

AGENDA
Codington County Board of Commissioners
Codington County Courthouse, 14 1st Ave SE, Watertown SD
Commission Chambers, Room #114
9:00 a.m., Tuesday, February 9, 2021

1. Pledge of Allegiance
2. Call for public comment. Public comment may be submitted via telephone at 605-882-6248 or 605-882-6297
3. Conflict of interest items
4. Action to approve the February 9, 2021 agenda
5. Action to approve the minutes of February 2, 2021
6. Monthly reports
 - a. Auditor
 - b. Director of Equalization
 - c. Welfare Office
7. Action to approve the Auditor's Acct. w/Treasurer and note monthly Register of Deeds fees
8. Action to approve Memorial Park rules/regulations
9. Note office closures on Monday, February 15, 2021 – federal holiday
10. Action to approve claims for payment
11. Action/possible discussion on COVID-19 practices, procedures, policy
12. Action to approve automatic budget supplements
13. Action to approve personnel changes
14. Action to approve travel requests
15. Public Notices – a possible quorum of Commissioners could be in attendance at:
 - a. Legislative Cracker Barrel – various dates
 - b. Watertown Winter Farm Show – Feb. 10 - 13
16. Old Business
17. New Business
18. Open
 - a. Public Comments
 - b. Commission Comments
19. Action to enter into Executive session per SDCL 1-25-2
 - (1) Discussion of personnel issues
 - (2) Consulting with legal counsel or reviewing communications from legal counsel regarding proposed or pending litigation or contractual matters
 - (3) Preparing for contract negotiations with employees or employee's representatives
 - (4) Discussing information listed in SDCL 1-27-1.5 (8) and 1-27-1.5 (17) (safety or disaster)

20. Action to adjourn until 9:00 a.m., Tuesday, February 16, 2021; at the Codington County Courthouse

Codington County does not discriminate on the basis of race, color, national origin, sex, religion, age, or disability in employment or the provision of service.

**Official Proceedings
County of Codington, Watertown, South Dakota
Codington County Courthouse
14 1st Ave SE**

February 9, 2021

The Codington County Commissioners met in regular session at 9:00 a.m., Tuesday, February 9, 2021, at the Codington County Courthouse. Commission members present were: Lee Gabel, Charlie Waterman, Myron Johnson, Troy VanDusen and Brenda Hanten; Chair, Brenda Hanten, presiding. Chair Hanten lead the pledge of allegiance.

CALLS FOR PUBLIC COMMENT AND CONFLICT OF INTEREST ITEMS

Chair Hanten called for public comments to be taken up during the open portion of the meeting; none were offered. There were no conflict-of-interest items to note.

AGENDA APPROVED

Motion by VanDusen, second by Gabel, to approve the February 9, 2021 agenda as posted; all voted aye; motion carried.

MINUTES APPROVED

Motion by Johnson, second by Gabel, to approve the minutes of February 2, 2021; all voted aye; motion carried.

MONTHLY REPORTS

Auditor, Cindy Brugman, reported preparation of the annual report is underway and legislative bills pertaining to elections are being tracked. **Director of Equalization, Shawna Constant**, reported work on building permits is being finished up and names, addresses, sales, and property cards are being updated before assessment notices are mailed out prior to March 1. Discussion was also held regarding legislative bills pertaining to updating the qualifications for properties that qualify for agricultural classification, agricultural exemptions, and properties that qualify as riparian buffer strips. A brief discussion was held regarding the procedures and dates for appealing assessment notices. **Welfare Assistant, Kari Kraayenbrink**, provided the Board with a report of services and referrals to other agencies for the month of January including the following: 31 clients were assisted; 5 for utilities, 17 housing, 5 burials, and 4 medical; cost avoidance \$4,225.00 and costs incurred \$9,102.00. Ms. Kraayenbrink advised the Board that the new Cares Act funding is online as of February 8th. Contracts for the extension of the original funding and the new funding will be forthcoming for action by the Board.

AUDITOR’S ACCT. W/TREASURER AND REGISTER OF DEEDS FEES

Motion by VanDusen, second by Waterman, to approve the Auditor’s Account of the cash and cash items in the hands of the County Treasurer as of the last business day of January, all present voted aye; motion carried.

Cash on hand	\$ 12,916.00
Checks in Treasurers’ possession less than 3 days	\$ 102,228.45

Credit Card Charges	\$ 7,093.90
Cash Items	\$ 325.62
TOTAL CASH ASSETS ON HAND	\$ 122,563.97
RECONCILED CHECKING	
Great Western Bank Checking (Memorial Park)	\$ 1,915.90
Reliabank Dakota	\$25,992,959.29
INVESTMENTS	
SD Public Funds Investment	\$ 7,254.43
TOTAL CASH ASSETS	\$26,124,693.59
General Ledger Cash Balance by Funds:	
General	\$15,502,617.22
General restricted cash	\$ 500,000.00
Sp. Revenue	\$ 7,507,646.36
Custodial	\$ 2,614,430.01
(schools 1,595,257.99, townships 104,394.11; city/towns 309,280.22)	
TOTAL GENERAL LEDGER CASH	\$26,124,693.59

The Board noted Register of Deeds fees in the amount of \$38,420.40 were collected in the month of January 2021.

MEMORIAL PARK RULES AND REGULATIONS

Facilities Manager, Steve Molengraaf, presented the Board with an updated list of rules and regulations for Memorial Park. Motion by Gabel, second by VanDusen, to approve the list of rules and regulations. Discussion was held and Mr. Molengraaf specified two new rules:

No personal property may be attached to County property. However, temporary signs or flag stands are permitted to be put into the ground on the camp site. Signs and flags may not be affixed to trees or posts, etc.

Gas or electric powered ATVs, scooters, and golf carts may only be operated by licensed drivers. ATVs, scooter and golf carts shall not carry more passengers than recommended by the vehicle manufacturer. Upon vote of the Board; all voted aye; motion carried.

PRESIDENTS' DAY OFFICE CLOSURES

The Board noted all County offices and buildings will be closed on Monday, February 15, 2021, in observance of Presidents' Day.

CLAIMS

Motion by VanDusen, second by Johnson, to approve for payment the following list of claims; all voted aye; motion carried: A-OX WELDING 160.57 SUPPLIES, ACCREDITATION, AUDIT AND 150.00 SVC, A&B BUSINESS SOLUTIONS 2101.33 MAINT, ABC LOCK & KEY 9.00 SUP, AGTERRA TECHNOLOGIES 800.00 SVC, ALCOHOL MONITORING SYSTEMS 164.30 SVC, ALS 764.00 SUP, LUKE ANDERSON 12.52 JURY, JEFFREY ARGO 25.00 CELL, ARROW PAPER 185.32 SUP, AUSTIN LAW OFFICES 839.80 SVC, AVERA OCCUPATIONAL MEDICINE - 220.65 REPAIRS/MAINT., ALISON BAKKEN 40.00 CELL, MARIE H BALES 338.20 SVC, BANNER ASSOCIATES, INC 4734.50 REPAIRS/MAINT., TAYLER BARTELS 26.80 JURY, BATTERIES UNLIMITED 130.00 SUP, BATTERIES UNLIMITED 220.00 REPAIRS/MAINT., BEACON CENTER 2000.00 PMT, RAMONA BEARHILL 58.40 JURY, ALLEN BENCK 25.00 CELL, SHANNON BINSFELD 11.68 JURY, BRYAN BLEEKER 25.00 CELL, JESSICA BOCK 11.68 JURY, RONALD BOHLS 18.40 JURY, PAMELA BOLTON 10.84 JURY, RICK BORKHUIS 10.00 JURY, BORNS GROUP 16.24 POST, BORNS GROUP 8595.33 POST, JANET BOYER-STEUCK 11.68 JURY, BOYS & GIRLS CLUB 1541.67 PMT, REBEKAH BRASEL 11.68 JURY, ELTON BRESSON 10.84 JURY, JERRY BUNDE 50.84 JURY, VALERIE BURGHER 11.68 JURY, ELLEN BURNS 15.04 JURY,

BURNS LAW OFFICE 3000.00 SVC, MADALYN BUSCH 51.68 JURY, RANDALL BUSSKOHL 35.20 JURY, SHAWNA CARTER 321.00 GYM, JEFF CASE 25.00 CELL, CASHWAY LUMBER INC. 38.94 REP, CENTURYLINK 679.80 UTIL, CERTIFIED LANGUAGES 57.75 SVC, CHILD'S VOICE ROUTE #6361 450.00 SVC, CLAUSEN & SONS CONSTRUCTION LL 2428.60 REPAIRS/MAINT., CODINGTON-CLARK ELECTRIC COOPE 35.62 UTILITIES, COLE PAPERS, INC. 1874.33 SUP, COLE'S PETROLEUM 16724.27 SUPPLIES, DOUG COMES 23.44 JURY, COMPASS COUNSELING 3600.00 SVC, CONNECTING POINT COMPUTER CENT 8855.00 SUP, CONNECTING POINT 35.00 REPAIRS/MAINT., CONSOLIDATED CORRECTIONAL 12808.80 SUP, SHAWNA CONSTANT 102.99 PMT, TARA COPLAN 63.44 JURY, WILLIAM CORDELL 12.52 JURY, COUNTY FAIR FOODS 11.76 SUP, CRAWFORD-OSTHUS FUNERAL CHAPEL 9102.00 SVC, CREDIT COLLECTIONS BUREAU 645.09 PMT, CREDIT COLLECTIONS BUREAU 342.16 PMT, TIMOTHY CROUSE 22.60 JURY, CULLIGAN WATER CONDITIONING 294.25 SUP, MATTHEW DARGATZ 25.00 CELL, DATA TRUCK 29.99 UTIL, BRIAN DAVEY 10.84 JURY, COURTNEY DAVIS 12.52 JURY, DONNA DETTMANN 12.52 JURY, ROGER DEVINE 11.68 JURY, D K DIESEL INJECTION 1691.62 REPAIRS/MAINT., JAMIE DOLEN 25.00 CELL, EIGHT TEN PROPERTIES, LLC 1740.00 RENT, ELECTRIC MOTORS & MOORE INC 186.00 REP, ELLYSON LAW OFFICE 752.00 SVC, EMC INSURANCE COMPANIES 218.00 INS, TROY ENGELS 50.00 JURY, MARIA ESCAMILLA 265.00 PMT, WILLIAM EUBANK 55.88 JURY, RANDALL G. FALVEY 25.00 CELL, FARNAMS GENUINE PARTS 505.24 SUPPLIES, LUKE FAWCETT 10.84 JURY, FEDEX 23.34 SVC, WAYNE FIEBELKORN 11.68 JURY, FISHER SAND & GRAVEL CO. 1556.11 SUPPLIES, FLOORS & MORE 1055.00 SUP, TOWN OF FLORENCE-PEGGY LINDAHL 78.20 UTILITIES, JOSHUA FLOREY 11.68 JURY, ALLISON FORBUSH 180.98 PMT, JAMIE FORMANEK 10.84 JURY, COURTNEY FORTIN 51.68 JURY, KEITH FOX 14.20 JURY, MARY FRANSEN 81.52 GYM, DAVID FUCHS 51.68 JURY, JULIE FUERSTENAU 12.52 JURY, BETHANY GABEL 50.84 JURY, GALLS, LLC 90.41 UNIF, GANNON HOLDINGS LLC OHIO 204.91 SUB, KRISTINE GAST 11.68 JURY, GLACIAL LAKES & PRAIRIES TOUR. 750.00 SVC, BRENDA GLOVER 51.68 JURY, GRAINGER 718.79 REP, GINA GRANT 11.68 JURY, GREEN, ROBY, OVIATT, 5290.00 SVC, JEFFERY GROSS 18.40 JURY, RYAN GRUND 11.68 JURY, JUSTIN HALAJIAN 25.00 CELL, JOHN HANSON 52.52 JURY, BRENDA HANTEN 420.00 GYM, BRUCE HANTHORN 10.84 JURY, RICK HARTLEY 40.00 CELL, RON HARTLEY 25.00 CELL, JOSEPH HAUCK 15.04 JURY, PAUL HAUGEN 12.52 JURY, JILL HAUGER 10.84 JURY, LACEY HEAD 13.36 JURY, DAVID HEDDING 25.00 CELL, BRADLEY HEESCH 12.52 JURY, ERIC HENKENSIEFKEN 12.52 JURY, LINDA HENRICHS 33.52 JURY, TOWN OF HENRY 151.31 UTILITIES, HILLYARD/SIOUX FALLS 404.96 SUP, ALLEN HOEKMAN 53.36 JURY, KACEE HOFFMAN 13.36 JURY, BRUCE HOLIDA 17.56 JURY, RICK HOLINKA 25.00 CELL, HOMETOWN BUILDING CENTER 68.91 REPAIRS/MAINT., LARRY HOWARD 40.00 CELL, ALYSSA HUTCHINSON 11.68 JURY, HYVEE #1871 ACCTS RECEIVABLE 2855.57 SUP, I STATE TRUCK CENTER 95.90 REPAIRS/MAINT., INTERLAKES COMMUNITY ACTION 5975.86 PMT, JONATHAN IVERSON 10.84 JURY, JOE JANISCH 11.68 JURY, HEATHER JOHNSON 10.84 JURY, SCOTT JONGBLOED 14.20 JURY, JOURNAL TECHNOLOGIES, INC 1599.63 SVC, JURGENS PRINTING 98.00 SUP, MITCHELL KALLHOFF 25.00 CELL, KENDRA KELLOGG 17.56 JURY, LAWRENCE KELLOGG 18.40 JURY, KIMBALL MIDWEST 406.88 SUPPLIES, RICHARD KOHN 25.00 CELL, KRIECH CONSTRUCTION 176154.65 SUPPLIES/REPAIRS, MEGAN LAFROMBOISE 40.00 CELL, LAKE AREA DOOR 7590.27 REPAIRS/MAINT., LAKE CITY FIRE EQUIPMENT 238.55 REP, JUDY LAMMERS 52.52 JURY, KELLI LARDY 12.40 SVC, RONALD LAWRENCE 13.36 JURY, LEWIS & CLARK BHS 184.00 SVC, LEWNO LAW OFFICE 81.50 SVC, LINCOLN CO TREASURER 650.35 SVC, ANASTASIA LITTLE 14.20 JURY, JODI LOEHRER 25.00 CELL, STEVEN LOWRY 154.55 PMT, TERESA LUTZ 26.80 JURY, BLUE TARP FINANCIAL, INC 14.18 SUP, MAC'S BLUE TARP CREDIT SERVICE 98.50 SUPPLIES, CALVIN MACK 26.80 JURY, TERESA MADSEN 18.40 JURY, JASON MARK 12.52 JURY, NICHOLE MARK 53.36 JURY, MICHELLE MASLOSKI 18.40 JURY, RUSSELL MATHEWS 40.00 CELL, MAXWELL FOOD EQUIPMENT 112.17 SUP, ARLA MAYNARD 14.20

JURY, TIMOTHY MCELHANY 50.84 JURY, SCOTT MCGUIRE 11.68 JURY, MCLEOD'S
 PRINTING & OFFICE SUP 512.47 SUP, DIANNA MEISENHEIMER 10.00 JURY, MENARDS 474.63
 SUP, MENARDS 76.14 SUPPLIES, MEND CORRECTIONAL CARE 28407.00 SVC,
 MIDCONTINENT COMMUNICATIONS 352.02 UTIL, MINNEHAHA COUNTY AUDITOR 233.30
 SVC, RACHEAL MOHR 51.68 JURY, MARNA MOHRMANN 10.84 JURY, MICHAEL MORGAN
 40.00 CELL, MOTOROLA SOLUTIONS, INC 29365.44 GRANT, GARY MUDDER 10.84 JURY,
 CALVIN MUELLER 24.28 JURY, MULTI BUSINESS SOLUTIONS INC 2400.00 SVC, MUNICIPAL
 UTILITIES 11865.52 UTIL, MUNICIPAL UTILITIES 1249.84 UTILITIES, MUTH ELECTRIC 134.81
 REP, MUTH ELECTRIC 940.00 REPAIRS/MAINT., RITA NELSON BERGH 26.80 JURY, NEWMAN
 TRAFFIC SIGNS 373.46 SUPPLIES, SHAWN NILLS 40.00 CELL, ANNA NOELDNER 51.68 JURY,
 LUCAS NOGELMEIER 50.84 JURY, NORTHLAND CHEMICAL CORP 149.30 SUP,
 NORTHWESTERN ENERGY 484.80 UTILITIES, NATIONAL SHERIFFS' ASSOCIATION 135.00
 DUES, JEANIE OCHSENDORF 116.55 GYM, JOHN OCONNOR 51.68 JURY, OFFICE PEEPS, INC.
 5721.06 SUP, OFFICE PEEPS 118.90 SUPPLIES, JERROD OLSON 239.53 PMT, JESSE OLSON
 10.84 JURY, OTTERTAIL POWER CO, 59.00 UTILITIES, COLLIN PALMQUIST 15.88 JURY,
 MICHAEL PAULSON 10.00 JURY, MICHELLE PEDERSON 25.00 CELL, PENNINGTON COUNTY
 JAIL 248.02 TRAV, PERFORMANCE TOWING 85.00 SVC, MARILYN PETERSEN 11.68 JURY,
 PHARMCHEM INC 132.20 SUP, PHEASANTLAND INDUSTRIES 1051.42 SUPPLIES, JORDAN
 POPHAM 51.68 JURY, NANCY POPOWSKI 18.40 JURY, PRAIRIE LAKES HEALTH CARE CENT
 3321.02 SVC, PRINT 'EM NOW 553.00 SUP, PRINT EM NOW 198.00 SUPPLIES, ALEXIS PURVIS
 11.68 JURY, DON RAGELS 14.20 JURY, MICHELLE RAML 52.52 JURY, ANJALI A RANADIVE
 6300.00 SVC, JULIA RAUSCH 65.12 JURY, REDLINGER BROS. 107.15 REP, ADAM REEVES
 40.00 CELL, REBECCA MORLOCK REEVES 40.00 CELL, REYNOLDS LAW LLC 659.60 SVC,
 NICOLE RISLOV 10.84 JURY, ROBYN RITER 25.00 CELL, ROBERT RONDELL 14.20 JURY,
 RON'S SAW SHOP 390.50 SUPPLIES, DARLENE ROSENTHAL 13.36 JURY, RUNNINGS 39.99
 SUP, RUNNING SUPPLY INC. 98.27 SUPPLIES, MARIAH SANDBURG 52.52 JURY, TANYA
 SCHEIDT 11.68 JURY, TREVER SCHIMMEL 40.00 CELL, ROSE SCHMIG 26.80 JURY, LINDA
 SCHMIT 14.20 JURY, BRAD SCHWINGER 25.00 CELL, SD ATTORNEY GENERAL'S OFFICE
 520.00 PMT, SD ATTORNEY GENERAL'S OFFICE 3521.00 PMT, SD DEPARTMENT OF HEALTH
 4895.00 SVC, SD DEPT OF LABOR & REGULATIONS 1018.50 PMT, SOUTH DAKOTA DEPT. OF
 TRANSPOR 66964.98 OTHER EXP., S.D. FEDERAL PROPERTY 160.00 SUP, SOUTH DAKOTA
 FEDERAL PROPERTY 209.00 SUPPLIES, SD STATE TREASURER 557669.07 FEBRUARY
 REMITTANCE, SDACO 220.00 REG, SDACO 1118.00 PMT, SDN COMMUNICATIONS 1363.51
 UTIL, MELISSA SEARS 25.00 CELL, SECURUS TECHNOLOGIES 5118.80 SUP, HEIDI
 SELCHERT 25.00 CELL, SHERWIN WILLIAMS 96.18 SUP, SIOUX RURAL WATER SYSTEM
 52.30 UTILITIES, SIOUX VALLEY COOP 4086.75 FUEL, SIOUX VALLEY COOP 692.83
 SUPPLIES, SIOUX VALLEY GREENHOUSES 70.00 REP, LYNN SOLBERG 40.00 CELL, BRENT
 SOLUM 40.00 CELL, TOWN OF SOUTH SHORE 66.00 UTILITIES, SHEILA STAHL 11.68 JURY,
 STEVE STAHLKE 25.00 CELL, STAR LAUNDRY 3058.81 SUP, STAR LAUNDRY 104.20
 SUPPLIES, STATE BAR OF SOUTH DAKOTA 625.00 SUB, ANDREW STEMWEDEL 10.84 JURY,
 MARTY STEMWEDEL 26.80 JURY, STURDEVANTS AUTO PARTS 320.26 REPAIRS/MAINT.,
 MARITA STURM 18.40 JURY, KEVIN STUTZMAN 14.20 JURY, SUTTON LAW OFFICE PC
 17916.67 PMT, SCOTT SWANSON 25.00 CELL, JESSICA TENEYCK 17.56 JURY, SARAH TESCH
 77.99 GYM, KIMBERLY THOMPSON 71.00 JURY, THOMSON REUTERS-WEST 565.82 SUP,
 PRODUCTIVITY PLUS ACCOUNT 8690.76 REPAIRS/MAINT., DOUGLAS D. TORSTENSON
 25.00 CELL, JAMES TORSTENSON 61.00 REIMB, TRANSOURCE TRUCK & EQUIPMENT 49.10
 REPAIRS/MAINT., TRUGREEN 620.80 MAINT, KIRBY TSCHAKERT 30.16 JURY, PENNY
 TUPPER 15.04 JURY, TWO WAY SOLUTIONS, INC 164.99 SUP, TYLER TECHNOLOGIES, INC
 5614.34 SVC, KYLIE VANDEZANDE 51.68 JURY, TYLER VARNS 40.00 CELL, VAST
 BROADBAND 59.95 UTILITIES, CURT VAVRUSKA 53.36 JURY, VERIZON WIRELESS 1580.44
 UTIL, DAWN VOELSCH 15.88 JURY, MARLONIE VOGELSANG 25.00 CELL, STACIE VOLESKY

11.68 JURY, JOSHUA VOLKART 50.84 JURY, MARLES WALDER 50.00 JURY, WALMART COMMUNITY 170.95 SUP, WARNE PLUMBING 5657.47 REP, TODD B WARNE 25.00 CELL, WATERTOWN AMBULANCE 1000.00 SVC, WATERTOWN CITY 22146.88 E-911, WATERTOWN WHOLESALE 73.20 SUPPLIES, JOSHUA WEYH 11.68 JURY, WHEELCO 84.40 REPAIRS/MAINT., SHARON WHITE 20.00 WIT, WIGHT & COMES FUNERAL CHAPEL 2575.00 SVC, TOM WIGHT 10.00 REF, JON WILEY 53.36 JURY, LAIKE WIRTJES 18.40 JURY, CHAD WOJAHN 10.84 JURY, ELIZABETH WOOKEY 17.56 JURY, WATERTOWN LANDFILL 2.20 MAINT, WW TIRE SERVICE INC 289.59 REP, XEROX CORPORATION 127.91 SUPPLIES, YANKTON CO. SHERIFF 50.00 SVC, YANKTON CO TREASURER 122.50 SVC, SHANE YOST 40.00 CELL, KATHY YOUNG 96.57 GYM, ACUITY SPECIALTY PRODUCTS, INC 148.35 SUPPLIES.

PERSONNEL CHANGES

Motion by VanDusen, second by Gabel, to approve the following personnel change: Ashley Lindner, Treasurer's office Clerk; anniversary step increase, step 8/\$19.25 per hour, effective 2/15/2021; all voted aye; motion carried.

TRAVEL REQUESTS

Motion by Johnson, second by Gabel, to approve the following travel request: Auditor, SDACO workshop; all voted aye; motion carried.

HAUL ROAD ASSESSMENTS

Highway Supt., Rick Hartley, advised the Board that Banner Associates has completed a post project haul road assessment of County roads used during wind energy projects. Mr. Hartley noted a number of the roads have not been restored to pre-project condition and the County will need legal representation to address these issues.

SLEEP IN HEAVENLY PEACE PROGRAM

Commissioner VanDusen, on behalf of the entire Board, expressed appreciation to the Deputies in the Sheriff's office who recently assisted with the building of bunk beds for the Sleep in Heavenly Peace program.

2021 LEGISLATIVE SESSION

The Board reviewed a number of legislative bills which pertain to Counties.

EXECUTIVE SESSION

Motion by VanDusen, second by Gabel, to enter into executive session at 10:21 a.m., per SDCL 1-25-2, for a contract discussion; all voted aye; motion carried. The Board returned to regular session at 10:52 a.m. Human Resource Representative, Natalie Remund, was present, for executive session, no action was taken following executive session.

ADJOURNMENT

There being no further business to come before the Board a motion was made by Gabel, second by VanDusen, to adjourn at 10:52 a.m., until 9:00 a.m., Tuesday, February 16, 2021; all voted aye; motion carried.

ATTEST:

Cindy Brugman
Codington County Auditor

Codington County does not discriminate on the basis of color, national origin, sex, religion, age, or disability in employment or the provision of service.

Published once at the total approximate cost of \$_____