Courts, effective January 18, 2016.

the transfer of Patricia Weaver from full time Data Entry Clerk I to full time Administrative Clerk II as per the recommendation of Dawn Close, Prothonotary/Clerk of the Courts, effective January 18, 2016.

the transfer of Brenda Vajda from full time Administrative Clerk I to full time Data Entry Clerk I as per the recommendation of Dawn Close, Prothonotary/Clerk of the Courts, effective January 18, 2016.

# **OTHER**

The Bradford County Commissioners meeting on January 28, 2016 has been changed from 10:00 a.m. to 5 p.m. at the Bradford County Historical Society.

**Bradford County Commissioners** 

# SALARÝ BOARD

PRESENT: Dough McLinko (via telephone), Daryl Miller, Ed Bustin and Becky Clark

# <u>UNFINISHED BUSINESS</u>

# **NEW BUSINESS**

A motion was made by Ms. Clark, seconded by Mr. McLinko, all voted "aye" to set the following salaries:

John J. Gigliotti, ft Planning Director Effective February 1, 2016	G24 \$57,500.00 per year
Kelly Tomlinson, ft Paralegal Effective January 1, 2016	G18 \$14.74 per hour
Janet MacWhinnie, ft Account Technician Effective January 1, 2016	G16 \$17.93 per hour
Judy Evans, ft Administrative Assistant Effective January 1, 2016	G15 \$17.93 per hour
Jessica L. Vanderpool, ft County Caseworker 1 Effective December 12, 2016	G19 \$15.04 per hour
Jessica E. Morse, ft County Casework Supervisor Effective December 26, 2016	G24 \$19.19 per hour
Katie Walker, ft County Caseworker 1 Effective September 12, 2015	G19 \$15.04 per hour
Jennifer S. Watson, ft County Casework Supervisor Effective December 26, 2015	G24 \$20.90 per hour
Sarah E. Wead, County Social Casework Intern (CWEBB) Effective January 19, 2016	\$0.00/Unpaid position
· · · · · · · · · · · · · · · · · · ·	\$0.00/Unpaid position G7 \$8.62 per hour
Effective January 19, 2016  Alexis J. Snyder, pt casual County Social Casework Intern	G7
Effective January 19, 2016  Alexis J. Snyder, pt casual County Social Casework Intern Effective January 19, 2016  Emma Emiliani, ft Clerk Typist 2	G7 \$8.62 per hour G12
Effective January 19, 2016  Alexis J. Snyder, pt casual County Social Casework Intern Effective January 19, 2016  Emma Emiliani, ft Clerk Typist 2  Effective January 18, 2016  Jenice L. Barrett, ft Caseworker 1	G7 \$8.62 per hour G12 \$11.01 per hour G19
Alexis J. Snyder, pt casual County Social Casework Intern Effective January 19, 2016  Emma Emiliani, ft Clerk Typist 2 Effective January 18, 2016  Jenice L. Barrett, ft Caseworker 1 Effective January 4, 2016  Will Edwards, ft Maintenance/Mechanic	G7 \$8.62 per hour G12 \$11.01 per hour G19 \$15.49 per hour MU15
Alexis J. Snyder, pt casual County Social Casework Intern Effective January 19, 2016  Emma Emiliani, ft Clerk Typist 2 Effective January 18, 2016  Jenice L. Barrett, ft Caseworker 1 Effective January 4, 2016  Will Edwards, ft Maintenance/Mechanic Effective January 1, 2016  Adam Harkins, ft Sewer Treatment Back Up Operator	G7 \$8.62 per hour G12 \$11.01 per hour G19 \$15.49 per hour MU15 \$12.79 per hour MU14

Kurt Brown, ft Deputy Sheriff	G20
Effective December 21, 2015	\$15.78 per hour
Jessica McDermott, ft Account Clerk II	G14
Effective January 1, 2016	\$12.14 per hour
Joy Dieffenbach, ft Account Clerk III	G16
Effective January 1, 2016	\$13.38 per hour
Karen Zulkosky, ft Account Clerk III	G16
Effective January 1, 2016	\$17.93 per hour
Elizabeth Barrett, ft Housekeeping Attendant	MU9
Effective December 13, 2015	\$9.56 per hour
Angela M. Garrity, pt casual LPN	G21C
Effective December 21, 2015	\$17.42 per hour
Amber R. Bennett, pt casual LPN	G21C
Effective December 21, 2015	\$17.42 per hour
Margaret V. Allen, pt casual LPN	G21C
Effective January 6, 2016	\$17.42 per hour
Pamela Brown, ft CNA	MU12B
Effective January 4, 2016	\$12.04 per hour
Brooke M. Silvers, ft CNA	MU12B
Effective January 18, 2016	\$11.74 per hour
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Nichole R. Saxon, pt casual Nurse Aide Trainee Effective December 16, 2016	\$8.16 per hour
Nichole R. Saxon, pt casual Nurse Aide Trainee	·
Nichole R. Saxon, pt casual Nurse Aide Trainee Effective December 16, 2016 Ashleigh R. Chilson, pt casual LPN	\$8.16 per hour G21A
Nichole R. Saxon, pt casual Nurse Aide Trainee Effective December 16, 2016  Ashleigh R. Chilson, pt casual LPN Effective December 23, 2015  Justice Brown, pt casual Activities Aide	\$8.16 per hour  G21A \$16.58 per hour  MU10
Nichole R. Saxon, pt casual Nurse Aide Trainee Effective December 16, 2016  Ashleigh R. Chilson, pt casual LPN Effective December 23, 2015  Justice Brown, pt casual Activities Aide Effective January 1, 2016  Nancy D. Nicholas, ft Account Clerk II	\$8.16 per hour  G21A \$16.58 per hour  MU10 \$10.02 per hour  MU14
Nichole R. Saxon, pt casual Nurse Aide Trainee Effective December 16, 2016  Ashleigh R. Chilson, pt casual LPN Effective December 23, 2015  Justice Brown, pt casual Activities Aide Effective January 1, 2016  Nancy D. Nicholas, ft Account Clerk II Effective January 4, 2016  Brittany N. Bostwick, pt casual CNA	\$8.16 per hour  G21A \$16.58 per hour  MU10 \$10.02 per hour  MU14 \$12.67 per hour  MU12
Nichole R. Saxon, pt casual Nurse Aide Trainee Effective December 16, 2016  Ashleigh R. Chilson, pt casual LPN Effective December 23, 2015  Justice Brown, pt casual Activities Aide Effective January 1, 2016  Nancy D. Nicholas, ft Account Clerk II Effective January 4, 2016  Brittany N. Bostwick, pt casual CNA Effective January 8, 2016  Jason M. Watkins, pt casual Dietary Attendant	\$8.16 per hour  G21A \$16.58 per hour  MU10 \$10.02 per hour  MU14 \$12.67 per hour  MU12 \$11.46 per hour  MU9A
Nichole R. Saxon, pt casual Nurse Aide Trainee Effective December 16, 2016  Ashleigh R. Chilson, pt casual LPN Effective December 23, 2015  Justice Brown, pt casual Activities Aide Effective January 1, 2016  Nancy D. Nicholas, ft Account Clerk II Effective January 4, 2016  Brittany N. Bostwick, pt casual CNA Effective January 8, 2016  Jason M. Watkins, pt casual Dietary Attendant Effective January 20, 2016  Kristina M. Robinson, ft RN Supervisor	\$8.16 per hour  G21A \$16.58 per hour  MU10 \$10.02 per hour  MU14 \$12.67 per hour  MU12 \$11.46 per hour  MU9A \$9.56 per hour
Nichole R. Saxon, pt casual Nurse Aide Trainee Effective December 16, 2016  Ashleigh R. Chilson, pt casual LPN Effective December 23, 2015  Justice Brown, pt casual Activities Aide Effective January 1, 2016  Nancy D. Nicholas, ft Account Clerk II Effective January 4, 2016  Brittany N. Bostwick, pt casual CNA Effective January 8, 2016  Jason M. Watkins, pt casual Dietary Attendant Effective January 20, 2016  Kristina M. Robinson, ft RN Supervisor Effective January 6, 2016  Tanya R. Avery, ft RNAC (exempt position)	\$8.16 per hour  G21A \$16.58 per hour  MU10 \$10.02 per hour  MU14 \$12.67 per hour  MU12 \$11.46 per hour  MU9A \$9.56 per hour  G27 \$27.87 per hour

Diane E. Fuller, pt casual Valet Effective January 20, 2016	\$7.85 per hour
Cheyenne M. Taylor, pt casual CNA Effective January 20, 2016	MU12 \$11.46 per hour
Nancyrose E. Beyl, pt casual CNA Effective January 20, 2016	MU12 \$11.74 per hour
Samantha L. Hicks, pt casual Valet Effective January 20, 2016	\$7.85 per hour
Lynne M. Rathbun-Williams, ft RN Supervisor Effective January 20, 2016	G27 \$27.87 per hour
Johannah R. Eckert, ft CNA Effective January 20, 2016	MU12 \$11.74 per hour
Kasandra L. Johnson, pt casual CNA Effective January 20, 2016	MU12 \$11.46 per hour
Dawn M. Perry, pt casual Dietary Attendant Effective January 27, 2016	MU9A \$9.56 per hour
Mindy S. Chilson, pt casual Nurse Aide Trainee Effective January 5, 2016	\$8.16 per hour
Lucinda M. Walter, pt casual Nurse Aide Trainee Effective January 5, 2016	\$8.16 per hour
•	\$8.16 per hour G16 \$13.38 per hour
Effective January 5, 2016  Elizabeth McCutcheon, pt casual Dispatcher I	G16
Effective January 5, 2016  Elizabeth McCutcheon, pt casual Dispatcher I Effective January 3, 2016  Christopher Warren, pt casual Dispatcher Trainee	G16 \$13.38 per hour G13
Effective January 5, 2016  Elizabeth McCutcheon, pt casual Dispatcher I Effective January 3, 2016  Christopher Warren, pt casual Dispatcher Trainee Effective January 11, 2016  Brooke Owen, pt casual Dispatcher Trainee	G16 \$13.38 per hour G13 \$11.56 per hour G13
Effective January 5, 2016  Elizabeth McCutcheon, pt casual Dispatcher I Effective January 3, 2016  Christopher Warren, pt casual Dispatcher Trainee Effective January 11, 2016  Brooke Owen, pt casual Dispatcher Trainee Effective January 11, 2016  Taylor McCutcheon, pt casual Dispatcher Trainee	G16 \$13.38 per hour G13 \$11.56 per hour G13 \$11.56 per hour G13
Effective January 5, 2016  Elizabeth McCutcheon, pt casual Dispatcher I Effective January 3, 2016  Christopher Warren, pt casual Dispatcher Trainee Effective January 11, 2016  Brooke Owen, pt casual Dispatcher Trainee Effective January 11, 2016  Taylor McCutcheon, pt casual Dispatcher Trainee Effective January 11, 2016  Melissa McLinko, pt casual Dispatcher Trainee	G16 \$13.38 per hour G13 \$11.56 per hour G13 \$11.56 per hour G13 \$11.56 per hour
Elizabeth McCutcheon, pt casual Dispatcher I Effective January 3, 2016  Christopher Warren, pt casual Dispatcher Trainee Effective January 11, 2016  Brooke Owen, pt casual Dispatcher Trainee Effective January 11, 2016  Taylor McCutcheon, pt casual Dispatcher Trainee Effective January 11, 2016  Melissa McLinko, pt casual Dispatcher Trainee Effective January 11, 2016  Jessica Malanoski, pt casual Dispatcher Trainee	G16 \$13.38 per hour G13 \$11.56 per hour G13 \$11.56 per hour G13 \$11.56 per hour G13 \$11.56 per hour

Brenda Vajda, ft Data Entry Clerk I Effective January 18, 2016

Bradford County Treasurer

G10 \$9.98 per hour

Bradford County Commissioners

### ASSESSMENT BOARD

## UNFINISHED BUSINESS

### **NEW BUSINESS**

A motion was made by Mr. Bustin, seconded by Mr. McLinko, all voted "aye" to approve the December 2015 real estate changes.

A motion was made by Mr. Bustin, seconded by Mr. McLinko, all voted "aye" to approve the December 2015 occupational changes.

Bradford County Commissioners Acting Board of Assessment

## **VISITORS REMARKS**

The Commissioners answered questions from the public and press at this time.

# **ADJOURNMENT**

A motion was made by Mr. Bustin, seconded by Mr. McLinko, all voted "aye" to adjourn the meeting at 10:21 am.