



National Association of Postal Supervisors

2016 Fall Executive Board Meeting
Oct 16-19, 2016

Official Minutes

1. Call to order – 9:00 AM October 16, 2016 by President Wagner
2. Invocation – Given by Richard Green, Eastern Region VP
3. Roll call – Mulidore - All Board members present
4. Chairman of the Board – Candidates were Ford, Trayer, Aglidian. Each candidate gave a 2 minute presentation to the Board outlining their candidacy for Board Chairman.

President Wagner selected a ballot committee chaired by Western Region VP Marilyn Walton. Other members were Greg Murphy NE Area VP, and Myrna Pashinski, Rocky Mtn Area VP. Tim Ford was elected Chairman.

Motion made by C Johnson to destroy ballots, 2nd by Cornel Rowel. Passed on voice vote.

Tim Ford officially sworn in as Southern Region VP by President Wagner as he was medically excused from the National Convention due to illness.

Ford expressed thanks to the Board for the well wishes while he was ill recently, and for electing him as Chairman.

5. Welcome – Wagner, Butts, Mulidore

Brian: Thanked the Board for representing NAPS. As the new President, expressed his honor and commitment to the organization. Expressed congratulations to the new Board members, as well as the returning Board members. Brian outlined the upcoming meeting of the Board, thanks to VP Butts and Sec Treasurer Mulidore for the great teamwork as the new leadership at NAPS HQ. Board to be respectful and productive during the meeting. Thanked Louis Atkins for his mentorship.

Ivan: Welcome to new Board members and returning Board members. Rigorous legislative agenda ahead, LTS coming in March 2017, important to get ready now.

Chuck: Thanks for the honor of representing NAPS members at NAPS HQ, been a tremendous transition, thanks to Brian and Ivan for getting me up to speed. Promise my total commitment to the organization, and the Board.

Chairman Ford asked each Board member to introduce themselves, and say a few words about themselves as well as their NAPS and postal history.

Many Board members thanked Immediate Past President Atkins for his leadership in NAPS.

6. Adoption of Agenda and Program: Motion by C Johnson, 2nd by L Moreno ... passed on voice vote.
7. Minutes of Previous Board Meeting – Mulidore – Craig Johnson moved to suspend reading of the previous Board meeting minutes, 2nd by Butts. Passed on voice vote. Richard Green made motion to accept the minutes of the previous Board meeting, 2nd by Roma. Passed on voice vote.
8. Chairman’s Report – Chairman Ford explained the rules and protocol of the Board meeting.
9. Secretary/Treasurer’s Report – Mulidore – On October 11, 2016, I participated in an overall insurance review of NAPS HQ with Erie Insurance, and our insurance broker Statland/Katz. Adequacy of coverages, deductibles, and liability discussed.

As of October 3, 2016, NAPS investments totaled \$14,146,291.54. This is a fiscal year-to-date increase of approximately \$350,214.42 or 3.29%. Most of the increase in value came in the month of July. Total NAPS assets at end of Quarter 1 (August 31, 2016) was \$18,586,099.20. NAPS’ Quarter 1 “Revenues less Expenses” was \$278,658.79.

As of October 3, 2016, the NAPS General Fund consisting of our PNC Checking and PNC Money Market accounts was \$104,860.81 and \$76,064.15, respectively; totaling \$180,924.96.

NAPS Property Inc.- As of October 3, 2016, the NAPS building is 100% leased. NAPS has been receiving regular Owner Distributions.

Motion to accept Financial Report – made by Moreno, 2nd by Trayer, passed on voice vote.

10. Membership – Mulidore - As of the September 1, 2016 DCO NAPS had 26,445 members (25,063 active and 1,382 associate, 95% and 5%,

respectively). Total membership from a year ago was 25,749 (24,328 active and 1,367 associate); an overall total SPLY increase of 696 members or 2.7%. From September 2015 to September 2016, active membership has been trending positively, while associate membership has been relatively stable for the same September to September period.

11. Web & Social Media Report – Mulidore - As of Oct 3, 2016, 4,304 NAPS members have registered on our www.naps.org website. NAPS continues to send out monthly *NAPSHQ2U*, but will provide special issues when necessary. NAPS Facebook page is being regularly updated and “tweets” made on NAPS’ *Twitter* account. As of Oct 3, 2016, NAPS HQ Social Media results are as follows:

- *NAPSHQ2U* has 6,320 members receiving the online newsletter with an average “open rate” of 30%. Approximately, 31% of those opening *NAPSHQ2U* view the issue on their computers while the remaining 69% viewed *NAPSHQ2U* on their mobile devices.
- NAPS *Facebook* “*Likes*” are 1,534.
- NAPS has 436 *Twitter* followers

12. Disciplinary Defense Fund – Scialla

Need a signed DDF form with each case. Scialla and Associates does not validate membership, branches must do their due diligence and ensure cases that are submitted to Scialla and Associates for DDF representation are for members’ only. General conversation about DDF among Board members with Charlie. Must also have properly completed MSBP Form 185, often not being submitted with case files to Scialla and Assoc. Members will be encouraged to NOT efile.

Cases – Supervisors not being paid for taking mail to plant, for example ... being told they can only be paid while supervising 2 or more employees. Supervisors are to be paid for all hours worked, regardless.

Issues out of Sales with proper documentation of Sales and leads, Panorama.

Violence in the Workplace – increasing number of cases filed by unions, with actions being taken now by local HR, and DRT teams.

Can NAPS representatives get documentation prior to charges being made against a member? Scialla says no, because you may not know if the material will be used against the member.

Sexual harassment cases are serious, supervisors must be aware of their responsibilities – DDF Report, 3500 cases at MSPB ... Discussion about DDF cases, the process to file, process and hear the case. 650 hearings vs MSPB cases. TACS cases are down, too many sexual harassment cases.

13. SPAC Report & 2016 LTS Review – Butts, Moyer

Update given by Executive VP Butts and Legislative Counsel Moyer on SPAC participation, and spending in Congressional races.

14. Bruce Moyer Legal – Pay Talks Update – Bruce Moyer gave the Board an update on the current state of pay talks. Discussion among the Board about the pay consultation process.

15. Old business - None

16. New business -

Per Mideast AVP Aglidian, Branch 71 has been merged into branch 74. It is mentioned in NAPS Constitution and Bylaws, so the mentioning of Branch 71 can only be removed through action by delegates at a National Convention.

David Williams COO

Thanked Board for the invitation to address the Board. Thanks to everyone for what they do, 41,000 members on the Postal Service leadership team.

NPA at 6.35, not where he wanted it, but much improved over last year.

Priority mail at 95% for year, all time high on standard mail in Qtr. 3 and 4, parcel select, scanning at all-time highs.... service including customer service, all time high also, doing outstanding for customers and the organization.

Momentum moving from 2016 into FY 2017.

Service translates into revenue. Cell block 9 on revenue, cell block 8 on net income.

Safety – made great gains but missed target ... Safety is the responsibility of Operations.

Well positioned for another excellent year in FY 2017.

August NPA only 158 EAS not above cell block 3 so far.

Questions for Mr. Williams:

Mooney – Retail Revenue ... revenue shift in middle of FY.

Williams Response– actual moved, Plan moved. PC postage not in anyone's control at local office, plan for PC postage move. Still had fair revenue year overall. Offices with high NPA in PC Postage probably did not know why, so plan was shifted. Impact to smaller number of offices, many offices improved in NPA due to the shift.

Roma -Offshore jobs – Puerto Rico – *Williams* – HR looking at all jobs. Looking at offshore positions to fill some gaps. Not going to use piecemeal approach. Some positions may be shifted to correct imbalances.

R Green – parcel growth – *Williams response* – overall growth in volume and revenue, primarily parcel select. Political mail much higher than 2 and 4 years ago, increase of 15-20 %. Green – was parcel growth reflected in workhour budget? *Williams response* –when volume is higher, budget adjustments are initiated. When volume is over Plan, budgets increased, also reverse is necessary when volume is below Plan. Sophisticated planning models determine budget adjustments as necessary. Average package growth was about 6 packages per route, 1st class mail volume continuing to decline. Efficiencies to deliver packages not where they should be, opportunity to improve. Too many routes above base. Budgets are based on actuals, so where FY ended is base for next FY budget. FY 2017 is the year of delivery, \$2 billion of OT in delivery alone in FY 16.

Elizondo – green belt, yellow belt training. Trying to train 28,000 supervisors. Must have a kaizen piece. *Williams response* – we have 630,000 employees, we need them all to help improve, to make us better. Must get everyone involved in problem solving. Not asking for all employees to be certified, need a critical mass to be to guide the next level of employees. Not all that are trained must be certified. Training is important to provide the problem solving tools. An A3 is a tool to identify problems with a path to solve the problem. Also creates a library of problem solving ideas. Need the problem solvers to create the A3, it is NOT punishment, but is a problem solving tool. A3 does not need to be pretty but needs to identify and solve problems.

Trayer - late Amazon arrival, cannot give assistance to rural carriers in his office. *Williams response* – tremendous growth in Amazon parcels projected.

Aglidian – Sunday Amazon workhours, can we make these permanent positions. *Williams response* – Postal Service still evaluating the process.

McCracken – A3 often does come out as a punishment. *Williams response* – A3 not meant as punishment, loaded onto SharePoint sites. Will give us the web addresses. No value to complete A3 just to meet a deadline, or as a punishment for a failure. Non value added work – team working on this, much has been discovered. An inventory has been created. USPS looking to clear the clutter, higher levels of leadership need to recognize that they cannot add non value added work into the workday.

Johnson – Postmaster working a window, does that improve the clerk operation efficiency? Considerable logging in and out of system to improve efficiency in F4. *Williams response* – does not make sense, wants postal systems to communicate.

Aglidian – posting positions, long term details. *Williams response* –EAS vacancy rate at 7%, down from 9%. Pushing to get EAS jobs posted and filled.

Cherry – Telecons, what is purpose of redundant messaging? For example, priority mail between districts. No value if not addressing root cause. *Williams response* –Eastern Area at 96% in Priority due to focus on pair to pair processing.

Needham – on non-valued added team project. Working to get supervisors up from desk to manage employees. *Williams response* – appreciate NAPS involvement. Need leadership team to add value.

Mooney – 5P Process in Pacific and Western Areas. Seeking to replace NPA. 92 indicators in this process. *Williams response* – Not replacing NPA. Autonomy to grow, flourish, but also need standard work as well. Looking to create standard NPA one stop shop, so employees can look into the system to see the data sourcing, as well as their success level.

Wagner – thanks for bringing NAPS into strategy sessions, non-value added teams. *Williams response* –need 41,000 engaged together, NAPS is part of the team.

Doug Tulino, VP Labor Relations

Issues – (1)Working on Mailhandler agreement, probably within 30 days ... NALC more difficult ... cannot have 54% turnover rate in CCAs. (2) SWC process – how do we adequately structure management complement. What does supervisory workforce need to be looking into the future ... 1 size fits all criteria may not work, so looking at various approaches to staffing. May pilot some concepts that can be agreed to with NAPS. Need a process that everyone

believes in... (3) Legislation awaiting CBO scoring, possibly a chance to get something accomplished this year in lame duck session. If we can fix pre-funding, this will make everyone's lives easier. All stakeholders all on the same page legislatively.

Trayer – PM end of day functions appropriate? *Tulino's response* – will take issue back to avoid 1260 issue, no need to pay 1.6b issue.

Mooney – Grievance payouts. People have to do the right thing, must follow the contract at all times. Organizationally USPS spends \$200 million per year on contract violations.

Quinlan – Information requests, cannot provide roadblocks to getting info ... *Tulino* agrees, will correct.

R Green – Violence in Workplace agreement, DRT teams and LR upholding this in grievance settlements. *Tulino response* – Taking these issues to arbitrators can result in bad decisions for supervisors ... grievance process is the opportunity for supervisor to have their story told. Per R Green, this is not always happening. Per Tulino it will be corrected.

Needham – OT admin tool ... need training in field ... compliance issues ... *Tulino response* – need to put the training as part of NSP. Just do the right thing, follow the program. Other issues will go away. OIG looking at repeat violations within Postal Service.

Aglidian – Violence in workplace, arbitrator has made this part of the contract. DRT teams are exceeding their authority ... *Tulino response* – NALC has taken position it can use Joint Statement for certain issues, arbitrator agreed. DRT is a step 2 process for NALC per article 15. Tulino may restructure teams, and change process for management reps ...

McCracken – Can't bring employees in on OT, going off the list. Creating grievances. *Tulino response* – agrees, causes violations of the contract.

Cherry – employee availability. Is 1st day unscheduled, and rest of week schedule SL if employee calls in for 40 hrs. SL? Tulino will research this issue.

Consultative meeting

Board introduced themselves to Labor Relations folks, and vice versa. Bruce Nicholson, Phong Quang, Seth Lennon representing USPS. Minutes of the consultative were previously sent to the Board.

Committee Assignments by the President

Ethics – Richard Green, Chairman

Louis Atkins
Craig Johnson
Tommy Roma
Marilyn Walton

SWC – Jimmy Warden, Chairman

Bart Green
Troy Griffin
Tim Needham
Tommy Roma
Cornel Rowel

Legislative – Marilyn Walton, Chairperson

Jimmy Warden
Kevin Trayer
Bob Quinlan
Jaime Elizondo
Ivan Butts
Louis Atkins

PFP Advisory Committee –

Dan Mooney, Chairman
Hayes Cherry
Jaime Elizondo
Richard Green
Jimmy Warden

Postmaster – Craig Johnson, Chairman

Bart Green
Richard Green
Cindy McCracken
Tim Needham
Kevin Trayer

Training and Advocacy – Tim Ford, Chairman
Hans Aglidian
Hayes Cherry
Shri Green
Luz Moreno
Myrna Pashinski
Cornel Rowel
Brian Wagner

Membership – All Executive Board members

Executive Board Duties & Responsibilities –

Tim Ford, Chairman
Shri Green
Troy Griffin
Cindy McCracken
Dan Mooney
Chuck Mulidore
Greg Murphy

Discussion among Board concerning new OSHA rule on safety programs
...Should Safety be a part of PFP?

SWC Committee meeting notes read by J Warden ...Trying to get SWC right this time. Meeting with Postal Service to exchange ideas and work on solutions.

Jeff Williamson HR Mgr.

HR Issues – new contract for integrated HR systems ... 8-10 months before field sees changes. Sunsetting of eCareer, changing hiring applications to speed hiring, and to ensure visibility and transparency ...Streamlining hiring process. This will change how training is rolled out, and managed. This new system will enhance and improve training, 2-way communication etc. Massive effort to make this happen.

3,000+ EAS vacancies

Workplace environment – employee engagement ambassadors have trained over 8,000 employees in engagement process. Trying to change culture in postal service. Goal is to improve workplace environment, make it more professional and healthy.

Peak season hiring underway, 37,000 peak season hires

Butts - OSHA1904.35 ... focusing on anti-retaliation for accident reporting. Safety is NPA goal. Pay increases tied to safety as part of NPA system. *Williamson response*-Will not take safety off corporate scorecard, sends wrong message to employees, USPS encourages accident reporting. Ruling does address local level award and statements such as “100 days without an accident” need to be removed. Ruling is a management issue, will work with OSHA to ensure compliance.

Mooney – PES system ... track non-authorized positions in PES ... *Williamson response*- they do track it, and attach that person to a position that is recognized in PES to ensure they get a rating. Complement Mgmt and Org Design track unauthorized positions. Almost 1,500 mismatched scorecards in FY 16, still working to clean those up for rest of year.

R Green – hiring project to reduce time to bring on employees. *Williamson response* – Taking 150-160 days to bring on new employees. Beginning in calendar year 2017, process changes that will improve the hiring process.

Walton – Engagement is great process, but once folks get back to their units they lose their enthusiasm. *Williamson response*-Will take 7 years to change the culture based on other organizations data.

Elizondo – Are unions truly buying in? *Williamson response*- Highest response rate among craft was APWU. Still sending surveys to home addresses... Rationale is 150 units with over 100 employees had 0 response rates, which is statistically impossible. Main reason to send it to their homes.

Closing – Thanks for all you do, NAPS is critical to the process, will not ask NAPS for endorsement on Engagement, but USPS needs to get feedback throughout the process. Customer experience begins with the employee experience.

Board Discussion:

1. Discussion on UPMA and how the new organization is structured.
2. Discussion on new NAPS Constitution and Bylaws based on 2016 National Convention.
3. Conversation about LTS Town Hall, how to structure it, time of meeting, and time limits for questions.

Megan Brennan PMG

Congratulations to new Board members and Resident Officers. Challenging but time of great opportunities. State of the Business – strong FY 16, strong record performance. Broaden definition of service to align better with customer needs, to grow the business. Employees respond to natural disasters. Social media strategy to get more involved, not to be just reactive, and to promote products and services. Align surveys to get better interaction with customers. Providing front line supervisors with tools to get job done. Investing in training, crafts and EAS. Speed pace of innovation. Carriers investing back into their own network, Amazon now a \$2 billion customer, but also moving into their own delivery network. Gap with Amazon in terms of growth potential, need delivery to match up to demand. USPS can flex up as necessary. Amazon will be a large part of our portfolio moving forward. Talking to other shippers such as Target, to make USPS shipper of choice. Invest in infrastructure for future. Investing in vehicles to deploy until fleet can be replaced. Contracts awarded to develop prototypes for future delivery vehicles, then testing phase can begin in 2018, deploy 20-25,000 per year from 2020-2022. The USPS organization has a future, even with challenges. Drive efficiencies, grow the mail. First class down 4.8%, mostly in blue box. Commercial mail about .8 %, basically flat. Going to PRC for additional pricing strategies. Priority up about 3.8%, service was record setting for FY16. Standard volume 52% of mail base, about 1.2% above SPLY. Parcel Select up 23% in terms of growth. Need legislation now, Congress only in town for about 3 weeks in lame duck session.

R Green – RCE metric ...*Brennan response* –need to make changes to drive employee behavior, and improve customer experience.

Mooney – Amazon future - *Brennan response* ...bright future with Amazon. Great parcel select scores in FY 16. Sunday delivery strategy important to Amazon. Wanting to expand customer/shippers on Sunday.

Elizondo – engagement ... *Brennan response* - in delivery units recently, employees want to do well, come to work. Need to leverage that.

Bart Green – New vehicles all right-hand drive? *Brennan response* – most will be, yes. Ergonomics, efficiency.

McCracken – deliver the mail most important. Many programs to deal with every day. Some districts mandate daily delivery of all mail, no curtailed. *Brennan response* – may not be best business decision. Use of tablets, phones for delivery offices, to get supervisors off the desk, this is in process.

Brennan –we may have differences, but join in similarities first. No need to be contentious in our relationship, want to spend time with NAPS ... NAPS is part of leadership team.

Sheri Davies, Conference Direct

Talking Points –

CD over \$800 million booked, large buying power

Proprietary contracts with all major hotel brands

Mobile apps

Registration Partnership

2016 National Convention

Registration booths

Customer Marketing

Friday continental breakfast

Sponsorships

Dedicated caucus rooms, and photos

6,308 rooms picked up X \$189

Rack rate of \$249 = savings of \$378,480.00

Board members thanked Sheri for an excellent convention ...

Members voted for Gaylord Texan to host 2020 NAPS National Convention August 17-21, 2020. Room rates are \$189 per night per contract.

Signature Federal Credit Union

Presentation by Signature Federal Credit Union to the Board to partner on an affinity card.

Legislative Update – Bruce Moyer

Presidential election coming up soon ... Congressional races seem to portend 2 more years of gridlock, division. Congress returns for a lame duck session in mid-November. Main issue for Congress will be federal budget. Pessimistic on postal reform in lame duck session.

Rate review upcoming by PRC

LTS March 5-7, 2017

Discussion on Medicare integration, LTS, and Postal Reform occurred around Moyers presentation.

SPAC Update from Exec VP Butts and Katie Maddocks... legislative team

Jack Wallace Update

Update to the Board on accounting policies relative to Board expenses, and NAPS HQ expenses.

Jim Stokes, Stoladi Mgmt Update

Update on NAPS HQ building – fully leased, normal maintenance on-going. Vacancy rate in Alexandria up to 17.9% from 17.2%, but lower in area near the Metro stop, closer to 10%. Construction costs are up, tenant improvements now above \$35 per square foot. On site property manager for NAPS HQ, plus a senior engineer.

Phil Brown PNC Investments – Gave the Board an update on NAPS investments.

Tim Needham report – Tim is on a kaizen team with postal officials on non-value added tasks for supervisors. 20 people on team, 3 from NAPS - Tim, Belinda Gilbert, Kathreen Bollinger. GEMBA walk first, part of Lean Six Sigma process.

66 reports done by a supervisor in a day identified by the team ... Team will meet again in November for 2 days to follow up, continuing the process. Identified standard work processes for delivery supervisors.

PFP Committee – Dan Mooney, chair – Overview of team activities relative to 2017 NPA goals, targets, and weights.

Recommendation #1 – Offered by C Rowel, 2nd by K Trayer. *That NAPS sunset the Forum on the NAPS website effective November 1, 2016.* Discussion - liability of

comments made on Forum, some negativity and misinformation posted and discussed in the Forum. Created as a result of membership action at 1994 National Convention in Buffalo, which indicated NAPS must create a bulletin board type of site to exchange information. However, members may need a place to vent. Recommendation passed on voice vote.

Motion #1 – made by J Elizondo, 2nd by J Warden ... Whereas, NAPS HQ made a recent change to place all Spring and Fall Board meeting hotel rooms for Executive Board members on a Masterbill and Whereas, this produces cash back rewards for NAPS HQ and Whereas NAPS Executive Board members rely on points for hotel stays to help them reach Level status with hotel chains loyalty programs, and Whereas, these levels allow NAPS EB members to receive perks such as free Wi-Fi, free parking, etc. which ultimately in cost savings to the EB member, therefore I move that NAPS HQ continue to receive credit for hotel room stays toward the cash back rewards credit card program, but EB members receive the points for said stays if they are enrolled in the hotel's loyal program.

Discussion – Is this actually practical? Board members use points to save NAPS money. Question was called. Voting – Yes (18) Roma, Johnson, Walton, Murphy, Warden, Aglidian, Griffin, Needham, Trayer, Mooney, B Green, Quinlan, Rowel, Shri Green, Elizondo, McCracken, Pashinski, Cherry. No (4) Wagner, Butts, Mulidore, Richard Green Abstain (2) Moreno, Atkins. Not voting – Ford – Board Chairman. Motion passed.

Motion #2 – made by Wagner, 2nd by Aglidian ... That NAPS Headquarters, within the next 30 days enter into a non-exclusive three-year contract with Signature Federal Credit Union (Signature FCU) to implement a NAPS affiliated affinity credit card for the benefit of NAPS members that will provide NAPS Headquarters with a quarterly monetary royalty from Signature Federal Credit Union from: (1) Newly approved NAPS Affinity credit card applications. (2) From an agreed upon contract percentage of the credit card interest paid by those individuals who acquired the NAPS affinity credit card from Signature Federal Credit Union.

Discussion – Will provide revenue to NAPS HQ, Signature has been at several NAPS events signing up members anyway. Question was called. Voting – Yes (23) Wagner, Butts, Mulidore, Roma, Richard Green, Johnson, Walton, Warden, Murphy, Aglidian, Griffin, Needham, Moreno, Mooney, Bart Green, Rowel, Quinlan, Shri Green, Elizondo, Pashinski, McCracken, Cherry, Atkins. No (0) Not Voting (2) – Ford – Board Chairman, Trayer – Absent. Motion passed.

Motion # 3 – made by Wagner, 2nd by Cherry. That NAPS Resident Officers enter into contract negotiations with Conference Direct for the purpose of signing a contract relative to site selection, contract negotiations, and other services for the

2022 NAPS National Convention under the same provisions NAPS currently has with Conference Direct related to NAPS's 2016 and 2018 National Convention contracts. Discussion - requests are being made by cities for national convention activities in 2022, need Conference Direct under contract so NAPS can move forward on these requests. No issues with Conference Direct and their work for NAPS so far, but this is not how the process should be managed. Board was informed there were no contracts up prior to March 2017 Board meeting. Conference Direct contract is not up, this is to sign a new contract for the 2022 convention. Question was called. Voting – Yes (14) Wagner, Mulidore, Johnson, Walton, Warden, Needham, Mooney, Bart Green, Rowel, Quinlan, Pashinski, McCracken, Cherry, Atkins. No (9) Butts, Roma, Richard Green, Murphy, Aglidian, Griffin, Trayer, Shri Green, Elizondo. Not voting (2) Ford – Board chairman, Moreno – Absent. Motion passed.

17. Spring 2017 Board Meeting - The 2017 Spring Executive Board meeting will be held March 8-10, 2017 at NAPS HQ following the conclusion of the 2017 Legislative Training Seminar in Arlington, Virginia on March 5-7, 2017.

18. Good of the Association -

Immediate Past President Atkins indicated he was confident in the new team of Resident Officers now at NAPS HQ, complimented the Board on the meeting this week.

19. Adjournment - Motion to adjourn by R Green, 2nd by T Griffin. Motion passed on voice vote.

Respectfully submitted,

Chuck Mulidore

NAPS National Secretary-Treasurer