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BEFORE THE STATE OF INDIANA

CIVIL RIGHTS COMMISSION

- - -

PUBLIC MEETING OF OCTOBER 23, 2009

ORIGINAL

- - -

PROCEEDINGS

in the above-captioned matter, before the Indiana
Civil Rights Commission, David C. Carter,
Chairman, taken before me, Lindy L. Meyer, Jr., a
Notary Public in and for the State of Indiana,
County of Shelby, at the Indiana Government
Center South, Conference Center, Room A, 402 West
Washington Street, Indianapolis, Indiana, on
Friday, October 23, 2009 at 10:28 o'clock a.m.

- - -

William F. Daniels, RPR/CP CM d/b/a
ACCURATE REPORTING OF INDIANA
12922 Brighton Avenue
Carmel, Indiana 46032
(317) 848-0088

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APPEARANCES:

COMMISSION MEMBERS:

David C. Carter, Chairman
Charles D. Gidney
Barry Baynard
John E. Garcia
Tehiji G. Crenshaw

INDIANA CIVIL RIGHTS COMMISSION
By Tony A. Kirkland, Director/Secretary
Indiana Government Center North
100 North Senate Avenue, Room N103
Indianapolis, Indiana 46204
On behalf of the Commission.

OTHER COMMISSION STAFF PRESENT:

Joshua Brewster
Joan T. Essex
Robert D. Lange
Tawanda Sharp

OTHERS PRESENT:

Brian M. Buffington

- - -

1 10:28 o'clock a.m.
2 October 23, 2009

3 CHAIRMAN CARTER: There. See, it's
4 much better without the wooden block.

5 I'd like to call the October meeting of
6 the Indiana Civil Rights Commission to order, and
7 we have a quorum, and we're expecting a fifth
8 Commissioner momentarily; awaiting that. May I
9 have a motion to approve the minutes for -- I
10 believe it's two months --

11 COMM. CRENSHAW: So moved.

12 CHAIRMAN CARTER: -- or -- well, in
13 any case, the September minutes.

14 COMM. CRENSHAW: So moved.

15 CHAIRMAN CARTER: Okay.

16 Second?

17 COMM. GARCIA: Second.

18 CHAIRMAN CARTER: All in favor?

19 COMM. GARCIA: Aye.

20 COMM. BAYNARD: Aye.

21 COMM. CRENSHAW: Aye.

22 CHAIRMAN CARTER: Aye.

23 Any opposed?

1 (No response.)

2 CHAIRMAN CARTER: All right.

3 Ms. Essex, the financial report.

4 MS. ESSEX: Good morning.

5 CHAIRMAN CARTER: Good morning.

6 MS. ESSEX: You have in front of you
7 the August and September financial statements.
8 On the September statement, you'll notice that
9 the format is a bit different, on the second page
10 in -- or the very first page after the cover. We
11 have switched over to a new accounting system,
12 and the -- most of the entire state is on that
13 system.

14 This -- if you'll recall, we went to
15 PeopleSoft some years ago. This is an enhanced
16 version of PeopleSoft, called ENCOMPASS, and it
17 allowed the Treasurer of State and the Auditor of
18 State to join in on the system as well to
19 hopefully make payments happen, and that's --
20 much more efficiently.

21 We are -- go live was the 16th of
22 September, and we are just transitioning now into
23 this new system. Everything seems to be working

1 somewhat -- somewhat well. We do have -- there
2 is a note on the page here that there is a
3 discrepancy in one of our federal accounts with
4 regard to the dollar amount, and the folks at
5 GMIS are working on that to help get that
6 resolved, and we should have that cleared off
7 hopefully by the next statement, or if not, very
8 definitely the statement after that. So, the
9 numbering system's a little bit different, but
10 other than that, you shouldn't see very much of a
11 change.

12 We are on track this year as far as our
13 spending goes, and I'm sure you're all well aware
14 of some of the announcements that have come out
15 of the Governor's Office regarding revenues not
16 meeting expected levels. We have not heard
17 anything officially as to how that will affect
18 our budgets or if that will increase the amount
19 of reversion that we are expected to return back
20 to the state at the end of the year.

21 I am expecting those reversion amounts to
22 increase. Right now we're at five percent. We
23 just don't know how much yet. So, I am

1 anticipating those dollars going up, so we are
2 being very frugal, if you will, on our spending
3 practices. We don't want to get caught at the
4 end of the year and not have money to meet our
5 obligations.

6 So, we're already starting to think about
7 what we can cut back on and we're starting to
8 just question everything that comes up, is this
9 something that we really need to do or is there a
10 way to cut back on expenses that we currently
11 have in the office, so -- we don't spend
12 excessively anyway, so any time we have a
13 cutback, it kind of does affect us pretty
14 drastically, because we don't -- we spend on the
15 things that we need to spend on, so -- so, if
16 there are any questions, I'd be happy to take
17 them.

18 CHAIRMAN CARTER: Okay. Are -- you
19 said most of the state is now on the same system.
20 Does that mean previously the State Board of
21 Accounts and the Treasurer's Office were not
22 using the same system?

23 MS. ESSEX: No, they were not. They

1 did not switch over to the PeopleSoft system
2 because some of the transactions that they
3 process, modules had not been built in or were
4 not requested in that PeopleSoft system, and in
5 the push to get the entire state on one
6 accounting system, modules were created and
7 that's where the ENCOMPASS system came from.

8 There are still some of the courts and
9 just a handful of smaller agencies that are not
10 using the ENCOMPASS system, and I'm not sure if
11 they're going to come on at a later date or not,
12 but -- but now it's -- it's set up so that when
13 you send something through, you still have to
14 send the physical invoice over to the Auditor's
15 Office, but now they have notice electronically
16 of that ahead of time, so -- and then it goes
17 through. In the Budget Agency, it says, "Okay.
18 You've got the money to pay this," where before
19 there was no mechanism to do that.

20 CHAIRMAN CARTER: So, by system, you
21 really mean like electronic process?

22 MS. ESSEX: It is.

23 (Comm. Gidney arrived.)

1 CHAIRMAN CARTER: It's like that --

2 MS. ESSEX: It is.

3 CHAIRMAN CARTER: -- rather than
4 saying metric and whatever what we use is called,
5 and there's room for a great many derisive
6 comments, the fact that the various people
7 handling state money are not using the same
8 system. Okay.

9 COMM. GARCIA: I have a question.

10 CHAIRMAN CARTER: Yes.

11 COMM. GARCIA: What's the difference
12 in that federal account?

13 MS. ESSEX: The fed -- the account
14 that I'm looking at that has the asterisk by it
15 here, this -- that is our cooperative agreement
16 accounts, and right now what we think the issue
17 was was that there is a module in this new system
18 that has to be what's called project costing, and
19 this module has to be set up in all of these
20 previous grant funds, and cooperative agreement
21 funds had to be set up in this particular module.

22 And I was not here during that process, so
23 right now I'm going through the backtracking

1 process to see if everything was entered in
2 correctly, and my feeling is, is that the dollar
3 amounts were picked at a certain period in time,
4 and as we went forward before we went to go live,
5 those dollar amounts were not updated to reflect
6 the current activity, so maybe payments were made
7 and new money came in that was not entered into
8 the system.

9 COMM. GARCIA: The difference between
10 August and September isn't a lot, so it's not a
11 lot of money?

12 MS. ESSEX: No.

13 COMM. GARCIA: Okay.

14 MS. ESSEX: No.

15 CHAIRMAN CARTER: Just a changeover
16 in the numbers with the departments or whatever?

17 MS. ESSEX: Right. And we know the
18 exact dollar amount and we know that as of
19 the 11th, we had -- this much dollars were in
20 there, and then as of the 17th, there's this
21 much, and we know that we've not made any
22 payments against that particular fund as it's now
23 called.

1 So, we've isolated the dollar amount. We
2 know exactly how much it is, we know what we're
3 looking for, so GMIS and the Budget Agency will
4 help us get through this.

5 CHAIRMAN CARTER: Are there any
6 further questions for Ms. Essex?

7 (No response.)

8 CHAIRMAN CARTER: Okay. We'll move
9 on to the Old and New Business. Is there any Old
10 or New Business?

11 (No response.)

12 CHAIRMAN CARTER: Hearing none, we'll
13 move to Consent Agreements. In the matters of
14 Belt versus Apple American Group doing business
15 as Applebee's and Crist & Dunaway versus
16 Northgate Apartments, I would recommend a motion
17 to accept those Consent Agreements.

18 COMM. BAYNARD: I'll make a motion to
19 accept the Consent Agreements.

20 CHAIRMAN CARTER: And a second?

21 COMM. GARCIA: Second.

22 CHAIRMAN CARTER: All in favor?

23 COMM. GARCIA: Aye.

1 COMM. BAYNARD: Aye.

2 COMM. GIDNEY: Aye.

3 COMM. CRENSHAW: Aye.

4 CHAIRMAN CARTER: Aye.

5 Any opposed?

6 (No response.)

7 CHAIRMAN CARTER: In the Findings of
8 Fact, Conclusions of Law and Order, Anderson
9 versus C. T. Peppers Bar & Grill, may I have a
10 motion to accept those findings?

11 COMM. CRENSHAW: So moved.

12 COMM. GARCIA: Second.

13 CHAIRMAN CARTER: All in favor?

14 COMM. GARCIA: Aye.

15 COMM. BAYNARD: Aye.

16 COMM. CRENSHAW: Aye.

17 COMM. GIDNEY: Aye.

18 CHAIRMAN CARTER: Aye.

19 Any opposed?

20 (No response.)

21 CHAIRMAN CARTER: Thank you.

22 Report by Commissioners on Complainant
23 Appeals. I will begin, especially since the rest

1 are on another page. In the matter of Buffington
2 versus Janine Smith, CNC Investments, LTD, LLC
3 Palathota, LLC, I recommend that we remand this
4 case for further investigation, particularly for
5 or against -- investigation of evidence for or
6 against Mr. Buffington's credit record and the
7 discrepancies between the advertised rental rate
8 and the subsequent two, I believe, prices for the
9 same living quarters that -- or at least for
10 similar living quarters that were quoted him.

11 May I have a motion to accept that
12 recommendation?

13 COMM. GARCIA: So moved.

14 COMM. BAYNARD: Second.

15 CHAIRMAN CARTER: All in favor?

16 COMM. GARCIA: Aye.

17 COMM. BAYNARD: Aye.

18 COMM. CRENSHAW: Aye.

19 COMM. GIDNEY: Aye.

20 CHAIRMAN CARTER: Aye.

21 Any opposed?

22 (No response.)

23 CHAIRMAN CARTER: And also in the

1 matter of Nimitz verses Barry Bohlander, I
2 recommend that we accept the Director or Deputy
3 Director's finding of no probable cause. May I
4 have a motion to accept that?

5 COMM. BAYNARD: So moved.

6 COMM. CRENSHAW: Second.

7 CHAIRMAN CARTER: Any opposed -- no,
8 all in favor?

9 COMM. GARCIA: Aye.

10 COMM. BAYNARD: Aye.

11 COMM. CRENSHAW: Aye.

12 COMM. GIDNEY: Aye.

13 CHAIRMAN CARTER: Aye.

14 Any opposed?

15 (No response.)

16 CHAIRMAN CARTER: Thank you.

17 Comm. Baynard?

18 COMM. BAYNARD: Yes. In the case of
19 Aldrin versus Menard's, I would recommend to the
20 Commission that we uphold the Director's finding
21 of no probable cause.

22 CHAIRMAN CARTER: And may I have a
23 motion to accept that recommendation?

1 COMM. GARCIA: So moved.

2 COMM. CRENSHAW: Second.

3 CHAIRMAN CARTER: All in favor?

4 COMM. GARCIA: Aye.

5 COMM. BAYNARD: Aye.

6 COMM. CRENSHAW: Aye.

7 COMM. GIDNEY: Aye.

8 CHAIRMAN CARTER: Aye.

9 Any opposed?

10 (No response.)

11 CHAIRMAN CARTER: Comm. Crenshaw?

12 COMM. CRENSHAW: In the case of Perry
13 versus Rexnard Industries, I move to make a
14 motion to accept the Deputy Director's finding of
15 no probable cause.

16 CHAIRMAN CARTER: All right. May I
17 have a motion to accept that recommendation?

18 COMM. BAYNARD: So moved.

19 COMM. GARCIA: Second.

20 CHAIRMAN CARTER: All in favor?

21 COMM. GARCIA: Aye.

22 COMM. BAYNARD: Aye.

23 COMM. CRENSHAW: Aye.

1 COMM. GIDNEY: Aye.

2 CHAIRMAN CARTER: Aye.

3 Any opposed?

4 (No response.)

5 CHAIRMAN CARTER: Comm. Garcia?

6 COMM. GARCIA: In the case of Angela
7 McNaughton versus Durbin Bowl & Lounge, I concur
8 with the Deputy Director's finding of no probable
9 cause.

10 CHAIRMAN CARTER: All right. May I
11 have a motion to accept that?

12 COMM. BAYNARD: So moved.

13 CHAIRMAN CARTER: Second?

14 COMM. CRENSHAW: Second.

15 CHAIRMAN CARTER: All in favor?

16 COMM. GARCIA: Aye.

17 COMM. BAYNARD: Aye.

18 COMM. CRENSHAW: Aye.

19 COMM. GIDNEY: Aye.

20 CHAIRMAN CARTER: Aye.

21 Any opposed?

22 (No response.)

23 CHAIRMAN CARTER: Comm. Gidney?

1 COMM. GIDNEY: Okay. In the case of
2 Thompson verses Bobby Dominy & Remax Connection,
3 I -- my recommendation is that we uphold the
4 Deputy Director's finding of no probable cause.

5 CHAIRMAN CARTER: Okay. And may I
6 have a motion to accept that recommendation?

7 COMM. GARCIA: So moved.

8 CHAIRMAN CARTER: Second?

9 COMM. BAYNARD: Second.

10 CHAIRMAN CARTER: All in favor?

11 COMM. GARCIA: Aye.

12 COMM. BAYNARD: Aye.

13 COMM. CRENSHAW: Aye.

14 COMM. GIDNEY: Aye.

15 CHAIRMAN CARTER: Aye.

16 Any opposed?

17 (No response.)

18 CHAIRMAN CARTER: And do we have word
19 from Steve Ramos?

20 MS. SHARP: No, no report from
21 Comm. Ramos.

22 CHAIRMAN CARTER: Okay. We'll
23 continue that case.

1 Assignment of Appeals to Commissioners.
2 Well, I'll take -- well, actually, let's see.
3 Okay. Comm. Gidney, if you would take
4 Comm. Blackburn's East-Miller versus Donald &
5 Carla Good.

6 COMM. GIDNEY: Okay.

7 CHAIRMAN CARTER: And I will take
8 Anderson versus Northwest Properties, LLC. And
9 Comm. Baynard, if you would review Ukpai verses
10 Quail Run Associates; Kassie Reynolds, Regional
11 Director of Management; & Melora Wischmeyer,
12 Property Manager. And Ms. Crenshaw, if you would
13 survey Walsh and The Austin Group, Inc., we can
14 move to the Administrative Update.

15 MR. BREWSTER: If I may, there's --
16 with regard to the Walsh versus The Austin Group,
17 I would like to make a comment on the record as
18 there is a public interest involved in this case.
19 After -- I actually signed off on the notice of
20 finding. Afterwards, the Complainant contacted
21 me, and I've spoken to the Director about this as
22 well.

23 This was a retaliation case. The initial

1 case that was filed was a sexual harassment case,
2 which was settled with a settlement agreement.
3 Subsequently she experienced some alleged
4 harassment against her and her family members by
5 the Respondent, and therefore filed a retaliation
6 complaint.

7 The notice of finding on this retaliation
8 complaint was not in her favor because it could
9 not be determined that she was individually or
10 personally retaliated against by the Respondent.
11 The retaliation seems to have occurred against
12 her daughters and possibly husband.

13 There, I believe, needs to be further
14 investigation of this complaint to determine if
15 this is something that the Commission would want
16 to intervene in, in the public interest, as is
17 incumbent on the Commission to prevent the
18 retaliation of people who are -- file or are
19 involved in an investigation.

20 I think there is some evidence that I've
21 received, just from speaking with Ms. Walsh, that
22 the Respondent in this case, Gene Austin, who's
23 the owner of the Austin Group, did take some

1 actions against, like I say, the Complainant's
2 daughters, possibly her husband, and possibly
3 Ms. Walsh herself. So, I would just recommend
4 that this be returned for further investigation.

5 CHAIRMAN CARTER: Okay. So, we undo
6 giving it to Comm. Crenshaw and just give that
7 back?

8 MR. BREWSTER: Right.

9 CHAIRMAN CARTER: All right. May I
10 have a motion to accept that recommendation of to
11 do that?

12 COMM. GARCIA: So moved.

13 COMM. CRENSHAW: Second.

14 CHAIRMAN CARTER: All in favor?

15 COMM. GARCIA: Aye.

16 COMM. BAYNARD: Aye.

17 COMM. CRENSHAW: Aye.

18 COMM. GIDNEY: Aye.

19 CHAIRMAN CARTER: Aye.

20 Any opposed?

21 (No response.)

22 CHAIRMAN CARTER: Okay. So, the case
23 of Walsh versus The Austin Group, Inc., goes back

1 for further investigation.

2 Now the Administrative Update.

3 MR. KIRKLAND: Okay. To kind of
4 bring you guys up to date, we've been very
5 fortunate staying pretty active and busy. One of
6 the things that we did, we had a staff retreat
7 where we acknowledged some of our employees that
8 have been with us five, 15, 20, 25 and 30 and 35
9 years.

10 COMM. GARCIA: More.

11 MR. KIRKLAND: The Judge was
12 acknowledged. The retreat was put on by the
13 Integrity Consultants Richcott. We have books,
14 and I think I made sure that we had enough for
15 you all -- and we're going to make sure everyone
16 on the Commission gets one of these -- "22
17 Successful Lessons in Baseball," and which was a
18 great team-building exercise, but it also gave
19 you the self-worth on why you're doing what
20 you're doing, and I thought that was very great.
21 I think it's very appropriate for the time that
22 we dealing with as we're facing economic
23 difficulties.

1 The other thing is that we are going to be
2 having some legislation as it relates to
3 retaliation that was put together going forward
4 here this upcoming session, so Josh and -- Josh
5 has crafted that language. We've got it before
6 the Governor's Office. They seem to be approving
7 it.

8 Right now we're in the process of looking
9 for a sponsor for this, so hopefully we can zero
10 that in as the case that you all just pull back
11 all forms of retaliation, and just kind of wanted
12 some language that protects individuals as it
13 relates to retaliation. So, hopefully that can
14 get done.

15 The other thing is that we are currently
16 going through an exercise, what we call -- just
17 in case we get to crunch time and the Governor's
18 coming -- mandate coming down from the Governor's
19 Office that asks all agencies to go through if we
20 had to make the adjustment operating with the
21 bare minimum of staff.

22 So, we've done that, and we're probably
23 are fine tuning it and put what this does and

1 currently what the numbers look like, because we
2 meet next Friday, or -- yeah, next Friday -- to
3 go over that to see what that looks like. So,
4 it's sort of -- I guess we're kind of getting
5 ahead of the curve, as Joan mentioned the
6 reversion, but, you know, there's always more
7 that is usually asked of us, so we're trying to
8 stay ahead of that.

9 And that's pretty much it at this point in
10 time.

11 CHAIRMAN CARTER: All right. Is
12 there anything further from the Deputy Director?

13 MR. BREWSTER: No, not at this time.
14 Thanks.

15 CHAIRMAN CARTER: All right.

16 MR. KIRKLAND: Oh, by the way, we did
17 complete both of our contracts, our EEOC and our
18 HUD contracts, and --

19 CHAIRMAN CARTER: All right.

20 MR. KIRKLAND: -- we're in the middle
21 of both, and I think we've got a pretty good jump
22 start on our EEOC contract cases right now.

23 CHAIRMAN CARTER: I've been noticing

1 a declining number in the monthly roster of cases
2 pending inventory. It keeps going down. That's
3 always nice.

4 Any questions, comments or anything else
5 on the Director's Report?

6 (No response.)

7 CHAIRMAN CARTER: Okay. Additional
8 Announcements. I understand Mr. Buffington
9 has -- would like to address us, and this would
10 be the time.

11 MR. BUFFINGTON: I am Brian
12 Buffington, and I wanted to address the
13 Commission in regards to my appeal hearing
14 request, and just formally state that Janine
15 Smith, referred to as the Respondent in the
16 complaint that I filed, may now be legally known
17 as Janine Coleman, as per an investigation being
18 conducted, and that the Commission submit my
19 appeal request and the evidence contained within
20 as new evidence on my behalf for the case to be
21 reviewed as it's remanded back to the
22 investigator, and if possible, that the
23 Commission maybe consider appointing the further

1 investigation to perhaps another investigator, if
2 it's possible.

3 And that's it, and I appreciate you guys'
4 time. Thank you.

5 CHAIRMAN CARTER: Thank you.

6 Are there any other announcements or
7 things?

8 (No response.)

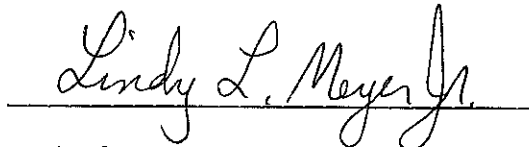
9 CHAIRMAN CARTER: I heard on the
10 radio this morning that the bill, federal bill,
11 to add to the roster of possible hate crimes
12 sexual orientation and disability and perhaps
13 other things is headed to the President's desk
14 for signature, I believe. It's been a long time
15 coming and was a favorite of the late Senator
16 Kennedy for a long time.

17 If you will observe the next meeting dates
18 and stay for signatures, we can adjourn, unless
19 there are -- no further comments. We are
20 adjourned. There.

21 - - -
22 Thereupon, the proceedings of
23 October 23, 2009 were concluded
at 10:49 o'clock a.m.
- - -

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CERTIFICATE

I, Lindy L. Meyer, Jr., the undersigned Court Reporter and Notary Public residing in the City of Shelbyville, Shelby County, Indiana, do hereby certify that the foregoing is a true and correct transcript of the proceedings taken by me on Friday, October 23, 2009 in this matter and transcribed by me.



Lindy L. Meyer, Jr.,

Notary Public in and

for the State of Indiana.

My Commission expires October 27, 2016.

<p style="text-align: center;">1</p> <p>100^[1] - 2:8 10:28^[2] - 1:17, 3:1 10:49^[1] - 24:22 11th^[1] - 9:19 12922^[1] - 1:22 15^[1] - 20:8 16th^[1] - 4:21 17th^[1] - 9:20</p>	<p>activity^[1] - 9:6 add^[1] - 24:11 Additional^[1] - 23:7 address^[2] - 23:9, 23:12 adjourn^[1] - 24:18 adjourned^[1] - 24:20 adjustment^[1] - 21:20 Administrative^[2] - 17:14, 20:2 advertised^[1] - 12:7 affect^[2] - 5:17, 6:13 Afterwards^[1] - 17:20</p>	<p>11:3, 11:4, 11:14, 11:15, 11:16, 11:17, 11:18, 12:16, 12:17, 12:18, 12:19, 12:20, 13:9, 13:10, 13:11, 13:12, 13:13, 14:4, 14:5, 14:6, 14:7, 14:8, 14:21, 14:22, 14:23, 15:1, 15:2, 15:16, 15:17, 15:18, 15:19, 15:20, 16:11, 16:12, 16:13, 16:14, 16:15, 19:15, 19:16, 19:17, 19:18, 19:19</p>	<p style="text-align: center;">C</p> <p>captioned^[1] - 1:10 Carla^[1] - 17:5 Carmel^[1] - 1:22 CARTER^[61] - 3:3, 3:12, 3:15, 3:18, 3:22, 4:2, 4:5, 6:18, 7:20, 8:1, 8:3, 8:10, 9:15, 10:5, 10:8, 10:12, 10:20, 10:22, 11:4, 11:7, 11:13, 11:18, 11:21, 12:15, 12:20, 12:23, 13:7, 13:13, 13:16, 13:22, 14:3, 14:8, 14:11, 14:16, 14:20, 15:2, 15:5, 15:10, 15:13, 15:15, 15:20, 15:23, 16:5, 16:8, 16:10, 16:15, 16:18, 16:22, 17:7, 19:5, 19:9, 19:14, 19:19, 19:22, 22:11, 22:15, 22:19, 22:23, 23:7, 24:5, 24:9 Carter^[2] - 1:11, 2:3 case^[16] - 3:13, 12:4, 13:18, 14:12, 15:6, 16:1, 16:23, 17:18, 17:23, 18:1, 18:22, 19:22, 21:10, 21:17, 23:20 cases^[2] - 22:22, 23:1 caught^[1] - 6:3 Center^[3] - 1:15, 2:7 certain^[1] - 9:3 CERTIFICATE^[1] - 25:1 certify^[1] - 25:5 CHAIRMAN^[61] - 3:3, 3:12, 3:15, 3:18, 3:22, 4:2, 4:5, 6:18, 7:20, 8:1, 8:3, 8:10, 9:15, 10:5, 10:8, 10:12, 10:20, 10:22, 11:4, 11:7, 11:13, 11:18, 11:21, 12:15, 12:20, 12:23, 13:7, 13:13, 13:16, 13:22, 14:3, 14:8, 14:11, 14:16, 14:20, 15:2, 15:5, 15:10, 15:13, 15:15, 15:20, 15:23, 16:5, 16:8, 16:10, 16:15, 16:18, 16:22, 17:7, 19:5, 19:9, 19:14, 19:19, 19:22, 22:11, 22:15, 22:19, 22:23, 23:7, 24:5, 24:9 Chairman^[2] - 1:12, 2:3 change^[1] - 5:11 changeover^[1] - 9:15 Charles^[1] - 2:3 City^[1] - 25:4 CIVIL^[2] - 1:2, 2:6 Civil^[2] - 1:11, 3:6 cleared^[1] - 5:6 CM^[1] - 1:21 CNC^[1] - 12:2 Coleman^[1] - 23:17</p>
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