

CITY OF FALCON HEIGHTS
Regular Meeting of the City Council
City Hall
2077 West Larpenteur Avenue

AGENDA
March 23, 2011

- A. CALL TO ORDER:
- B. ROLL CALL: LINDSTROM ____ HARRIS ____ GOSLINE ____
 LONG ____ MERCER-TAYLOR ____
 MILLER ____
- C. PRESENTATIONS:
 - 1. Neal Kwong Youth Citizenship Award Presentation
 - 2. Annual City Commission Updates
- D. APPROVAL OF MINUTES: March 9, 2011
- E. PUBLIC HEARINGS:
- F. CONSENT AGENDA:
 - 1. General Disbursements through 3/17/2011: \$36,433.97
Payroll through 3/15/2011: \$14,455.66
 - 2. City License Renewal
 - 3. Appointment of Linda Fite to the Planning Commission
 - 4. Office Assistant Appointment
- G. POLICY ITEMS:
- H. INFORMATION/ANNOUNCEMENTS:
- I. COMMUNITY FORUM:
- J. ADJOURNMENT:

CITY OF FALCON HEIGHTS
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2077 West Larpenteur Avenue

AGENDA
March 9, 2011

- A. CALL TO ORDER:
- B. ROLL CALL: LINDSTROM _X_ HARRIS _X_ GOSLINE _X_
LONG _X_ MERCER-TAYLOR _X_
MILLER _X_
- C. PRESENTATIONS:
1. St. Anthony Police Department Annual Report- Chief John Ohl
- D. APPROVAL OF MINUTES: February 23, 2011 Approved
- E. PUBLIC HEARINGS:
- F. CONSENT AGENDA: Chuck Long Moved Approval 5-0
1. General Disbursements through 3/3/2011: \$78,051.35
Payroll through 2/28/2011: \$14,888.16
2. City License Renewal
3. City Administrator Salary Adjustment
- G: POLICY ITEMS:
1. SMARTBoard Purchase through Ramsey County
Emergency Management Grant Program Beth Mercer-Taylor Moved Approval 5-0
2. Public Works Equipment Purchases Pamela Harris Moved Approval 5-0
- H. INFORMATION/ANNOUNCEMENTS:
- I. COMMUNITY FORUM:
- J. ADJOURNMENT: 8:10 p.m.



The City That Soars!

REQUEST FOR COUNCIL ACTION

Meeting Date	March 23, 2011
Agenda Item	Consent F1
Attachment	General Disbursements and Payroll
Submitted By	Roland Olson, Finance Director

Item	General Disbursements and Payroll
Description	General Disbursements through 3/17/2011: \$36,433.97 Payroll through 3/15/2011: \$14,455.66
Budget Impact	
Attachment(s)	General Disbursements and Payroll
Action(s) Requested	Staff recommends that the Falcon Heights City Council approve general disbursements and payroll.

PACKET: 00542 March 16, 2011

VENDOR SET: 01 City of Falcon Heights

SEQUENCE : ALPHABETIC

DUE TO/FROM ACCOUNTS SUPPRESSED

-----ID-----			GROSS	P.O. #		
POST DATE	BANK CODE	-----DESCRIPTION-----	DISCOUNT	G/L ACCOUNT	-----ACCOUNT NAME-----	DISTRIBUTION
=====						
01-00255		AMERICAN OFFICE PRODUCTS				
I-116133		SPECIAL PAPER	96.14			
3/16/2011	APBNK	DUE: 3/16/2011 DISC: 3/16/2011		1099: N		
		SPECIAL PAPER		101 4112-70100-000	SUPPLIES	96.14

I-116281I		OFFICE SUPPLIES	227.57			
3/16/2011	APBNK	DUE: 3/16/2011 DISC: 3/16/2011		1099: N		
		OFFICE SUPPLIES		101 4112-70100-000	SUPPLIES	227.57

I-116301I		OFFICE SUPPLIES	39.34			
3/16/2011	APBNK	DUE: 3/16/2011 DISC: 3/16/2011		1099: N		
		OFFICE SUPPLIES		101 4112-70100-000	SUPPLIES	39.34
		=== VENDOR TOTALS ===	363.05			
=====						
01-05220		ANDERSON, HELGEN, DAVIS&NISSEN				
I-5928		MARCH 11 PROSECUTIONS	2,548.04			
3/16/2011	APBNK	DUE: 3/16/2011 DISC: 3/16/2011		1099: N		
		MARCH 11 PROSECUTIONS		101 4123-80200-000	LEGAL FEES	2,548.04
		=== VENDOR TOTALS ===	2,548.04			
=====						
01-00869		BENEFIT EXTRAS, INC				
I-38900		MISC.	30.00			
3/17/2011	APBNK	DUE: 3/17/2011 DISC: 3/17/2011		1099: N		
		MISC.		101 4112-89000-000	MISCELLANEOUS	30.00
		=== VENDOR TOTALS ===	30.00			
=====						
01-03089		CASH				
I-201103162752		BOXES FOR FINANCIAL RECORDS	29.98			
3/16/2011	APBNK	DUE: 3/16/2011 DISC: 3/16/2011		1099: N		
		BOXES FOR FINANCIAL RECORDS		101 4112-70100-000	SUPPLIES	29.98

I-201103162753		CERTIFIED MAIL	16.62			
3/16/2011	APBNK	DUE: 3/16/2011 DISC: 3/16/2011		1099: N		
		CERTIFIED MAIL		101 4112-70500-000	POSTAGE	16.62

I-201103162754		MILEAGE	4.08			
3/16/2011	APBNK	DUE: 3/16/2011 DISC: 3/16/2011		1099: N		
		MILEAGE		101 4113-86010-000	MILEAGE	4.08
		=== VENDOR TOTALS ===	50.68			

PACKET: 00542 March 16, 2011

VENDOR SET: 01 City of Falcon Heights

SEQUENCE : ALPHABETIC

DUE TO/FROM ACCOUNTS SUPPRESSED

-----ID-----			GROSS	P.O. #		
POST DATE	BANK CODE	-----DESCRIPTION-----	DISCOUNT	G/L ACCOUNT	-----ACCOUNT NAME-----	DISTRIBUTION
=====						
01-05175	CONTINENTAL RESEARCH CORPORATI					
I-348622-CRC-1		CLEANING SUPPLIES	253.31			
3/16/2011	APBNK	DUE: 3/16/2011 DISC: 3/16/2011		1099: N		
		CLEANING SUPPLIES		101 4131-70110-000	SUPPLIES	253.31
=== VENDOR TOTALS ===			253.31			
=====						
01-07229	FIREHOUSE MAGAZINE					
I-201103162751		MAGAZINE SUBSCRIPTION	44.95			
3/16/2011	APBNK	DUE: 3/16/2011 DISC: 3/16/2011		1099: N		
		MAGAZINE SUBSCRIPTION		101 4124-86120-000	SUBSCRIPTIONS	44.95
=== VENDOR TOTALS ===			44.95			
=====						
01-05742	MINNESOTA CONWAY					
I-19219		RECHARGE FIRE EXTINGUISHER	287.00			
3/16/2011	APBNK	DUE: 3/16/2011 DISC: 3/16/2011		1099: N		
		RECHARGE FIRE EXTINGUISHER		213 4213-86107-000	CERT CLASS	287.00
=== VENDOR TOTALS ===			287.00			
=====						
01-06301	SAMS CLUB DISCOVER CARD					
I-002436		CLEANING SUPPLIES	77.30			
3/16/2011	APBNK	DUE: 3/16/2011 DISC: 3/16/2011		1099: N		
		CLEANING SUPPLIES		101 4131-70110-000	SUPPLIES	77.30
I-10234321		LUMBER	18.92			
3/16/2011	APBNK	DUE: 3/16/2011 DISC: 3/16/2011		1099: N		
		LUMBER		101 4131-70110-000	SUPPLIES	18.92
I-201103162755		SHOP TOOLS	268.21			
3/16/2011	APBNK	DUE: 3/16/2011 DISC: 3/16/2011		1099: N		
		SHOP TOOLS		101 4131-70110-000	SUPPLIES	268.21
=== VENDOR TOTALS ===			364.43			
=====						
01-06483	SENTRY SYSTEMS, INC.					
I-636219		MONITORING SERVICE	416.55			
3/17/2011	APBNK	DUE: 3/17/2011 DISC: 3/17/2011		1099: N		
		MONITORING SERVICE		101 4131-70110-000	SUPPLIES	416.55
=== VENDOR TOTALS ===			416.55			
=== PACKET TOTALS ===			4,358.01			

PACKET: 00540 March 15, 2011

VENDOR SET: 01 City of Falcon Heights

SEQUENCE : ALPHABETIC

DUE TO/FROM ACCOUNTS SUPPRESSED

-----ID-----			GROSS	P.O. #		
POST DATE	BANK CODE	-----DESCRIPTION-----	DISCOUNT	G/L ACCOUNT	-----ACCOUNT NAME-----	DISTRIBUTION
=====						
01-03123	CINTAS CORPORATION #470					
I-470612247		Bathroom and Shop Supplies	205.53			
3/15/2011	APBNK	DUE: 3/15/2011 DISC: 3/15/2011		1099: N		
		Bathroom and Shop Supplies		101 4131-70110-000	SUPPLIES	102.77
		Bathroom and Shop Supplies		101 4141-70100-000	SUPPLIES	102.76
		=== VENDOR TOTALS ===	205.53			
=====						
01-07226	DONALD SALVERDA & ASSOC.					
I-P-1102-2		DONALD SALVERDA & ASSOC.	600.00			
3/15/2011	APBNK	DUE: 3/15/2011 DISC: 3/15/2011		1099: N		
		DONALD SALVERDA & ASSOC.		101 4112-86100-000	CONFERENCES/EDUCATION/AS	600.00
		=== VENDOR TOTALS ===	600.00			
=====						
01 04000	EHLERS AND ASSOCIATES					
I-342558		Solar Energy Systems Analysis	522.50			
3/15/2011	APBNK	DUE: 3/15/2011 DISC: 3/15/2011		1099: N		
		Solar Energy Systems Analysis		419 4419-92090-000	SOLAR ENERGY SYSTEM	522.50
		=== VENDOR TOTALS ===	522.50			
=====						
01-05154	HEWLETT PACKARD					
I-49084840		Computer	961.92			
3/15/2011	APBNK	DUE: 3/15/2011 DISC: 3/15/2011		1099: N		
		Computer		424 4424-91000-000	MACHINERY & EQUIPMENT	961.92
		=== VENDOR TOTALS ===	961.92			
=====						
01-05243	HINRICHS,RICH					
I-201103152750		Office Supplies	16.87			
3/15/2011	APBNK	DUE: 3/15/2011 DISC: 3/15/2011		1099: N		
		Office Supplies		101 4124-70100-000	SUPPLIES	16.87
		=== VENDOR TOTALS ===	16.87			
=====						
01-05273	MN PUBLIC EMPLOYEES INSURANCE					
I-201103152748		Apr. 11 Ins.	5,990.70			
3/15/2011	APBNK	DUE: 3/15/2011 DISC: 3/15/2011		1099: N		
		Apr. 11 Ins.		101 4112-89000-000	MISCELLANEOUS	5,990.70
		=== VENDOR TOTALS ===	5,990.70			

PACKET: 00540 March 15, 2011

VENDOR SET: 01 City of Falcon Heights

SEQUENCE : ALPHABETIC

DUE TO/FROM ACCOUNTS SUPPRESSED

-----ID-----			GROSS	P.O. #			
POST DATE	BANK CODE	-----DESCRIPTION-----	DISCOUNT	G/L ACCOUNT	-----ACCOUNT NAME-----		DISTRIBUTION
=====							
01 06024		ON SITE SANITATION					
I-A-416233		Portable Toilet Rental	55.58				
3/15/2011	APBNK	DUE: 3/15/2011 DISC: 3/15/2011		1099: N			
		Portable Toilet Rental		601 4601-85080-000	PORTABLE TOILET PARKS		55.58

I-A-416267		Portable Toilet Rental	55.58				
3/15/2011	APBNK	DUE: 3/15/2011 DISC: 3/15/2011		1099: N			
		Portable Toilet Rental		601 4601-85080-000	PORTABLE TOILET PARKS		55.58
=== VENDOR TOTALS ===			111.16				
=====							
01-06945		QWEST					
I-201103152749		Landline Telephone	58.52				
3/15/2011	APBNK	DUE: 3/15/2011 DISC: 3/15/2011		1099: N			
		Landline Telephone		101 4141-85011-000	TELEPHONE - LANDLINE		58.52
=== VENDOR TOTALS ===			58.52				
=====							
01-06185		RAMSEY COUNTY					
I-PUBW-010953		Snow Plowing	4,496.48				
3/15/2011	APBNK	DUE: 3/15/2011 DISC: 3/15/2011		1099: N			
		Snow Plowing		101 4132-83030-000	SNOW REMOVAL		4,496.48
=== VENDOR TOTALS ===			4,496.48				
=====							
01-05168		SOFTWARE HARDWARE INTEGRATION					
I-B00239503		Photoshop Software	202.84				
3/15/2011	APBNK	DUE: 3/15/2011 DISC: 3/15/2011		1099: N			
		Photoshop Software		424 4424-91000-000	MACHINERY & EQUIPMENT		202.84
=== VENDOR TOTALS ===			202.84				
=====							
01-07128		ST CROIX TREE SERVICE					
I-62781		Ash Tree Removal	8,931.01				
3/15/2011	APBNK	DUE: 3/15/2011 DISC: 3/15/2011		1099: N			
		Ash Tree Removal		205 4205-85000-000	TREE REMOVALS		8,931.01
=== VENDOR TOTALS ===			8,931.01				

PACKET: 00540 March 15, 2011

VENDOR SET: 01 City of Falcon Heights

SEQUENCE : ALPHABETIC

DUE TO/FROM ACCOUNTS SUPPRESSED

-----ID-----			GROSS	P.O. #			
POST DATE	BANK CODE	-----DESCRIPTION-----	DISCOUNT	G/L ACCOUNT	-----ACCOUNT NAME-----		DISTRIBUTION

01-00878 US BANCORP

I-201103152746		EMERG MGMT EXERCISE FOOD	141.83				
3/15/2011	APBNK	MANUAL CK# 077580 3/15/2011		1099: N			
		EMERG MGMT EXERCISE FOOD		213 4213-86105-000	CERT TRAINING EXERCISES		141.83
=== VENDOR TOTALS ===			141.83				

01-05870 XCEL ENERGY

I-201103152747		Electricity	243.04				
3/15/2011	APBNK	DUE: 3/15/2011 DISC: 3/15/2011		1099: N			
		Electricity		209 4209-85020-000	STREET LIGHTING POWER		27.48
		Electricity		101 4141-85020-000	ELECTRIC/GAS		9.95
		Electricity		209 4209-85020-000	STREET LIGHTING POWER		10.28
		Electricity		101 4141-85020-000	ELECTRIC/GAS		195.33
=== VENDOR TOTALS ===			243.04				

=== PACKET TOTALS === 22,482.40

federal withholdings	4492.30
state withholdings	756.04
PERA	2536.22
ICMA	<u>1809.00</u>
	32075.96



March Statement for activity from Feb. 03, 2011 through Mar. 03, 2011
 CITY OF FALCON HEIGHT
 JUSTIN J MILLER (CPN 000107109)

Inquiries: 1-866-485-4545
 BUS 78 02 Page 1 of 2

Your U.S. Bank Business Platinum Visa® Card account at a glance ...

Activity Summary

Previous Balance	\$262.33
Payments	\$262.33CR
Other Credits	\$0.00
Purchases	\$141.83
Balance Transfers	\$0.00
Advances	\$0.00
Other Debits	\$0.00
Past Due Amount	\$0.00
Fees Charged	\$0.00
Interest Charged	\$0.00
New Balance	\$141.83
Credit Line	\$24,000.00
Available Credit	\$23,858.17
Statement Close Date	Mar. 03, 2011
Days in Billing Cycle	29

Payment Information

New Balance	\$141.83
Minimum Payment Due (Current Month)	\$10.00
Minimum Payment Due (Past Due)	\$0.00
Total New Minimum Payment Due	\$10.00
Payment Due Date	Apr. 01, 2011

Late Payment Warning: If we do not receive your minimum payment by the date listed above, you may have to pay up to a \$39.00 Late Fee and your APRs may be increased up to the Penalty APR of 28.99%.

To reduce or avoid paying additional fees and interest charges on your purchase balance, pay the total new balance of \$141.83 by 04/01/11. Any cash balance or balance transfer balance will continue to accrue daily interest until the date your payment is received.

Transactions

Post Date	Trans Date	Ref. Nbr	Description of Transaction	Amount	Notation
02/14	02/11	0100	PAYMENT THANK YOU	\$262.33CR	Payments and Other Credits
02/04	02/03	5181	CUB FOODS	\$20.48	Purchases and Other Debits
02/07	02/03	9415	PIZZA HUT #022248226310 FALCON HGTS MN	\$121.35	Purchases and Other Debits

Continued on Next Page

EMP #	NAME	AMOUNT
01-1002	JUSTIN J MILLER	2,684.87
01-1010	MICHELLE C TESSER	1,409.75
01-1136	ROLAND O OLSON	1,165.67
01-1038	DEBORAH K JONES	1,684.80
01-0040	KEVIN ANDERSON	31.87
01-0085	DANIEL S JOHNSON-POWERS	129.29
01-0086	RICHARD H HINRICHS	185.72
01-0087	MICHAEL A MCKAY	149.92
01-0097	PATRICK GAFFNEY	197.52
01-0101	DALE E HUFF	112.53
01-0106	SCOTT A TESCH	134.96
01-1030	TIMOTHY J PITTMAN	1,922.42
01-1033	DAVE TRETSVEN	1,470.69
01-1143	COLIN B CALLAHAN	1,025.21

TOTAL PRINTED: 14 12,305.22

3-11-2011 9:02 AM PAYROLL CHECK REGISTER PAGE: 1
PAYROLL NO: 01 City of Falcon Heights PAYROLL DATE: 3/11/2011

EMP NO	EMPLOYEE NAME	TYPE	CHECK DATE	CHECK AMOUNT	CHECK NO.
034	KURHAJETZ, CLEMENT	R	3/11/2011	193.14	077566
066	HERNANDEZ, ALFRED	R	3/11/2011	105.24	077567
095	POESCHL, MICHAEL J	R	3/11/2011	123.16	077568
104	VANN, VINCENT A	R	3/11/2011	45.25	077569
105	FEHRENBACH, ANTON M	R	3/11/2011	70.03	077570
112	LESKE, CHRIS M	R	3/11/2011	104.66	077571
119	WICK, JEFFREY M	R	3/11/2011	149.51	077572
120	HAWTHORNE, ROCHELLE L	R	3/11/2011	29.52	077573
123	SULLIVAN, BRYAN R	R	3/11/2011	152.47	077574
124	KRUSE, MICHAEL D	R	3/11/2011	193.15	077575
125	MILLER, RACHEL L	R	3/11/2011	156.75	077576
126	SMITH, BENJAMIN J	R	3/11/2011	84.59	077577
127	PONTRELLI, MITCHELL E	R	3/11/2011	134.33	077578
172	ARCAND, MICHAEL W	R	3/11/2011	608.64	077579

3-11-2011 9:02 AM PAYROLL CHECK REGISTER PAGE: 2
PAYROLL NO: 01 City of Falcon Heights PAYROLL DATE: 3/11/2011

*** REGISTER TOTALS ***

REGULAR CHECKS:	14	2,150.44
DIRECT DEPOSIT REGULAR CHECKS:	14	12,305.22
MANUAL CHECKS:		
PRINTED MANUAL CHECKS:		
DIRECT DEPOSIT MANUAL CHECKS:		
VOIDED CHECKS:		
NON CHECKS:		
TOTAL CHECKS:	28	14,455.66



The City That Soars!

REQUEST FOR COUNCIL ACTION

Meeting Date	March 23, 2011
Agenda Item	Consent F2
Attachment	
Submitted By	Michelle Tesser, Assistant to the City Administrator

Item	City License Applications
Description	<p>The following individuals have applied for a <u>Mechanical License</u> for 2011. Staff has received the necessary documents for licensure.</p> <p>1. S R Mechanical, Inc.</p>
Budget Impact	
Attachment(s)	N/A
Action(s) Requested	Staff recommends that the Falcon Heights City Council approve the 2011 City License Applications



The City That Soars!

REQUEST FOR COUNCIL ACTION

Meeting Date	March 23, 2011
Agenda Item	Consent F3
Attachment	Commission Application
Submitted By	Mayor Peter Lindstrom

Item	Appointment of Linda Fite to the Planning Commission
Description	Due to a recent opening, applications were sought for the planning commission. I have spoken with Linda Fite and recommend that she be named to a three year term.
Budget Impact	N/A
Attachment(s)	Linda Fite Application
Action(s) Requested	I recommend that Linda Fite be appointed to a three year term (2011-2013) to the Falcon Heights Planning Commission.

**CITY OF FALCON HEIGHTS
COMMISSION APPLICATION**

DATE: March 4, 2011 _____

NAME: Linda Fite _____

ADDRESS: __. _____

PHONE: (H) _____

EMAIL ADDRESS: _____

HOW LONG AT ABOVE ADDRESS? _16 years _____

IN WHAT CAPACITY DO YOU WISH TO SERVE? _____

___I'm interested in the planning commission.

REASON YOU WISH TO SERVE ON ABOVE: ___I was involved with the comprehensive plan and am interested in the impact it will have on our city.

PRIOR PUBLIC (OR RELATED) SERVICE: ___I served on the Neighborhood Commission, have taken various classes offered through the city and am CERT qualified.

OTHER RELEVANT BACKGROUND (OR COMMENTS): ___I work for Fairview Health Services and have had some experience in working with the City of Minneapolis on city street issues and also planning for a new hospital building for Fairview. _____



The City That Soars!

REQUEST FOR COUNCIL ACTION

Meeting Date	March 23, 2011
Agenda Item	Consent F4
Attachment	Jessica Anderson's Resume'
Submitted By	Justin Miller, City Administrator

Item	Office Assistant Appointment
Description	<p>Earlier this year applications were sought for our vacant part-time office assistant position. A panel of staff members interviewed candidates, and an employment offer was made to Jessica Anderson.</p> <p>This position assists in daily front-desk duties such as answering phone calls and walk-in requests, clerical tasks, and other duties that frees up Assistant to the City Administrator Michelle Tesser to handle both her deputy clerk and recreation supervisor duties that were combined into one position last year.</p> <p>Staff is recommending that the Falcon Heights City Council appoint Jessica Anderson to a twenty hour per week position as Office Assistant at a rate of \$13.00 per hour. Jessica was the clear favorite among all those in the interview panel, and staff is looking forward to her starting on March 24th.</p>
Budget Impact	Position is included in the 2011 operating budget
Attachment(s)	Jessica Anderson's Resume'
Action(s) Requested	Staff recommends that the Falcon Heights City Council appoint Jessica Anderson as office assistant at the terms listed above.

Jessica Ann Anderson

Objective	To obtain the Office Assistant position with the City of Falcon Heights utilizing my excellent interpersonal skills and previous government experience.		
Education	2/2010-Present	Hamline University	St. Paul, MN
	<i>Master's of Public Administration</i>		
	8/2004-12/2007	University of North Dakota	Grand Forks, ND
	<i>Bachelor's of Arts Degree</i>		
	Majors: Political Science and International Studies		
	2006 Summer Term Abroad at Richmond University in London		
Experience	5/2010-9/2010	City of Oak Park Heights	Oak Park Heights, MN
	<i>City Administration Intern</i>		
	<ul style="list-style-type: none">Assisted in the operations of City Administration including providing assistance to residents in various capacities.Completed several projects and policy research.Planned, implemented and evaluated a community energy fair.		
	1/2009-1/2010	Girl Scouts Dakota Horizons	Fargo, ND
	<i>Membership Specialist</i>		
	<ul style="list-style-type: none">Recruited girl and volunteer members using a variety of methods.Cultivated and maintained relationships with a large volunteer base requiring active communication.Managed projects as well as planned and implemented special events throughout the year.Administered and maintained a large grant program.Acted as the outreach staff member working with diverse members and volunteers.		
	3/2008-9/2008	Capella University	Minneapolis, MN
	<i>Learner Support Associate</i>		
	<ul style="list-style-type: none">Counseled learners via phone and email with emphasis on learner retention and customer service.Acted as an intermediary between the University and students regarding policies and grievances.		
	5/2007-8/2007	United States Senate	Washington, DC
	<i>Senator Byron Dorgan Congressional Intern</i>		
	<ul style="list-style-type: none">Provided efficient congressional staff support in any and all areas.Conducted Capitol tours for constituents.		
Involvement	<ul style="list-style-type: none">Minnesota Women in City GovernmentMinnesota City/County Management Association		
Skills	Advanced experience in Microsoft Office Programs. Proficient with PeopleSoft, Personify, GroupWise software.		
References	Available upon request.		