

COLORADO DOMESTIC VIOLENCE OFFENDER MANAGEMENT BOARD

MEETING MINUTES

September 8, 2023

[This meeting was held at the Mesa County Workforce Center, 512 29-1/2 Rd., Grand Junction, Colorado.](#)

Attendance:

Domestic Violence Board Members Present:

Andrea Bradbury, Honorable Bradley Burback, Erin Gazelka, Jackie List, Jeanette Barich, Jennifer Parker, Jessica Fann, Lori Griffith, Michelle Hunter, Nil Buckley, Raechel Alderete, Sandra Campanella, Stephanie Fritts, Tally Zuckerman, Tracy Martinez, Beth Collins (Proxy for Yolanda Arredondo)

Domestic Violence Board Members Absent:

Glory McDaniel, Karen Morgenthaler, Nicole Collins, and Yolanda Arredondo

Staff Present:

Jesse Hansen, Carolina Frane, Chris Lobanov-Rostovsky, Taylor Redding, Yuanting Zhang, Reggin Palmitesso-Martinez, Rachael Collie

Guests:

Angelica Manjarrez, Beth Collins, Bridget Manley, Elizabeth "Libby" Hicks, Genie Connaghan, Jamie Lynn Steizer, Jennifer Lucero, Jeremy Tafoya, Joseph Kuntz, Kate Jack, Leslie Dehart, Lindsey Cisar, Lynnette Williams, Megan Griffith, Mike Thomas, Patricia Murphy, Russha Knauer, Wendy Barry, William Bishop

Introductions:

The meeting convened at 9:10AM.

Stephanie Fritts (DVOMB Chair) introduced herself and welcomed the Board members and guests.

Jesse Hansen (DVOMB Staff) introduced himself and noted that the last traveling board meeting was held in 2011. He indicated that Carolina Frane and Taylor Redding will control the in-person aspects of the meeting, and he indicated that Taylor Redding will also control the WebEx portion of the meeting.

The in-person DVOMB members introduced themselves.

The in-person guests introduced themselves.

Taylor Redding (ODVSOM Staff) introduced the online attendees.

Stephanie Fritts (DVOMB Chair) indicated that a quorum was present with 13 board members and 1 proxy.

Stephanie Fritts (DVOMB Chair) asked if there was consensus to approve the September agenda.

There was consensus from the DVOMB members to approve the September agenda.

REVIEW AND VOTE ON JULY 2023 MEETING MINUTES: (Attachment #1)

Erin Gazelka (DVOMB Member) moved to approve the July 2023 meeting minutes as amended.

Jessica Fann 2nd the motion.



It was noted that Russha Knauer’s name was misspelled in the July Minutes. The correction will be made. There was no additional discussion on the motion.

Stephanie Fritts (DVOMB Chair) asked Jesse Hansen (ODVSOM Staff) to prepare the vote. The votes were taken manually.

The motion passed with 14 votes to approve the July 2023 meeting minutes, 0 votes to object, and 1 vote to abstain.

Responses	
	Count
Yes	13
No	0
Abstain	1
Totals	14

REVIEW AND VOTE ON AUGUST 2023 MEETING MINUTES: (Attachment #1)

Raechel Alderete (DVOMB Member) moved to approve the August 2023 meeting minutes as amended. Andrea Bradbury (DVOMB Member) 2nd the motion.

There was no additional discussion on the motion.

The motion passed with 15 votes to approve the August 2023 meeting minutes, 0 votes to object, and 0 votes to abstain.

Responses	
	Count
Yes	15
No	0
Abstain	0
Totals	15

ANNOUNCEMENTS:

Staff Announcements:

Jesse Hansen (ODVSOM Staff) Announced:

- October Board Meeting
 - October is Domestic Violence Awareness Month and Presentation
 - Revisions to Section 5.0 regarding offender core competencies will be on the October agenda
- November and December Board Meetings
 - Staff notified Board members that the November 10th meeting fell on a State holiday and that an alternate date would need to be identified. Stephanie Fritts (DVOMB Chair) asked if there will be a conflict for Board members coming on November. It was noted that Stephanie Fritts, Nil Buckley, and Jeanette cannot attend the November 3rd meeting if that was the date selected. Staff planned to poll Board members of their preference in terms of alternate dates. The venue for this meeting will be communicated when it has been finalized.

- Jesse Hansen thanked all the providers who started entering client data into the Provider Data Management System, and noted that Dr. Yuanting Zang and Dr. Rachael Collie will now analyze this data and create the much-needed evaluation and statistics.
- DVRNA-R – Jesse Hansen indicated that there will be a solicitation for volunteers to get involved with pilot testing of the revised version of DVRNA-R assessment tool.

Taylor Redding (ODVSOM Staff) asked all to state their names before speaking and to speak clearly into the microphones. She announced the following:

- Training Events:
 - 2023 Training Calendar:
 - DV102 – DV Offender Evaluation Training is scheduled for 9/11/23
 - DV103 – DV Offender Treatment Training is scheduled for 10/10/23
 - DV200 – Roundtable will be scheduled soon
 - Lunch and Learns
 - Vicarious Trauma Training (for approved providers only) is scheduled for 10/4/23
 - Advance Trainings
 - Clinical Supervision training was given on 8/25/23 by Kyle Lucas
 - Racial and Generational Trauma: Evidence-based Somatic Interventions for BIPOC Clients is scheduled for 9/18/23
 - 2023 ODVSOM Conference Updates:
 - Conference videos were available on September 1, 2023 and will be available for 90 days from that date until 11/30/23.
 - Save the Date for the 2024 ODVSOM Conference – 7/9 – 7/12/24 in Breckenridge, CO.
- Carolina Frane (ODVSOM Implementation Specialist):
 - Standards Compliance Reviews – Carolina Frane indicated that the Compliance Reviews required by the Legislature are now 10% per year (random or for cause.) She noted that these reviews are also a way to showcase the good work the providers are doing.
 - She indicated that September is Suicide Prevention Awareness Month, and noted that the number of victim suicides as a result of domestic violence has increased dramatically.

Board Announcements

None

Public Announcements

None

FUTURE AGENDA ITEMS:

Lori Griffith (DVOMB Member) asked for future clarification regarding Appendix I – Teletherapy in the Standards, specifically the parameters of when and how often this modality of treatment is used. She also noted the need to review the sobriety requirement when using Teletherapy. Stephanie Fritts (DVOMB Chair) indicated that this request will be given to the Executive Committee for future agenda planning.

Jesse Hansen (DVOMB Staff) asked for clarification in the Standards of what are the underlying factual basis instances for clients referred for a domestic violence offender evaluation, and asked what are some of the legal pathways available. He noted he will give this request to the Executive Committee for future agenda planning.

Board Discussion:

None

Public Discussion:

None

SPECIALIZED PAROLE CASELOAD PILOT – (Presentation): (Attachment #2) – Michelle Hunter (DVOMB Member)

Michelle Hunter (DVOMB Vice Chair) introduced herself and indicated that she supervises a specialized unit team which includes a parole team of 9 officers in 5 offices, with a caseload of 100 including sex offenders. She gave some background of her experience in the Criminal Justice system, and noted she co-chairs the Application Review Committee and is a member of the Executive Committee.

Libby Hicks (Grand Junction Parole Office) introduced herself and discussed her background experience.

Jeremy Tafoya (Colorado Spring Parole Office) introduced himself and discussed his background experience.

Michelle Hunter (DVOMB Vice-Chair) gave the following highlights of the Specialized Supervision Teams pilot project which includes domestic violence offenders and sex offenders:

- Teams focus on training to best supervise those individuals using domestic violence and sex offense specific tools and protocols.
- Most clients have a long criminal history, and noted that treatment now includes trauma and substance abuse treatment with these clients
- This new program is beefing up the contact Standards and requirements in these specialized caseloads.
- This program now has a tiered system with timelines, and officers who are trained in both Domestic Violence (DV) and Sex Offense (SO) specific treatment modalities and best practices
- This program is spread state-wide
- The program also addresses those clients who are mentally ill.
- This program has been built from the ground up (pilot project.)
- This program will model the treatment and supervision aspects that Probation currently uses for these specialized caseloads.
- The hope is that this pilot program will help with community safety and ultimately reduce recidivism.
- Data will be collected to analyze and present to Parole for future consideration of this program.
- Michelle Hunter then discussed the process of selecting the officers and experts in these areas for this pilot project.
- She noted that the Parole Board (Michelle Geng) is trying to be more forward thinking regarding these specialized caseloads.
- Michelle Hunter noted the need to look at the overall criminal history of the offender.
- She noted the team went to some prisons to review the prison intake processes, and are trying to figure out how to get the historical client information for those individuals who have been identified or flagged as having committed domestic violence.
- She indicated that there is no DV specific treatment for those incarcerated, but noted that treatment begins when they are released.

Jeremy Tafoya (Colorado Spring Parole Office) noted that the pilot project is based out of the Colorado Springs Parole office, with 2 treatment providers assigned to these caseloads. He noted that MTT meetings with providers are going well, with 60 identified DV offenders on the caseload. Jeremy Tafoya indicated that 1 main Parole Officer is running the caseload with the help of 2 specialized unit officers. He noted that offenders need to be DV flagged in the DOC system before release so that they can be scheduled for DV and SO specific treatment

upon release. Jeremy Tafoya mentioned that the typical time for the start of treatment upon release is about 4 weeks, with weekly contact until treatment begins. He noted that the process will increase face-to-face contact until the intake is done, a risk assessment is done, and a home visit is done within 30 days. Jeremy Tafoya noted that most clients fall into the medium/moderate level of DV with a 2 – 5-year parole sentence, which would give time for specialized treatment. He mentioned that electronic monitoring is used as a tool to encourage offenders to follow-through and engage in treatment. Jeremy Tafoya noted that treatment providers appreciate centralizing these cases into 1 team (using the MTT/MDT.) He indicated that the team is seeing positive growth with this pilot project.

Michelle Hunter (DVOMB Vice Chair) indicated that in the past the Parole Board saw that the offender has anger management treatment and pushed them through the Parole process totally ignoring the fact that they had deeper domestic violence tendencies. She noted that there is at least 1 treatment provider accessible to clients in all areas of the state for this treatment.

Michelle Hunter (DVOMB Vice Chair) indicated that the pilot project will expire in November.

Libby Hicks (Grand Junction Parole Office) Can't hear what she is saying. Jesse, can you fill this in for me? She spoke about the need for treatment and process continuity state-wide. Libby Hicks mentioned the number of Grand Junction Parole office caseloads and the number of officers available. She noted that the pilot program was on hold for a time due to the lack of officers available. Libby Hicks indicated that teletherapy is another way to treat this population when there are transportation or accessibility issues.

Libby Hicks (Grand Junction Parole Office) indicated the need to supervise this population, and mentioned some of the individual specific needs of this population. She also noted that these individuals need to be flagged by DOC to ensure that proper treatment is given, which will improve community safety.

Board Discussion:

Tally Zuckerman (DVOMB Member) asked what barriers there are for treatment while incarcerated. Libby Hicks (Grand Junction Parole Office) responded with a case example of an offender who had a relationship online with a potential victim who he contacted when released. She noted that this victim was unaware of his past criminal history, and mentioned that if treatment had started while he was incarcerated, then this relationship may not have happened. Libby Hicks noted that the Department of Corrections (DOC) does not offer this treatment while incarcerated due to funding issues, treatment provider shortages, DORA licensing issues, not enough mental health providers, DV providers, and SO providers in the State facilities. Erin Gazelka (DVOMB Member) indicated that treatment while incarcerated is very generalized and not individualized, so many offenders are not flagged with DV or SO tendencies.

Carolina Frane (DVOMB Staff) noted that the DVOMB purview does not extend to those in the DOC system. She agreed that a tiered system of treatment while incarcerated will help those individuals with some basic treatment that will enhance the more specialized treatment received when released.

Raechel Alderete (DVOMB Member) thanked all for this presentation and the pilot program. She noted that based on the SOMB Sunset there is the Sunset Treatment Providers Committee group that is working on treatment for SO offenders while incarcerated. She noted the need to dig into the cases to ensure the proper treatment is given for offenders (those with a DV conviction) and to keep in mind the purview of this pilot project.

Libby Hicks (Grand Junction Parole Office) indicated that the Parole Officers can ask the Parole Board for a DV assessment for those clients that have a proven factual basis.

Jesse Hansen (DVOMB Staff) thanked all for this treatment innovation, and noted that Statute exempts individuals who do not have a DV conviction from treatment while incarcerated. He also thanked the dedication of those involved in trying to navigate this treatment issue. Jesse Hansen asked if there are any areas that can be helpful for Parole while revising the Standards. Erin Gazelka (DVOMB Member) responded the need to clarify

purview, and those clients who are in “limbo” before supervision and/or treatment begins. Michel Hunter (DVOMB Vice-Chair) indicated the factual basis needs to be articulated to the DV Parole Board to request that DV treatment be implemented at that point. She noted that it is a tedious process to research the factual basis.

Erin Gazelka (DVOMB Member) noted that the Standards were developed for Probation and do not translate the same for those working with clients on Parole.

Michelle Hunter (DVOMB Vice-Chair) noted that training needs to be held state-wide for those Parole Officers working with the specialized caseloads (DV and SO offenders.) She noted that all Officers need to be aware of team treatment models that SO providers use, and noted that those cases with DV and SO convictions will be supervised by trained Parole Officers in both treatment modalities. She noted that the Parole Administrative Regulations (AR’s) are being revised to incorporate some of these changes when handling DV/SO caseloads.

Andrea Bradbury (DVOMB Member) suggested the use of releases of information for intimate partners to inform them of partner past convictions.

Public Discussion:

None

REVISIONS TO SECTION 1.0 RESULTING FROM HB23-1222 (Decision Item): (Attachment #3) Jesse Hansen (DVOMB Staff)

Jesse Hansen (DVOMB Staff) outlined House Bill #23-1222 which stipulated that when trying domestic violence cases in the local municipality courts, that they have to follow a long list of requirements like cases tried at the District and County court levels. He reviewed the language added to Section 1. II that states that “local municipalities shall adopt an ordinance establishing guidelines and standards that are consistent with the guidelines and standards adopted by the Domestic Violence Offender Management Board pursuant to 16-11.8-103 (4).”

Jesse Hansen (DVOMB Staff) asked the Board and the Executive Committee to consider this change, and suggested revising the language in the Standards that addresses the “factual basis” requirement when determining treatment. Stephanie Fritts responded that the enhancer is the mechanism for identifying factual basis. He asked what the assumptions are for providers when the courts do not find a factual basis. Raechel Alderete (DVOMB Member) suggested speaking with the Attorney General’s office to obtain their input. Because the nature of this conversation involves purview, it was suggested that this agenda item be tabled until further clarification is obtained from the Attorney General’s office.

Stephanie Fritts (DVOMB Chair) asked if there was consensus to table this item until an opinion from the Attorney General’s office is obtained regarding domestic violence factual basis and the purview of the DVOMB.

BREAK: 10:45 – 11:00 am

OPPORTUNITIES TO CONNECT AND COLLABORATE WITH THE DVOMB

(Presentation/Discussion): (Attachment #4) Taylor Redding (DVOMB Staff), and Carolina Frane (DVOMB Implementation Specialist)

Taylor Redding (ODVSOM Staff) introduced herself and gave a brief update of her experience and job duties. She indicated her role as Staff to the DV Board as follow

- Training Coordinator
 - Schedules all the training
 - DV CORE Training
 - Advanced Series DV Training
 - Training Website

- DV Provider Hub
 - Creates the Registration
 - Creates the surveys
 - Creates the training certificates
 - Sends out all the training reminders
- DVOMB Coordination
 - Facilitate Travel Board logistics/planning
 - Project Coordination
- Conference Planning
 - Schedule Planning
 - Keynote recruitment
 - Training Committee collaboration

Taylor Redding (ODVSOM Staff) gave her personal background information.

- Bachelor of Arts in Sociology/Criminology
 - Minor in Homeland Security
- Master's Degree in Criminal Justice and Law Enforcement Administration
 - Specialization in Organizational Leadership
- Colorado Native, Soccer Player, Pickle Ball Player, Traveler

Carolina Frane (DVOMB Implementation Specialist) introduced herself and gave her personal background information:

- Licensed Professional Counselor – LPC
- Licensed Addiction Counsel – LAC
- Acudetox Specialist – ADS
- Domestic Violence Offender fieldwork for 19 years
- CORE Training to become an Approved DV Provider
 - 4 CORE Training
 - 14 Hours of specialized training
- DVOMB CORE Training
 - DV 100
 - DV 101
 - DV 102
 - DV 103
- Probation, Parole & Community Corrections Training
 - DVRNA for supervising officers
 - MTT for supervising officers
- DHS Training
- Training upon request
 - CASA
 - EVAW

Taylor Redding (ODVSOM Staff) highlighted some of the conference activities from the July 2023 Conference:

- Discussed the themes of the Conference Social hour
- Discussed the high level of keynote speaks and presenters
- She noted that there were 10 vendor tables at this conference
- She reminded all that the videos will be available until the end of November

Carolina Frane (DVOMB Implementation Specialist) then reviewed the following information:

- Newsletter – Carolina Frane noted that the newsletter is released quarterly, which includes upcoming training, Standards Changes, and various other information.

- Public Comment Periods – After Standards changes are made, then they are sent out for public comment and any additional changes are then incorporated into the Standards at that time. Then they are sent before the Board for final approval.
- Implementation Periods – After Standards Changes approval, then there is the implementation period for training for these changes.
- Lunch and Learn trainings
- Community Roundtable Discussions – Carolina Frane indicated that the DVOMB has Community Roundtable meetings that includes anyone in the field that is involved in DV cases. These can include treatment providers, Supervision Officers, DA's, Attorneys, evaluators, victim advocates, and any others in the field.
- Specific Training – Carolina Frane mentioned that specific training can be requested online as needed (i.e. Diversity, Equity, and Inclusion training.) She noted that most in-person training is held in the Front Range, but virtual training may be available throughout in the State.
- Standards and Policy Booster training – DVRNA and Standards Training are also offered (2 – 1-hour presentations.)

Carolina Frane (DVOMB Implementation Specialist) indicated that for Standards questions or clarification requests to please email her at caroleena.frane@state.co.us.

She noted that there are 2 Technical Assistance hours – 1 is for providers and 1 is for clinical supervision.

Board Discussion:

None

Public Discussion:

None

LUNCH: 11:30 am – 12:00 am

COMMUNITY UPDATES AND SPECIFIC NEEDS (Panel Presentation/Discussion): (Attachment #5)

Endeavor Counseling and Latimer House

Joseph Kuntz (Owner of Endeavor Counseling) gave a brief update of his role at Endeavor Counseling and his professional experience.

Lindsey Cisar (LPCC Provider with Endeavor Counseling) gave a brief update of her role at Endeavor Counseling and her professional experience.

Megan Griffith (CAS Licensed Counselor with Endeavor Counseling) gave a brief update of her role at Endeavor Counseling and her professional experience.

Joseph Kuntz (Endeavor Counseling) continued the presentation and discussed the following topics:

- Treatment Program Curriculum
 - Assertive Communication Skills
 - Conflict Resolution/Problem Solving
 - Boundaries and agreements within intimate relationships
 - Characteristics of a healthy intimate relationship
 - Red Flags
 - Hidden Victims
 - Psychoeducation on forms of abuse within intimate relationships
 - Co-dependency and dependency
 - Social Skill Development

- Active Listening
- Jealousy
- Thought Distortions and Perception

Lindsey Cisar (Endeavor Counseling) continued the discussion highlighting the following information:

- Service Provision
 - Weekly treatment groups for men on Monday, Tuesday, and Sunday
 - Weekly treatment groups for women on Wednesday and Sunday
 - Virtual options are available for telehealth approved clients
 - Endeavor Counseling currently serves over 200 clients including State and Community Probation
 - Parole, and Child Welfare

Megan Griffith (Endeavor Counseling) then presented the following information:

- Barriers encountered
 - Service availability in Mesa County
 - Lack of support resources that exist to promote secondary contact
 - Low availability for Medicaid approved providers
 - Struggles with accessing supports for clients that do not have insurance
 - Accountability of Offenders
 - Unsupervised clients

Carolina Frane (DVOMB Implementation Specialist) asked if Endeavor Counseling has Non-English-speaking clients, and how many of those are served. Joseph Kuntz (Endeavor Counseling) responded that most clients have some English language, and noted that they do not have interpreters. She also asked for their help in recruiting Non-English-speaking providers on the Western Slope.

Nil Buckley (DVOMB Member) noted that Endeavor Counseling can send referrals to her agency, and offered her teletherapy group services for Spanish speaking clients (when there is availability.)

Discussion:

Chris Lobanov-Rostovsky (ODVSOM Manager) thanked Endeavor Counseling for their presentation. He then asked Endeavor Counseling about their teletherapy groups and how the clients are selected for that service, and what challenges they have faced with teletherapy work. Lindsey Cisar (Endeavor Counseling) responded that the agency looks at a client's criminal history, the number of offenses they have, availability, access to technology, and risk for re-offense.

Public Discussion:

None

Stephanie Fritts (DVOMB Chair) thanked Endeavor Counseling for coming to present at this meeting and indicating the struggles that they encounter.

SEMI-ANNUAL COMMITTEE REPORTS AND UPDATES: (Attachment #6) DVOMB Committee Chairs

Jesse Hansen (DVOMB Staff) discussed the purpose of the various semi-annual DVOMB Committee reporting and updates. He indicated that all the committee are open to the public, and he noted that most have on-line attendance capabilities. Jesse Hansen indicated that these committees are a great chance for public involvement and input.

Executive Committee: (Stephanie Fritts – Chair)

- Meets on the 3rd Wednesday of each month

- Routine Business
- Legal Cases
- Provider Recruitment Efforts
- Support Staff

Application Review Committee: (Karen Morgenthaler Chair, Michelle Hunter, Vice-Chair)

- Erin Gazelka, Jennifer Parker, and Sandie Campanella (board members)
- Meets on the 2nd Thursday of each month from 10:00 am – 2:00 pm (Hybrid)
- Jesse Hansen reviewed all the various work product this committee deals with
- Jesse Hansen noted that from 7/22 – 7/23 the ARC processed a total of 81 applications, with 77 being approved, and 4 pending applications. He noted that this total does not include renewals that are done every other year (approximately 160 renewal applications.)
 - New Associate Level Candidate applications – 27 applications; 26 approved
 - Associate Level Applications – 20 applications; 19 approved
 - Full Operating Level Applications – 3 applications; 2 approved
 - Process to become a Clinical Supervisor – 3 new applications; 3 approved
 - Clinical Supervisory Renewals – 4 applications; 4 approved
 - From Associate Level to Full Operating Level – 4 applications; 4 approved
 - Female Offending applications – 14 applications; 14 approved
 - LGBTQ Applications – 6 applications; 5 approved
- Jesse Hansen reviewed the process regarding the applications that are pending (usually for needed documentation.)

Victim Advocacy Committee: (Jessica Fann, Chair and Jackie List, Vice-Chair)

- Meets on the 4th Friday of each month from 9:00 am – 11:00 am (Virtual Only)
- Rewriting Section 7.0 of the Standards – including updated best practices and victim confidentiality.
- Meet with SOMB Victim Advocacy Committee to share knowledge
- Offering quarterly Victim-Focused training
- Creating opportunities for TVAs to connect and to build needed resources
- Invited all to come and participate in this committee

Standards Revision Committee: (Erin Gazelka, Chair and Jeanette Barich, Vice-chair)

- Meets on the 1st Friday of the month from 9:00 am – 11:00 am (Virtual Only)
- Working on a more robust Clinical Working Definition of Domestic Violence
- Working on revisions to Section 5.0, 5.01, 5.02
- Working on revisions to the Offender Competencies
- Invited all to come and participate in this committee

Diversity, Equity, Inclusion and Belonging Committee – (Jennifer Parker, Chair and Raechel Alderete, Vice-Chair)

- Meets on the 4th Friday of the month from 9:00 am – 11:00 am (Virtual Only)
- Created a new Guiding Principle 3.06
- Working on language regarding client languages
- Created resource list of culturally specific organizations
- Invited all to come and participate in this committee

Training Committee: (Jesse Hansen)

- Combined meeting between DVOMB and SOMB
- Meets on the 1st Wednesday of the month from 9:00 am – 11:00 am (Virtual Only)
- Focuses on what the needs are for the field
- Helps support more specialized training by using national speakers

- Will be looking for training needs for 2024
- ODVSOM Conference is supported by the training committee by reviewing the speaker/training abstracts, and the extra-curricular events
- Invited all to come and participate in this committee

Board Discussion:

None

Public Discussion:

None

Adjourn

The meeting adjourned at 1:20 pm

Respectfully submitted by,

Active Participants	Total Participants		
15	15		
Last Name	First Name	Motion 1	Motion 2
Alderete	Raechel	1	1
Arredondo	Yolanda	NP	NP
Barich	Jeanette	1	1
Bradbury	Andrea	1	1
Buckley	Nil	1	1
Burback	Bradley	1	1
Campanella	Sandra	1	1
Collins	Nicole	NP	NP
Fann	Jessica	1	1
Fritts	Stephanie	3	1
Gazelka	Erin	1	1
Griffith	Lori	1	1
Hunter	Michelle	1	1
List	Jackie	1	1
Martinez	Tracey	1	1
McDaniel	Glory	NP	NP
Morgenthaler	Karen	NP	NP
Parker	Jennifer	1	1
Zuckerman	Tally	NP	1