

# FRESHLY SQUEEZED



THE MONTHLY NEWSLETTER FOR UPLAND CITY COUNCIL & STAFF

## CITY MANAGER'S UPDATE

We often hear that government should operate as businesses do – an over-simplification that nonetheless merits consideration as the City of Upland tries to reverse years of financial struggles.

So let's take a closer look – as a business would – at what realistically can be done:

**Revenues.** The City's recent Fiscal Task Force considered a number of revenue options – from a half-cent sales tax to capitalizing the city-owned water and sewer assets. Options adopted by other cities include a utility users tax, service-fee increases and taxes on specific industry clusters. Upland's greatest upside would appear to lie in our own sales tax revenues, which now total about \$12 million a year – roughly one-fourth of our general fund. A half-cent sales tax increase would increase revenues by \$4 million to \$5 million a year, providing us the revenue cushion we need to provide the services our community has come to expect while helping us meet our budget reserve goal of 12.5 percent.

**Expenses.** Much has been made of Upland's pension liability, and make no mistake, it is a challenge. Wishing it away, however, is not a sound business strategy, as San Bernardino discovered when it tried to do the same. Not only are there legal and contractual obligations, but eliminating pensions moving forward – as some has suggested – would make it virtually impossible to retain or hire qualified police officers and other key staff. We have to remain competitive. Another option on the expense side is to look at outsourcing some city services. Upland did that with our library, our trash collection is handled by a private vendor, and as we look ahead, we would be remiss if we didn't at least study the possibility of contracting out some of our public safety operations. How that ends up, we don't know, but we are going to look at it.

These are challenging times for cities such as ours. Just as businesses must confront tough choices in meeting their growing challenges, so do those of us responsible for maintaining the public trust.

The bottom line *is* the bottom line.

Martin Thouvenell, Interim City Manager

## OCTOBER CITY COUNCIL HIGHLIGHTS

In October, the Council took the following actions:

- Adopted Resolution No. 6364 declaring its intention to establish Community Facilities District No. 2016-2 (Harvest at Upland) of the City of Upland to authorize the levy of a special tax to provide certain services
- Approve the Business Assistance and Attraction Program Guidelines and Adopted Resolution No. 6365 adopting program and policies with respect to the City's Business Assistance and Attraction Program
- Approved Ordinance No. 1912 amending Section 6.04.010 of Chapter 6.04 of Title 6 and adding Section 6.04.115 to Chapter 6.04 of Title 6 of the Upland Municipal Code limiting the number of dogs and cats per residence
- Adopted a Resolution amending the Biennial Conflict of Interest Code and repealing Resolution No. 6246
- Authorized the acquisition of a vehicle and authorized equipping the vehicle with emergency lights and siren, radios, window tinting, and other items necessary to outfit this vehicle as an authorized emergency vehicle
- Held a Public Hearing and Adopted a Resolution declaring the order to vacate a 33 foot segment north of the centerline on 20th Street from San Antonio Water Company Road to approximately 743 feet westerly
- Introduced an Ordinance amending portions of Title 1, Chapter 1.10, Administrative Fines, of the Upland Municipal Code
- Introduced an Ordinance Chapter 12.26 to Title 12, Tree Care, of the Upland Municipal Code

## WELLNESS CORNER

Workplace Wellness sounds good, but is it ethical? For the next twelve months, the Ethics Corner will become the Wellness Corner as we explore different topics related to employee wellness.

There are a wide variety of ethical issues that impact wellness programs in the workplace and the City would like to begin the

discussion with employees in order for our initiative for promoting a healthier workplace will offer success for all who choose to participate and not make others feel uneasy or uncomfortable if they choose not to join.

As part of the partnership with the PACE/MCSIG Wellness Program, the City will kick off the "Healthy Lifestyle Solutions Incentive Program" effective January 1, 2017. This program will be managed by a third party administrator for which employees may earn cash incentives for participating in healthy lifestyle approved activities up to \$500 annually. All information collected by MCSIG Wellness meets and complies with HIPAA Laws. More details will be provided by the Human Resources Department after Open Enrollment has successfully closed.



## ADMINISTRATIVE SERVICES

### Human Resources

Welcome New Employees who joined the City in October:

- Cynthia Leal-Garcia – PD Trainee
- Devon Vanvield – PD Trainee
- Maggie Rollings – PD Trainee
- Charles Kwon – Accounting Technician
- Omar Figueroa – Water Utility Worker I
- Michael Velderrain – Water Utility Worker I

### Training Reminders

- SafePersonnel Personal Back Injury and Lifting Training is due **November 1, 2016**
- LCW: Navigating the Crossroads of Discipline and Disability Accommodation is **November 3, 2016** at 9:00 a.m. at City of Ontario
- LCW: Labor Negotiations from Beginning to end is **November 3, 2016** at 1:00 p.m. at City of Ontario
- Supervisory Workshop #5 is **November 10, 2016** at 10:00 a.m. at Carnegie Building

*See Kelly Gonzales for more details!*

Thank you to the HR Team for the welcoming and informational benefits fair. The layout, service providers present, wellness activities, and great lunch made this event spectacular. If you have not yet completed your enrollment, remember, action is needed by November 10, 2016. Don't wait until the last

day. Staff is standing by to help you through this process. Call HR at extension 4377 with any questions.

### Finance

Welcome Misty Cheng – Misty has joined our staff as the Interim Finance Manager. She has tremendous experience as a Finance Director in various cities and as CEO of her own consultant firm, MV Cheng & Associates. Please stop by and say hello.

### New Businesses:

Great Clips	Hair Salon
1st Source Medical Supply LLC	Wholesale Medical Equipment
Galaxy Valley Investment Group	Investment & Consulting Services
Kederian CPA & Company	Accounting & Tax Services
Premier One Realty Investment Group Inc.	Real Estate Broker
Treasure Box	Antiques & Jewelry Sales
Aim Solutions	Debt Collection Agency
Home Décor Flooring Supplies	Home Flooring Supply
Quest Consultants	Environmental & Storm Water Consulting
San Antonio Hospital Outpatient Pharmacy	Pharmacy
Zona Sur Insurance Services	Insurance & Notary Service
Theory Nail Lounge	Beauty Salon
Upland Events & Banquet Center	Banquet Hall Rental

### City Clerk's Office

Attention Voters – Vote by mail ballots for San Bernardino County cities can be dropped off at any City Clerk's Office throughout the county. For your convenience, we have a box located at the information desk at City Hall. If you are registered to vote in San Bernardino County and have a vote by mail ballot, we can help you.

### Information Technology

Tyler/Energov Update – We have completed setting up Employee master and Employee self-service. This month, Munis project implementation continues with parallel processing of Payroll. For Energov, Workflow and intelligent object setup continues this month.

IT Tip of the Month: Two-Factor Authentication – Two-factor Authentication is pairing your logon information with your Password – something you know and with another device – something you have. Something you have can be your smartphone. So for example when you logon with two-factor authentication enabled, you enter your password and then you will be asked to enter a PIN which you receive on your paired device.

Phones, computers, and appliances all store vital information. Passwords are one of the first steps to protecting that information. Two-factor authentication is an important layer of defense beyond your password. It decreases your risk of falling victim to a compromise because criminals need access to two separate items to compromise your account - for instance your password and your smartphone (to receive the PIN code). Enabling two-factor authentication makes it more difficult for criminals to use this technique against you because a password

would not be sufficient to gain access. Turning on two-factor authentication is really important on websites that process financial transactions (banks), contain sensitive information (Facebook) or could be used to impersonate you (Twitter). You can usually enable two-factor authentication through the security settings and directions to enable two-factor authentication are available in the help section of each website.

### Library

International Games – Read, learn, and play during International Games Day @ your library, sponsored by the American Library Association. Bring your family, bring your friends, and we will all celebrate our love of video and board games! Join us on Saturday, November 19th from 12:00 p.m. to 2:00 p.m. in the Carnegie Library!

Support the Adult and Family Literacy Program at Upland Library by purchasing a \$5 raffle ticket for a chance to win two tickets to see the Los Angeles Lakers play the Indiana Pacers at the Staples Center on January 20, 2017 at 7:30 p.m. Tickets available to purchase at the Circulation Desk thru November 22nd. The drawing will be held on November 23rd at 4:00 p.m. in the Library.

The Upland Library and the NaNoWriMO Pomona Valley Region welcome writers of all ages to this year's NaNoWriMO Kick-off and "Come Write In!" sessions. Hear from local publishers, authors, and a representative from Inlandia Institute. "Come Write In!" is a free drop-in program for would-be writers of all ages. Upland Library will provide the room where you can bring a notebook or a laptop and join other local writers to write communally. Every Saturday in November, 1:00 p.m. – 3:00 p.m. in the Brodie Room.

### Animal Shelter

Veterinary Services are now available at the Upland Animal Shelter. We are a full service pet center even after you adopt your new pet. Every Saturday, Pet Crusade offers the low cost vaccination clinics (including rabies) at the shelter from 12:30 p.m. – 2:30 p.m. In addition, Pet Crusade has begun offering additional pet services for the community including dentals, mass removals, wellness checks, low-cost spay/neuters, and more. Services can be scheduled on Saturday for now. Additional days may be coming soon. For information, please call (714) 345-2779 or call the shelter at 931-4185 and choose option 5.

## DEVELOPMENT SERVICES

Mills Act Applications - On November 14th, the City Council will consider Mills Act Agreements for 6 properties listed on the City's Historic Resources Survey. The Mills Act, adopted as state law in 1972, authorizes cities to enter into contracts with owners of qualified historical properties to provide for the maintenance and restoration of the property to retain its characteristics of historical significance. The Mills Act process could save property owners an average of 40 to 60 percent on

property taxes for approved properties. In return for lower property taxes, the property owners would commit to restoring/rehabilitating their property over a ten-year period. These improvements include restoring or replacing both the interior and exterior elements of the property such as roofs, floors, windows, exterior and interior paint, siding, landscaping, and fencing.



Update on Harvest Specific Plan - The Building Division has been working on assigning addresses for a portion of the Harvest at Upland project located at the southeast corner of Monte Vista Avenue and Foothill Boulevard. Once completed the Harvest project will have approximately 319 single-family, residential units in two general architectural styles: Spanish Colonial and Collegiate. The development will also have parks, trails and a community center that includes a pool, park and recreation building.



## FIRE DEPARTMENT

Calls for Service - Since January 1st, the Upland Fire Department has responded to 7,820 calls for service.

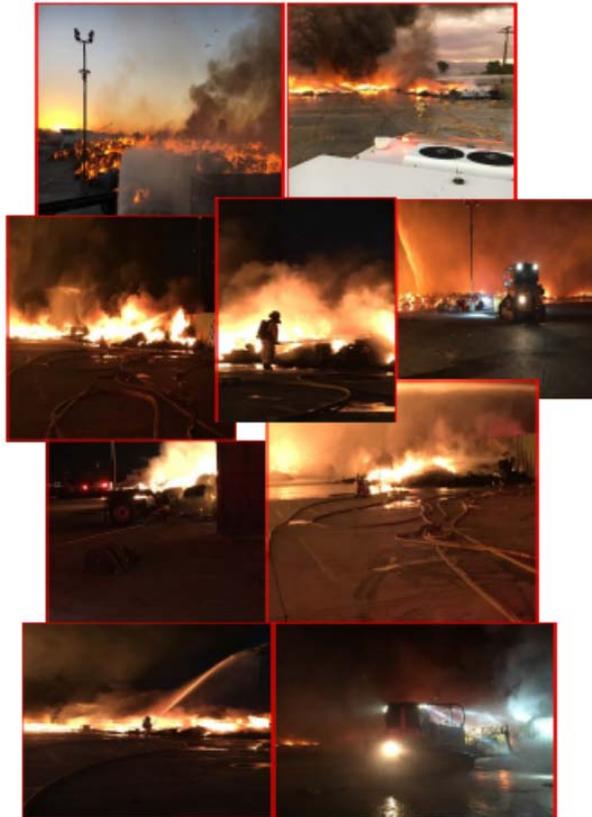
Thursday, October 20th, was the "Great Shake Out." This is the annual opportunity for people in homes, schools, and organizations to practice what to do during earthquakes, and to improve preparedness. Upland Fire Department took this opportunity to test their Earthquake Field policy. Based on a map like the one presented here, the crews drove their routes and reported "injuries" that they observed and reported them to the Fire Branch of the EOC (Emergency Operations Center). The



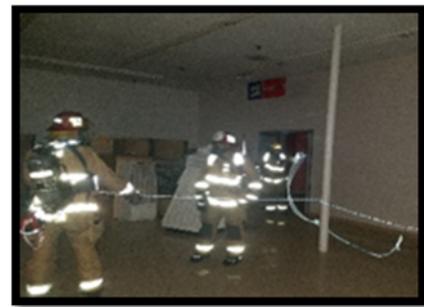
EOC then prioritized responses based on the degree of severity. These training drills help to prepare the department for when an earthquake does occur.

Upland Fire Department's Captain Foster, Engineer Barilla and Firefighter/Paramedic Carney assisted in fighting the Ontario recycling center fire which started on Friday, October 21st. This fire burned into the night and smoke could be seen for miles. In addition to fighting the fire, they provided access for supplemental equipment such as dozers, patrolled the outer perimeter for embers and assisted with the overhaul. Both water and foam were used to extinguish this fire.

*Medic Engine 161 at recycling center fire.*



The Upland Fire Department recently utilized a vacant commercial building to conduct large area search training. The purpose of this training is so our crews can quickly search a commercial building for both victims and beginning stage fires to suppress them faster and locate the fire prior to a heavy hose line being dragged through the building. Two hundred feet of highly reflective rope is used. This rope is highly reflective so it can be seen with a flashlight in smoky conditions. This type of search is typically only done in buildings greater than 150 feet deep and 50 feet wide. This curriculum and training follows the Office of the State Fire Marshal's standards and is being taught to all 3 shifts in both Upland and Montclair by Engineer Foster and Firefighter/Paramedic Tambe.



November is an annual event involving the growing of moustaches during the month of November to raise awareness of various cancers and to "change the face of men's health." The Fire Department will be participating again this year and the team name is once again the Smoldering Staches. If you would like to donate, please go to <http://us.movember.com> Search for our team name by clicking the donate icon at the top right of the page. You can donate to the team, a member, or make a general donation. Last year over \$3,000 was raised for cancer and men's health!! T-shirts will be available soon for purchase.

The Upland Fire Department's 2016 Open House was a success this year. The Explorers came out in large numbers to serve and interact with the public. The help and assistance of full time personnel contributed to the success of the open house as well. The Explorers raised just over \$1,100 which helps to pay for their academies, supplies, training and education. This event wouldn't have been successful without the help and participation of Fire Captain Andrea Binley, Upland/Montclair Employee and Emergency Services Coordinator Angelic Bird and Parks and Recreation Coordinator Janis Rice. Seeing the enjoyment the children had as they climbed through the helicopter, ladder truck and put out fire with the extinguisher prop was an amazing sight to see. Thank you to everyone who helped make this event the success it was.

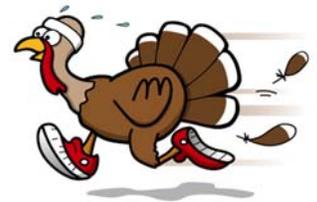


**Basketball Coaches Needed!** The Upland Recreation Division is seeking interested persons who can volunteer three to four hours per week from December 2nd through March 11th to coach basketball skills, design team practices, act as a role model, coach games and to be positive and encouraging with the children. For more information, please call Valerie at (909) 931-4285.

The Upland Community Partnership for Youth Development's Annual Spaghetti Dinner Fundraiser is on Saturday, November 5th from 5:00 p.m. to 8:00 p.m. at the Gibson Senior Center. Tickets for the dinner are available at the Recreation Office and at the door the evening of the event. All proceeds support the VIC's Place Afterschool Programs. Join us for dinner, raffles and a silent auction.

Join the celebration of the brave men and women who serve our country on Veteran's Day, Friday, November 11th in Upland. The parade, which starts at 10:30 a.m. at the Cooper Museum, goes through Downtown and will end at City Hall. Ceremony of remembrance at the Veteran's Monument will be at 11:00 a.m. Stay for a fun-filled day of visiting with friends, listening to a live band and delicious barbeque provided by the Upland City Employee's Association.

Come exercise before the big meal! Our 9th Annual Turkey Trot 5K will be held at San Antonio Park on Thursday, November 24th at 8:00 a.m. The 1K Kiddy Trot, for kids 10 years and under, will begin at 7:30 a.m. Prizes will be awarded to overall finisher in the 5K – male & female - and medals will be given to the 1st place finishers in each age category of the 5K run/walk. Online registration is going on NOW until Sunday, November 20th. Be sure to get your early bird discount, using coupon code "early bird" and pay only \$25 for 5K and \$15 for 1K before November 15th which will also guarantee you a cool T-shirt! Funds will help the Upland High School Boys & Girls Cross Country Team. Go Upland Go!



The Recreation and Community Services department offers a number of various trips and tours. The trips have become very popular and seem to be filling up quickly. On October 20th, 44 participants spent the day on a sold out trip to Julian. Spaces are filling up fast for our December trips so contact the Upland Recreation Division to reserve your space today.



## COMMUNITY SERVICES

### Recreation

The Recreation and Community Services Division took part in the Upland Fire Department Open House and Community Services Inside Upland Family Fun Day on Saturday, October 15th at Station #164. Visitors were able to tour the fire station, have a pancake breakfast, participate in demonstrations and witness the landing and taking off of the helicopter. There were vendors and activities for all. It is great partnering with other City Departments.



Coed Youth Basketball League signups are online now. Registration is limited. League games start Saturday, January 14th for grades 1st – 6th. The cost is only \$60 and includes an award, pictures and a jersey. Please contact the Recreation Department for more details at (909) 931-4280.

**George M. Gibson Senior Center**

The Annual Senior Health Fair & Flu Shot Clinic was held on October 10th. With over 20 vendors providing resourceful information, a variety of no cost health screenings, and over 200 free flu shots given, a great time was had by all. Thank you to our partner San Antonio Regional Hospital Infection Prevention Department for helping us make this a smooth and successful event!



On October 25th, several seniors were able to enjoy a dessert social with tasty pumpkin flavored goodies accompanied with hot teas and coffee. They enjoyed playing bingo, socializing and eating pumpkin treats for a nominal fee of \$2. Staff had a great time putting this event on and as always did an excellent job.

On October 6th, seniors in the Colorful Creations craft class made "Spooky Gumball Machine" candy dishes. Several people participated in making their very own Halloween gumball machine. Each one had their own personal touch. Some participants found an alternative to using them as candy dishes such as filling it with fall décor and tiny pumpkins. It was wonderful to see everyone's personality come through in their crafts. Next month, on November 10th, they will be making wooden "Gobble til ya Wobble" signs.



**POLICE DEPARTMENT**

Members of the Upland Police Department attended the following community events:

- September 18th Community Softball Game
- 20th Tip a Cop @ Chili's
- 22nd Upland Day at the Fair
- 24th Upland Community Fundraiser @ Last Name Brewery
- 28th Upland Community Partnership Meeting
- 29th Baldy View Elementary Family Fun Night
- 29th Neighborhood Watch @ 1st Ave.
- October 6th Homeless Summit
- 7th Coffee with a Cop

- 10th Upland Interfaith
- 13th 7th Annual Prayer Breakfast
- 13th PTA Meeting @ Upland Unified School District

Crime Statistics are available on-line on the Police Department Public Information page. Please click on the link below to view:

[http://www.ci.upland.ca.us/#Crime\\_Statistics](http://www.ci.upland.ca.us/#Crime_Statistics)

**Administration Highlights:**



On September 20th, officers and explorers from the Upland Police Department partnered with the Upland Chili's restaurant staff in the "Tip-a-Cop" fundraiser benefiting St. Jude Children's Research Hospital. After five hours of fundraising, over \$3,000 was collected from the generous people of the community. In the three-week event, Upland Chili's raised over \$11,000 for this worthy cause.

On September 26th, K-9 Rudy was welcomed into the Upland Police Department family! Rudy's handler, Officer Quinn Hanley, and his family were present as Chief Johnson presented Rudy's department badge. City Manager Martin Thouvenell, Councilwoman Debbie Stone, and VIPs attended Rudy's badge pinning ceremony.



**Investigation Division Highlights:**

On 9/20/2016, detectives took over an investigation where a 35-year-old male animal shelter employee made sexually explicit and inappropriate comments to a 16-year-old volunteer. On 9/21/16, detectives arrested a male suspect after he arranged to meet the girl for sexual interest. The suspect rented

a motel room and brought condoms and wine to the park where he was to meet the girl.

On 9/21/16, detectives assisted Code Enforcement serving an abatement warrant at an illegal marijuana dispensary in Upland. Approximately 20 pounds of marijuana was confiscated along with numerous other marijuana products and equipment used to conduct business.

On 9/27/16, three detectives attended the 2016 Los Angeles Area Retail Crimes Conference in Pasadena.

On 9/28/16, detectives assisted patrol in the investigation of an assault with a deadly weapon. The suspect was arrested and booked for assault with a deadly weapon. Detectives served a search warrant looking for evidence and recovered the weapon. The DA reviewed the case and charged the suspect with attempted murder.

On 9/23/16, a robbery occurred in the 900 block of W. Foothill Blvd. Detectives conducted follow up and were able to identify the female suspect. She was located and booked at WVDC for robbery.

On 10/3/16, the Detective Bureau assisted Code Enforcement in serving an abatement warrant at an Upland marijuana dispensary.

On 10/5/16, the Detective Bureau participated in the national 2016 Walk to School Day. Detectives interacted with students and their parents educating them on traffic safety.

On 10/8/16, detectives assisted patrol in the investigation of two subjects who were responsible for breaking into several vehicles and trying to steal one. The DA ultimately filed 5 felony charges against a subject on active parole. Over the past several months, the cities of Rancho Cucamonga and Upland experienced a string of over 20 commercial burglaries that detectives believed was the work of one individual. Information was obtained leading detectives to believe a 46-year-old Upland resident was responsible for these burglaries. The suspect was arrested on October 13th. During his interview, he subsequently admitted to committing the burglaries.

**Community Resource Officer Highlights:**

The Community Resource Officer Team (CRO) housed three homeless individuals this past month. To date, the CRO team has housed 60 homeless individuals. This was accomplished working alongside our volunteers, clergy council, advocates team, stakeholder’s team and our City consultant.

The CRO’s and agents from the Department of Alcoholic Beverage Control (ABC), conducted Minor Decoy operations at local businesses. The operation resulted in six arrests including the sale of alcoholic beverages to minors.

The CRO team evaluated local businesses and completed crime prevention through environment design (CPTED) reports for the owners. Through these reports, we provide crime prevention recommendations to make our community safer.

The CRO team attended the Upland Homeless Summit. During the event, we were able to collaborate with numerous community members to discuss ideas on how to provide long lasting solutions to our homeless issues.

The CRO team hosted a Coffee with a Cop event at Sierra Vista Park. These events are a great way for our community to meet the officers that patrol their neighborhoods.

The CRO team attended Family Fun Night at Baldy View elementary. This was a great event allowing our team to connect with the youth in our community.

**Dispatch Highlights**

	9/18 - 9/24	9/25 - 10/1	10/2 - 10/8	10/9 - 10/15	2016 YTD
Total Calls	1,511	1,385	1,553	1,512	63,248

**Code Enforcement Highlights:**

Code Enforcement served two more Abatement Warrants at illegal marijuana dispensaries this past month. Items and product were seized per the judge’s authorization of the warrant, and the businesses have remained closed.

Code Enforcement attended an informative training panel discussion on the legalization of marijuana and Prop 64 which was presented by Anaheim PD.

Code Enforcement attended another free CACEO (California Association of Code Enforcement Officers) Quarterly training on electricity utility theft presented by SCE, and hosted by Rancho Cucamonga Code Enforcement. This was useful as Code Enforcement had a case the day prior in which a business had the power shut off from SCE, the meter pulled, were operating with a large generator, numerous electrical and gas violations and was red tagged by the Building Official.

We are in political season which adds to the existing burden of illegal signs, banners, and the oversized waving flag pennants placed in the public right-of-way in the City. Code Enforcement has removed over 150 various illegally placed signs in the past few weeks. All are stored at a designated area at the City Yard. The owner can contact Public Works to make arrangements to pick them up. In addition, over 20 business owners have been contacted in person regarding the waving advertisement flag pennants in the public right of way. They were educated on placement and the sign ordinance. Almost all were cooperative, thankful, and removed the signs so they would not be removed by Code Enforcement.

**Explorer Highlights:**

This month the Upland Police Explorers assisted the Upland Police Department with the “Tip a Cop” fundraising night at Chili’s Restaurant. All of the proceeds were donated to St. Jude Children’s Research Hospital. Over \$3,000 was raised in one evening.

The Explorers assisted the Upland Fire Department at their Open House event and they also participated in the San Bernardino 2nd Annual Explorer Softball Tournament.

The Explorers assisted Officers at the Home Depot Safety Fair where they were able to give children information on multiple types of safety issues.



Home Depot Safety Fair – Officer Willer, O’Brien & Landivar  
Explorers Garnica & Hakeem



Explorer Softball Tournament “Blue Heat”

## PUBLIC WORKS

Roadway Slurry Seal - One of several projects in construction, the Engineering Division of Public Works is currently managing a roadway Slurry Seal project in several sections of the City including portions of the Downtown area, the northeast section of the Colonies, and a section southeast of Mountain Avenue & 21st Street. Remember, slurry seal is applied wet and cannot be driven on until it dries. Please obey all construction

area signs and barricades, as slurry seal is sticky and will adhere to vehicle tires if you drive on it while it is wet.

Thank you to Tony Gonzalez, Enayat Khugyani, and staff for their inspection and coordination efforts.



## The Community Gets Excited About Water Education - Another

successful Landscaping class was held at the Public Works Yard on October 22, 2016. Over 40 residents attended our workshop and received valuable information on various California Friendly plant landscapes and irrigation system designs. These residents also received information on the proper care and maintenance of these emerging landscapes. Our instructor for the workshop was former employee Alison Loukeh and our Water Conservation Intern Clover Rogers.



Thank you to both of you for educating Upland residents on best water conservation practices!!

The Public Works Department would like to provide a Special Thank You to Clover for her hard work and dedication to the City and also we want to Congratulate Clover on her new full time water conservation position with Jurupa Community Services District. We will miss you!!!!

## NOVEMBER BIRTHDAYS

Brenda De La Torre	November 1	Joseph Gutierrez	November 7	LeAnne Fitch	November 17
Curtis Henderson	November 2	Elena Arriaga	November 8	Kaitlyn Gold	November 17
Dustin Foulks	November 2	Gregory Conner	November 11	Joseph Tambe	November 21
James Lussier	November 2	Joseph Barna	November 11	George Hajj	November 22
Angela Durham	November 2	Eric DiVincenzo	November 11	Anna Manning	November 22
Jason Unda	November 2	Theora Kazerooni	November 12	Nicholas Vasquez	November 22
Nisha Wells	November 4	Cecilia Escoto	November 12	Robert Herbster	November 23
Adriana Ramirez	November 5	Robert Steenerson	November 13	Ryan Gardy	November 25
Alexandra Moore	November 6	Lorraine Lumsdon-Gluck	November 15	Geneva Holzer	November 30
Manolo Sanchez	November 6	Clifford Mathews, III	November 16		