

BEFORE THE WASHINGTON STATE
EXECUTIVE ETHICS BOARD

In the Matter of:

Michael Katze

Respondent.

No. 2017-044

STIPULATED FACTS,
CONCLUSIONS OF LAW AND
AGREED ORDER

THIS STIPULATION is entered into by Respondent, MICHAEL KATZE, and Board Staff of the WASHINGTON STATE EXECUTIVE ETHICS BOARD (Board) through Kate Reynolds, Executive Director pursuant to chapter 42.52 RCW, chapter 34.05 RCW, and WAC 292-100-090(1). The following stipulated facts, conclusions of law, and agreed order will be binding upon the parties if fully executed, and if accepted by the Board without modification(s), and will not be binding if rejected by the Board, or if the Respondent does not accept the Board's proposed modification(s), if any, to the stipulation. This stipulation is based on the following:

A. STIPULATED FACTS

1. Dr. Michael Katze (Dr. Katze) is a former faculty member with the University of Washington School of Medicine in the Department of Microbiology Primate Center. In July 2015, the University Complaint Investigation and Resolution Office (UCIRO) opened an investigation into allegations of sexual harassment by Dr. Katze in the workplace. The investigation related to a complaint by Rose Howard (RH), who had been hired by Dr. Katze in January 2010 to work in his lab.

2. On November 6, 2015, Dr. Paul Ramsey, Dean of the School of Medicine, requested a Special Investigating Committee (SIC) convene to look into the allegations that Dr. Katze may have violated UW policies related to inappropriate use of state resources, conflicts of interest and unprofessional behavior. In January 2016, the SIC submitted its findings and conclusions to Dr. Ramsey.

3. On December 18, 2015, the SIC requested that the UW Internal Audit Department (IA) perform a review of Dr. Katze's UW emails, cell phone records, and internet usage to evaluate and quantify instances of use that would violate state ethics laws. IA submitted a final report on July 29, 2016. In the course of their investigation, IA obtained a snap shot of Dr. Katze's email as of December 22, 2015 and reviewed the Universal Forensics Extraction Device reports from Altep, Inc., a company engaged by the University to make a forensically secured image of the faculty member's University issued cell phone, iPad, and computer information as of August 18, 2015.

4. For the times pertinent to this investigation, RH was a Program Operations Specialist. Her primary duty was to manage Dr. Katze's work calendar. On occasion, she would perform other administrative duties including arranging conferences and other events.

5. For the time covering all 2014 and 2015, there were several occasions either at Dr. Katze's direction or with his knowledge and consent that RH used state time to perform personal activities for Dr. Katze.

6. In June of 2014, Dr. Katze sent RH an email requesting her go to his "flat" to check if it was still there and for her to pick up his personal mail.

7. In November of 2014, Dr. Katze directed RH to arrange to have his personal leather bracelet repaired. RH contacted the repairperson to have the repairs completed. Using his state cell phone, images of the broken bracelet were provided to RH in order to facilitate the repair. In December 2014, the same bracelet broke again and Dr. Katze directed RH to schedule the repair again. Dr. Katze and RH exchanged several text messages concerning the repairs.

8. In January 2015, RH assisted with the purchase of a recliner chair from Lazyboy for Dr. Katze's apartment. RH used state computer resources and state time in the purchase and delivery of the recliner to Dr. Katze's apartment. Dr. Katze and RH exchanged several text messages during the month concerning the recliner. Two of these messages from RH to Dr. Katze stated as follows:

January 12, 2015 at 9:01 a.m. (RH to Dr. Katze):

I'll be out of office here shortly to drop off my laptop to progressive then to lazy-boy to see if d can pick up chair today or tomorrow vs delivery Fri. Be back in few hours

January 14, 2015 at 10:52 a.m. (RH to Dr. Katze):

Picking up your chair its freakin SWEET!!!! OMG you are gonna love it. Pics to follow

9. On January 26, 2015 and January 29, 2015, RH assisted Dr. Katze by coordinating with Dr. Katze's house cleaner. Dr. Katze and RH exchanged several text messages relating to RH's assistance. Six of these text messages stated as follows:

January 26, 2015 at 6:16 a.m. (Dr. Katze to RH):

In addition to cleaning to the apartment. Can she tidy this room and wash and dry stuff in white container. Can she take off the 4 gray pillowcases in my bedroom and wash dry and replace? Also can she take down to garage-any level except I the cardboard recycling and in the black container in the little room

January 29, 2015 at 8:59 p.m. (RH to Dr. Katze):

Your new cleaner I hired is Amazing!!! I fired Val Cloudman and hired another guy named Franco. He is amazing, he arrived early, wearing all white and he cleans while in his socks. leaving his shoes outside the door. He will be back once a week for three hours each week totaling \$60.00 (leave only cash) you can leave him laundry and a list and he will ensure your place is spotless everytme... he'll be back Tuesday next week to install the shelves for me and tidy up your place

January 29, 2015 at 9:00 p.m. (Dr. Katze to RH):

?why did you fire her?

January 29, 2015 at 9:01 p.m. (Dr. Katze to RH):

Did he do my laundry?

January 29, 2015 at 9:01 p.m. (Dr. Katze to RH):

Once a week is too much?

January 29, 2015 at 9:09 p.m. (RH to Dr. Katze):

Because she was trippin about Friday a little bit because of the Seahawks game and then she want \$100 every time so I said fuck that this guy is \$20 bucks an hour, abetter fit he's a gay Mexican Yes he did do your laundry... he did A GREAT JOB... everything. Your gonna a be very pleased he organized everything... I guess we could go on an as need with him... Do you think he's to much? seems to me two weeks is too far in between for your laundry and stuff like clean sheets on your bed etc... your place was a mess. wait till you see it first .. then you judge. I think you will be real

happy, I sure was we plan to use him at our house now... I'll just steel him from you then. LOL

10. On March 6, 2015, Dr. Katze was involved in a minor motor vehicle collision in his personal vehicle. At his request, RH contacted his personal insurance company, handled the insurance claim, and arranged to have his vehicle repaired.

11. RH was also asked by Dr. Katze on several occasions to arrange hair appointments. Text messages between RH and Dr. Katze on September 19, 2014 and January 15, 2015 stated as follows:

September 19, 2014 at 8:05 a.m. (Dr. Katze to RH):

Favor- can Allison give me a quickie coloring before my cut with Taylor.

September 19, 2014 at 8:06 a.m. (RH to Dr. Katze):

I'll call and see like roots or all over?

September 19, 2014 at 8:07 a.m. (Dr. Katze to RH):

Nope she knows. It's like 15-20 min and I give her \$20

September 19, 2014 at 8:13 a.m. (RH to Dr. Katze):

She's already double booked but they are going to talk to Allison and get back to me otherwise they could see you back to back at 11:45 on Thurs the 25th

September 19, 2014 at 8:15 a.m. (Dr. Katze to RH):

Nope it's gotta be b4 the cut.

September 19, 2014 at 8:17 a.m. (RH to Dr. Katze):

I know they are asking Allison if she can squeeze you in before the cut because at that time she is already double booked otherwise they can see you at 11:45 Allison followed by Taylor I'm smarter than that

January 15, 2015 at 5:08 p.m. (Dr. Katze to RH):

Thanks sweetie. Please confirm my touch up and cut at 3pm. Today

January 15, 2015 at 7:04 a.m. (RH to Dr. Katze):

They'd like to try try to be there at 2:45 Alison wants s little more time I informed them you were coming g straight from airport you'd try no promises but you be therefor sure at 3pm... safe flight home

January 15, 2015 at 7:06 a.m. (Dr. Katze to RH):

245 should be great. Unless. Will text if there is a prob. Meet me there with other travel pkt?

12. On October 16, 2015, Dr. Katze and his attorney meet with Dr. Champoux to discuss the allegations outlined in the UCIRO investigation. Following that meeting, through his attorney, Dr. Katze acknowledged that it was improper for staff to perform his personal errands.

13. On August 25, 2015, Dr. Katze sent an email to a Chris Gray, Katze Laboratory IT Manager, giving Mr. Gray permission to come in late on the following day for assisting Dr. Katze's wife, Maria Biel, with her personal computer.

14. The IA reviewed 3,692 emails sent by Dr. Katze using his state email for the period of May 1, 2015 through August 31, 2015. The review revealed 326 emails deemed personal in nature. Eight of the emails related to potential illegal activity (solicitation of a prostitute). Forty-one of the emails related to using UW employees to assist Dr. Katze in his personal outside activities.

15. The IA also reviewed 3,847 messages sent/received from Dr. Katze's state issued iPhone for the period of May 1, 2015 through August 18, 2015, including: 2,959 messages on Apple's Text message service, 860 SMS (non-iMessage texts between iPhone and other users) and 28 MMS (non-iMessages containing pictures or other multimedia). Of the 3,847 messages reviewed by the IA, 3,156 were identified as personal, 56 were related to potential illegal activities (prostitution and drugs) and four were related to the personal use of UW employees' work time.

16. The IA also reviewed the browsing history on Dr. Katze's work computer, provided from Altep Inc., concentrating on two files: Safari history and pornographic URLs (web addresses). The Safari history file was reviewed for the time period of January 1, 2015 through February 18, 2015. During that time period there were 2,765 hits, and 1,203 of these hits (43%) were determined to be for personal use. 39 separate pornography sites were visited by Dr. Katze during the time period of July 13, 2013 through October 2, 2014. Some examples of these website visits are included below:

URL	Last Date	Last time (UTC)	URL	Last Date	Last time (UTC)
xnxx.com	10/2/14	12:17 pm	keezmovies.com	12/15/14	8:10 pm
pornhub.com	12/27/14	3:37 pm	extremetube.com	12/15/14	2:25 pm
xvideos.com	12/26/14	8:15 pm	tube8.com	6/26/14	7:04 pm
spankwire.com	12/24/14	2:58 pm	xhamster.com	6/23/14	1:29 pm
Empflix	12/16/14	6:45 pm	xtube.com	6/20/14	1:50 pm
pornmd.com	12/15/14	8:11 pm	mofosex.com	6/14/14	2:34 pm

17. The IA reviewed Dr. Katze's work phone and found 12,292 images. A large number of the images did not contain creation dates. The review found 228 images with creation dates from May 1, 2015 through August 18, 2015. Of those 228 images, 214 were identified as personal.

18. Board Staff Investigator David Killeen reviewed the 12,992 images during the course of Board Staff's investigation. 7,008 of the images were created from the use of the iTunes application showing images of movie covers, scenes from television shows, and music album covers. This would suggest that Dr. Katze was using his iPhone to watch movies, TV shows, and to listen to music.

19. Board Staff obtained a copy of Dr. Katze's web history from his UW issued iPad Air for the period of July 19, 2015 through August 18, 2015. The vast majority of Dr. Katze's browsing history were visits to pornographic web sites. Some examples of Dr. Katze's visits to these websites are included below:

URL	First Visit Date	Last Visit Date	Total hits
http://tablet.cliphunter.com	7/19/15	8/18/15	182
http://nudextube.com	8/11/15	8/11/15	10
http://t.anysex.com	7/22/15	8/9/15	31
http://www.extremetube.com	8/2/15	8/11/15	11
http://www.pornhub.com	7/25/15	8/9 /15	12
http://www.pornmd.com	7/25/15	8/11/15	56
http://www.spankwire.com	7/25/15	8/9/15	9
http://www.teenieporn.com	8/9/15	8/11/15	18
http://www.xnxx.com	7/19/15	8/18/15	262
http://www.youngporno.com	8/9/15	8/9/15	10

20. Jacqueline Perry (JP) was hired as a Program Operations Specialist on September 4, 2012. JP's primary duties were purchasing but she would also occasionally perform other administrative duties.

21. On September 24, 2013, JP and Dr. Katze exchanged the following text messages about her arriving to work late that day:

September 24, 2013

8:59 a.m. (Dr. Katze to JP)
Can you send me a pic of your panties

9:00 a.m. (JP to Dr. Katze)
Uhhmmmmmm!

9:00 a.m. (Dr. Katze to JP)
While on you. Pleeeeeeese

9:01 a.m. (Dr. Katze to JP)
I miss you

9:20 a.m. (JP to Dr. Katze)
Miss you too. Can I rest a little and go in afternoon

9:21 a.m. (Dr. Katze to JP)
Yes. If panty pic. How are girlies

9:21 a.m. (JP to Dr. Katze)
I don't send underwear pics. Yuk!

22. In approximately September 2014, JP began performing oral sex on Dr. Katze. JP described the oral sex as always in exchange for things like money, shoes, or vacations. Dr. Katze told Investigator Messerle that JP had performed oral sex on him four or five times. Dr. Katze told the Investigator Messerle that he initiated all sexual contact with JP.

23. The following are text messages exchanged between Dr. Katze and JP, on August 24, 2014, and September 2, 2014:

August 24, 2014

8:21 p.m. (Dr. Katze to JP):
Need you to sign a perjury statement that you love me and will blow me.

8:21 p.m. (Dr. Katze to JP):
I'll give you the 300.

September 2, 2014

9:31 a.m. (JP to Dr. Katze):
Can I get a payday loan? Lol

9:31 a.m. (JP to Dr. Katze):
I miss your crazy buns!

9:31 a.m. (Dr. Katze to JP):
Proper bj gets you \$500. Squirt included

24. JP told Investigator Messerle that Dr. Katze would interfere with her ability to perform her job responsibilities because Dr. Katze would insist on spending time with her during the workday. Investigator Messerle was told by co-workers of JP that JP's work performance was slow, and characterized by her frequently being absent from the workplace. The following are text messages exchanged between Dr. Katze and JP on November 10, 2014:

8:21 a.m. (JP to Dr. Katze)
Good morning!! Thank you mucho for my dress money and my gloves and water filter!!

8:21 a.m. (JP to Dr. Katze)
I hope you have a great day!! Stay warm! It's sooo cold outside

8:21 a.m. (JP to Dr. Katze)
I'm gonna go shopping. Can I skip work?

8:29 a.m. (JP to Dr. Katze)
Gotta get my sassy assy ready for viva Las Vegas!!

8:30 a.m. (Dr. Katze to JP)
Yes baby. Of course. Send pics. Sass ass.

8:32 a.m. (Dr. Katze to JP)
Can't wait. Crotchless panties

8:57 a.m. (JP to Dr. Katze)
They banned those in the US. Darnt

10:23 a.m. (Dr. Katze to JP)
At work?

10:24 a.m. (JP to Dr. Katze)
Heck no!

10:24 a.m. (JP to Dr. Katze)
What's work? That bad W word

10:24 a.m. (JP to Dr. Katze)
Ew!

11:27 a.m. (Dr. Katze to JP)
You at Nordys?

12:56 p.m. (JP to Dr. Katze)

Just had lunch and I'm going to Bebe. That traffic was the worst...

1:00 p.m. (Dr. Katze to JP)
Can gf talk?

1:02 p.m. (JP to Dr. Katze)
When are you free? I'm just browsing Bebe and gonna try stuff on :)

1:03 p.m. (Dr. Katze to JP)
Now

25. Dr. Katze appears to have taken steps to hold other employees accountable for their work time. For example, the following email was sent on January 5, 2014 from Dr. Katze to employee Chris Gray:

Subj: Job Attendance and Performance

Chris

Your attendance has been very poor this past 'several weeks. Your absences have started to have a negative effect on the laboratory and this is unacceptable. In addition, your ability to carry out your duties in an efficient and competent manner has suffered. I am not sure if this is due to the stress of your job or your sickness or a combination. Unless your performance gets considerably better you should think about other less demanding positions. In addition, any future absences should be verified by a doctor's note. Sorry it has come to this but I must look out for the welfare of my laboratory.

Michael

26. JP would, on occasion, travel with Dr. Katze on work trips. In one particular instance, JP went to Bali with Dr. Katze. While on that trip, Dr. Katze sent an email to RH on January 13, 2014 directing her to show JP as working from home.

We set up a last minute trip and (JP) is here in Bali for a few days. Can you list her as working from home? She will be back in the office Friday. MGK.

27. JP told Investigator Messerle that she believed her employment would be in jeopardy if she ended the relationship with Dr. Katze. On May 14, 2015 at 6:45 a.m., JP sent the following text message to Dr. Katze:

Another thing is that I feel is that I am receiving things or money from you in exchange for a bj. I don't want to do that and I am put in situations where I do it because I owe you. It all goes back to a sexual act relating to something negative instead of out of love. I've really worked past a lot of this and I don't have a problem with feeling intimate with someone that I'm truly going to be with in life. With you, I'm scared, I have no security and with that it makes me not feel capable of being intimate.

28. According to the UCIRO investigation as of July 31, 2015, JP was paid an annual salary of \$85,800, 106% of the UW average for the same position and grade. The UCIRO investigation concluded that the high salary was remarkable considering JP's tenure and her lack of previous work experience, and that one would expect her to be towards the bottom of the pay scale, and not paid more than the average. Dr. Katze did not know how many hours JP spent on work. On January 23, 2015, JP sent the following text message to an unknown friend:

I was working like crazy for a year, but now I really only work on average 20 hours a week and make 6 figures lol

29. The UCIRO investigation concluded that Dr. Katze engaged in a quid pro quo relationship with JP, and that the simplest expression of the working relationship was that JP was employed by Dr. Katze to be his girlfriend. The investigation based that conclusion upon a number of factors, including that when JP did have sexual contact with Dr. Katze, "in every instance it was transactional--oral sex in exchange for things like shoes, money, vacation and time off, etc."

B. CONCLUSIONS OF LAW

1. The Ethics in Public Service Act, Chapter 42.52 RCW, prohibits state employees from conducting activities incompatible with their public duty (conflict of interest). RCW 42.52.020 states:

No state officer or state employee may have an interest, financial or otherwise, direct or indirect, or engage in a business or transaction or professional activity, or incur an obligation of any nature, that is in conflict with the proper discharge of the state officer's or state employee's official duties.

2. The Ethics in Public Service Act, Chapter 42.52 RCW, prohibits state employees from securing special privileges. RCW 42.52.070 states:

Except as required to perform duties within the scope of employment, no state officer or state employee may use his or her position to secure special privileges or exemptions for himself or herself, or his or her spouse, child, parents, or other persons.

3. The Ethics in Public Service Act, Chapter 42.52 RCW, prohibits state employees from using state resources for their benefit. RCW 42.52.160(1) states:

No state officer or state employee may employ or use any person, money, or property under the officer's or employee's official control or direction, or in his or her official custody, for the private benefit or gain of the officer, employee, or another.

4. WAC 292-110-010 Use of state resources, prior to April 1, 2016, states, in part:

.....
(2) The following are permitted uses:

(a) Use of state resources that is reasonably related to the conduct of official state duties, or which is otherwise allowed by statute.

(b) An agency head or designee may authorize a use of state resources that is related to an official state purpose, but not directly related to an individual employee's official duty.

(c) An agency may authorize a specific use that promotes organizational effectiveness or enhances the job-related skills of a state officer or state employee.

(d) A state officer or employee may make an occasional but limited personal use of state resources only if each of the following conditions are met:

(i) There is little or no cost to the state;

(ii) Any use is brief;

(iii) Any use occurs infrequently;

(iv) The use does not interfere with the performance of any officer's or employee's official duties; and

(v) The use does not compromise the security or integrity of state property, information, or software.

5. Based on the stipulated facts above, Dr. Katze conducted activities incompatible with his official duties in violation of RCW 42.52.020. Dr. Katze's personal relationship with JP directly conflicted with the proper discharge of his official duties.

6. Based on the stipulated facts above, Dr. Katze used his position to provide special privileges: for himself in the form of personal errands performed by employees under his supervision or control; and for JP in the form of excessive compensation to her. These activities violated RCW 42.52.070.

7. Based on the stipulated facts above, Dr. Katze used state resources for the personal benefit in violation of RCW 42.52.160. Dr. Katze repeatedly used employees under his control or direction for his own private benefit or gain, as employees were performing personal tasks that

solely benefited him and not the University. Additionally, as supported by extensive forensic evidence gathered by the University of Washington during the course of its investigations, Dr. Katze routinely used state property in the form of his state issued equipment for his own personal benefit. Dr. Katze's activities, as described above, do not meet the exception for the use of state resources as permitted in WAC 292-110-010.

8. The Board is authorized to impose sanctions for violations to the Ethics Act pursuant to RCW 42.52.360. The Board has set forth criteria in WAC 292-120-030 for imposing sanctions and consideration of any mitigating or aggravating factors.

C. AGGRAVATING AND MITIGATING FACTORS

In determining the appropriateness of the civil penalty, the Board reviewed the criteria in WAC 292-120-030. The aggravating factors include that Dr. Katze's violations were continuing in nature, tend to significantly reduce public respect for or in state government or state government officers or employees, and involved personal gain or special privilege to Dr. Katze. It is also an aggravating factor that Dr. Katze had significant official, management, and supervisory responsibility. It is a mitigating factor that Dr. Katze was terminated from his position.

D. STIPULATION AND AGREED ORDER

1. Pursuant to chapter 42.52 RCW, the Executive Ethics Board has jurisdiction over Michael Katze and over the subject matter of this complaint.

2. Under RCW 34.05.060, the Board can establish procedures for attempting and executing informal settlement of matters in lieu of more formal proceedings under the Administrative Procedures Act, including adjudicative hearings. The Board has established such procedures under WAC 292-100-090.

3. Pursuant to WAC 292-100-090(1), the parties have the authority to resolve this matter under the terms contained herein, subject to Board approval.

4. Michael Katze agrees that if any or all of the alleged violations were proven at a hearing the Board may impose sanctions, including a civil penalty under RCW 42.52.480(1)(b) of up to \$5,000, or the greater of three times the economic value of anything received or sought in violation of chapter 42.52 RCW, for each violation found. The Board may also order the payment of costs, including reasonable investigative costs, under RCW 42.52.480(1)(c).

5. Michael Katze further agrees that the evidence available to the Board is such that the Board may conclude he violated the Ethics in Public Service Act. Therefore, in the interest of seeking an informal and expeditious resolution of this matter, the parties agree to entry of the stipulated findings of fact, conclusions of law and agreed order.

6. Michael Katze waives the opportunity for a hearing, contingent upon acceptance of this stipulation by the Board, or his acceptance of any modification(s) proposed by the Board, pursuant to the provisions of WAC 292-100-090(2).

7. If the Board accepts this stipulation, the Board agrees to release and discharge Michael Katze from all further ethics proceedings under chapter 42.52 RCW for any allegations arising out of the facts in this matter subject to payment of the full amount of the civil penalty due and owing, any other costs imposed, and compliance with all other terms and conditions of the stipulation. Michael Katze in turn agrees to release and discharge the Board, its officers, agents and employees from all claims, damages, and causes of action arising out of this complaint and this stipulation.

8. If the Board accepts this stipulation, it does not purport to settle any other claims between Michael Katze and the Washington State Executive Ethics Board, the State of Washington, or other third party, which may be filed in the future.

9. If the Board accepts this stipulation, it is enforceable under RCW 34.05.578 and any other applicable statutes or rules.

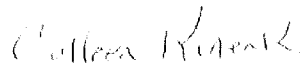
10. If the Board rejects this stipulation, or if Michael Katze does not accept the Board's proposed modification(s), if any, this matter will be scheduled for an administrative hearing before the Board. If an administrative hearing is scheduled before the Board, Michael Katze waives any objection to participation by any Board member at the hearing to whom this stipulation was presented for approval under WAC 292-100-090(2). Further, Michael Katze understands and agrees that this stipulation as well as information obtained during any settlement discussions between the parties shall not be admitted into evidence during the administrative hearing, unless otherwise agreed by the parties.

11. Michael Katze agrees to pay a civil penalty in the amount of twenty-five thousand dollars (\$25,000).

12. The civil penalty in the amount of twenty-five thousand dollars (\$25,000) is payable in full to the Washington State Executive Ethics Board within forty-five (45) days after this stipulation is signed and accepted by the Board, or as otherwise agreed to by the parties.

II. CERTIFICATION

I, Michael Katze, hereby certify that I have read this stipulation in its entirety, that my counsel of record, if any, has fully explained the legal significance and consequence of it. I further certify that I fully understand and agree to all of it, and that it may be presented to the Board without my appearance. I knowingly and voluntarily waive my right to a hearing in this matter and if the Board accepts the stipulation, I understand that I will receive a signed copy.

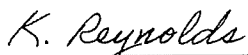


Counsel for Michael Katze

MICHAEL KATZE
Respondent

Date May 3, 2021

Presented by:



May 4, 2021

KATE REYNOLDS
Executive Director

Date

III. ORDER

Having reviewed the proposed stipulation, WE, THE STATE OF WASHINGTON EXECUTIVE ETHICS BOARD, pursuant to WAC 292-100-090, HEREBY ORDER that the Stipulation is

X

ACCEPTED in its entirety;

REJECTED in its entirety;

MODIFIED. This stipulation will become the order of the Board if the

Respondent approves* the following modification(s):

DATED this 14th day of May 2021

approved via virtual meeting
Shirley Battan, Chair

absent
Gerri Davis, Vice-Chair

approved via virtual meeting
Jan Jutte, Member

approved via virtual meeting
Earl Key, Member

* I, Michael Katze, accept/do not accept (circle one) the proposed modification(s).

Michael Katze, Respondent Date