

CHAPTER 404

APPROPRIATIONS

HOUSE BILL 00-1408

BY REPRESENTATIVES Tool, Berry, Saliman, and Lawrence;
also SENATORS Lacy, Owen, and Tanner.

AN ACT

CONCERNING A SUPPLEMENTAL APPROPRIATION TO THE DEPARTMENT OF PERSONNEL.

Be it enacted by the General Assembly of the State of Colorado:

SECTION 1. Part XV of section 2 of chapter 364, Session Laws of Colorado 1999, is amended to read:

Section 2. **Appropriation.**

Capital letters indicate new material added to existing statutes; dashes through words indicate deletions from existing statutes and such material not part of act.

Appropriations

ITEM & SUBTOTAL	TOTAL	APPROPRIATION FROM				
		GENERAL FUND	GENERAL FUND EXEMPT	CASH FUNDS	CASH FUNDS EXEMPT	FEDERAL FUNDS
\$	\$	\$	\$	\$	\$	\$
PART XV						
DEPARTMENT OF PERSONNEL						
(1) EXECUTIVE DIRECTOR'S OFFICE^{40, 193, 194}						
Personal Services	1,138,616				1,138,616(T) ^a	
	(18.0 FTE)					
Health, Life, and Dental	1,162,370	461,594		5,333(T) ^b	695,443(T) ^a	
Short-term Disability	57,198	26,326		297(T) ^b	30,575(T) ^a	
Salary Survey, Anniversary Increases, and Shift Differential	1,404,206	535,952		6,688(T) ^b	861,566(T) ^a	
Workers' Compensation	555,401	209,528		2,636(T) ^b	343,237(T) ^a	
Operating Expenses	90,544				90,544(T) ^a	
Legal Services for 3,131.7 hours	165,573	107,400		3,153(T) ^b	55,020(T) ^a	
Purchase of Services from Computer Center	380,872	275,041			105,831(T) ^a	
Payment to Risk Management and Property Funds	202,370	76,665		960(T) ^b	124,745(T) ^a	

Vehicle Lease Payments	138,161	93,212		44,949(T) ^a
Leased Space	720,009	258,731		461,278(T) ^a
Capitol Complex				
Leased Space	1,090,906	497,690	137,778 ^c	455,438(T) ^a
Information Technology				
Asset Maintenance ¹⁹⁵	403,500	166,671		236,829(T) ^a
Test Facility Lease	100,477	100,477		
Employment Security				
Contract Payment	19,400	12,400		7,000(T) ^d
Employees Emeritus				
Retirement	<u>14,000</u>	14,000		
		7,643,603		

^a Of these amounts, \$1,229,317 shall be from indirect cost recoveries from other divisions throughout the Department and \$3,414,754 shall be from user fees from other state agencies.

^b These amounts shall be from the Deferred Compensation Fund.

^c Of this amount, \$131,331 shall be from the Capitol Parking Fund and \$6,447(T) shall be from the Deferred Compensation Administration Fund.

^d Of this amount, \$2,463 shall be from the Department of Human Services, \$1,320 shall be from the Department of Natural Resources, \$991 shall be from the Department of Personnel, \$800 shall be from the Department of Law, \$642 shall be from the Department of Agriculture, \$396 shall be from the Department of ~~Local Affairs~~ PUBLIC HEALTH AND ENVIRONMENT, \$109 shall be from the Department of Regulatory Agencies, \$95 shall be from the Department of Revenue, \$70 from the Department of Local Affairs, \$67 shall be from the Department of Corrections, \$34 shall be from the Department of Public Safety, and \$13 shall be from the Department of State.

(2) HUMAN RESOURCE SERVICES^{41, 196}

(A) Services Section

Personal Services	2,546,718	1,550,778		995,940(T) ^a
	(48.0 FTE)			

Appropriations

	ITEM & SUBTOTAL	TOTAL	APPROPRIATION FROM				
			GENERAL FUND	GENERAL FUND EXEMPT	CASH FUNDS	CASH FUNDS EXEMPT	FEDERAL FUNDS
	\$	\$	\$	\$	\$	\$	\$
Operating Expenses	165,343		165,343				
Colorado State Employees Assistance Program	268,707					268,707(T) ^b (4.5 FTE)	
Colorado State Employees Assistance Program Indirect Cost Assessment	25,667					25,667(T) ^b	
Training	309,389				20,586 ^c	288,803(T) ^d (3.5 FTE)	
Training Indirect Cost Assessment	48,342					48,342(T) ^d	
Performance Based Pay Personal Services ¹⁹⁷	129,632		129,632 (2.0 FTE)				
Performance Based Pay Operating Expenses	96,325		96,325				

Performance Based Pay		
Legal Services for 101.8		
hours	<u>5,382</u>	5,382
	3,595,505	

^a This amount shall be from indirect cost recoveries from other divisions within the department.

^b These amounts shall be from Colorado State Employees Assistance Program revenues from state agencies.

^c This amount shall be from the sale of job reference manuals and training revenues from non-state agencies.

^d These amounts shall be from training revenues from state agencies.

(B) Benefits

Personal Services	731,949		
	(11.0 FTE)		
Operating Expenses	61,715		
Utilization Review	66,629		
Deferred Compensation			
Administration and			
Communication	539,460		
Defined Contribution			
Plans PLANS ^{197a}	6,258		
Indirect Cost			
Assessment	<u>75,820</u>		
	1,481,831	796,120 ^a	685,711 ^b

^a Of this amount, \$789,862 shall be from the Deferred Compensation Fund and \$6,258 shall be from the Defined Contribution Fund.

^b This amount shall be from the Benefits Administration Fund, which is counted as cash funds exempt because the funds are generated from employee contributions.

Appropriations

	ITEM & SUBTOTAL	TOTAL	APPROPRIATION FROM				
			GENERAL FUND	GENERAL FUND EXEMPT	CASH FUNDS	CASH FUNDS EXEMPT	FEDERAL FUNDS
	\$	\$	\$	\$	\$	\$	\$
(C) Liability, Property, and Workers' Compensation							
Liability and Property							
Personal Services	221,378					221,378(T) ^a	(3.0 FTE)
Liability and Property							
Operating Expenses	17,216					17,216(T) ^a	
Liability Premiums	9,344,100				1,868,379 ^b	7,475,721 ^c	
Property Premiums	2,800,000				775,880 ^b	2,024,120(T) ^d	
Workers' Compensation							
Premiums	31,934,506				4,663,299 ^b	27,271,207 ^c	(6.0 FTE)
Indirect Cost							
Assessment	107,840					107,840(T) ^a	
	<u>44,425,040</u>						

^a These amounts shall be from state agency appropriations to the Risk Management Fund and the Self-Insured Property Fund.

^b Of these amounts, \$6,988,189(T) shall be from the Department of Higher Education, \$132,313 shall be from the Colorado Compensation Insurance Authority, \$182,218 shall be from the Colorado Student Loan Program, and \$4,838(T) shall be from Colorado State Lottery.

^c Of this amount, \$1,303,503(T) shall be from the Department of Transportation, \$205,765 shall be from reserves in the Risk Management Fund, \$46,527(T) shall be from the Department of Higher Education, and \$5,919,926(T) shall be from state agency appropriations to the Risk Management Fund.

^d Of this amount, \$906,438 shall be from the Department of Higher Education, \$140,280 shall be from the Department of Transportation, and \$977,402 shall be from state agency appropriations to the Self-Insured Property Fund.

^e Of this amount, \$4,841,796 shall be from reserves in the Workers' Compensation Account of the Risk Management Fund, \$4,475,716(T) shall be from the Department of Transportation, \$1,681,814(T) shall be from the Department of Higher Education, and \$16,271,881(T) shall be from state agency appropriations for workers' compensation premiums.

49,502,376

**(3) PERSONNEL
BOARD**

Personal Services	333,379				
	(5.0 FTE)				
Operating Expenses	21,431				
	<u>27,485</u>				
		354,810	352,810	1,200 ^a	800(T) ^b
		360,864	358,864		

^a This amount shall be from receipts collected for copies of information and case documentation.

^b This amount shall be from receipts from state agencies for copies of information and case documentation.

**(4) INFORMATION MANAGEMENT
COMMISSION^{35, 42}**

Personal Services	526,520
	(8.0 FTE)
Operating Expenses	39,989

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	ITEM & SUBTOTAL	TOTAL	APPROPRIATION FROM				
			GENERAL FUND	GENERAL FUND EXEMPT	CASH FUNDS	CASH FUNDS EXEMPT	FEDERAL FUNDS
	\$	\$	\$	\$	\$	\$	\$
Contractual Services	77,258						
Year 2000 Projects ¹⁹⁸	847,479						
	<u>(1.0 FTE)</u>						
		1,491,246	1,491,246				
(5) CENTRAL SERVICES							
(A) Administration Section							
Personal Services	581,363						
	577,063						
	(10.3 FTE)						
	(10.0 FTE)						
Operating Expenses	110,079						
Indirect Cost							
Assessment	<u>1,247,296</u>						
	1,938,738						
	1,934,438				16,500 ^a	1,922,238(T) ^b	1,917,938(T) ^b

^a This amount shall be from user fees from non-state agencies.

^b This amount shall be from various sections of Central Services.

(B) Reprographics

Personal Services	1,223,342		
	1,073,342		
	(33.1 FTE)		
	(31.1 FTE)		
Operating Expenses	<u>2,081,129</u>		
	3,304,471	247,500 ^a	3,056,971(T) ^a
	3,154,471		2,906,971(T) ^b

^a This amount shall be from user fees from non-state agencies.

^b This amount shall be from user fees from state agencies.

(C) Microfilm

Personal Services	308,384		
	505,649		
	(11.0 FTE)		
Operating Expenses	130,600		
	<u>291,417</u>		
	438,984	37,000 ^a	401,984(T) ^a
	797,066		760,066(T) ^b

^a This amount shall be from user fees from non-state agencies.

^b This amount shall be from user fees from state agencies.

ITEM & SUBTOTAL	TOTAL	APPROPRIATION FROM				
		GENERAL FUND	GENERAL FUND EXEMPT	CASH FUNDS	CASH FUNDS EXEMPT	FEDERAL FUNDS
\$	\$	\$	\$	\$	\$	\$
(D) Motor Pool/Garage/Fleet Management^{199, 200}						
(1) Fleet Management						
Program Expense	9,506,599			441,652 ^a	9,064,947(T) ^b	
	(11.2 FTE)					
(2) Vehicle						
Replacement						
Administration ²⁰¹	537,011					
	(5.3 FTE)					
Vehicle Replacement						
Expense	15,897,851					
	14,350,851					
Treasury Loan						
Payback ²⁰¹	1,400,000					
	<u>17,834,862</u>			721,592 ^a	17,113,270(T)^b	

^a This amount shall be from user fees from non-state agencies.

^b This amount shall be from user fees from state agencies.

16,287,862

15,566,270(T)^b

^a Of this amount, \$161,340(T) shall be from Correctional Industries, \$169,192(T) shall be from user fees from the Colorado State Lottery, and \$391,060 shall be from user fees from other non-state agencies.

^b This amount shall be from user fees from state agencies.

(E) Mail Services

Personal Services	945,580		
	(33.4 FTE)		
Operating Expenses	<u>4,667,373</u>		
	5,612,953	410,000 ^a	5,202,953(T) ^b

^a Of this amount, \$42,834(T) shall be from user fees from Correctional Industries and \$367,166 shall be from user fees from other non-state agencies.

^b This amount shall be from user fees from state agencies.

(F) Central Collections

Personal Services	664,421		
	(18.0 FTE)		
Operating Expenses	291,498		
Collection of Debts Due to the State	<u>15,499</u>		
	971,418	311,900 ^a	659,518(T) ^b

^a This amount shall be from collection fees assessed to individuals.

^b This amount shall be from collection receipts previously booked as cash.

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ITEM & SUBTOTAL	TOTAL	APPROPRIATION FROM				
		GENERAL FUND	GENERAL FUND EXEMPT	CASH FUNDS	CASH FUNDS EXEMPT	FEDERAL FUNDS
\$	\$	\$	\$	\$	\$	\$
	39,608,025					
	38,264,807					
(6) ACCOUNTS AND CONTROL						
Personal Services	1,750,879					
	(27.0 FTE)					
Operating Expenses	102,220					
Statewide Contract Management	3,000					
Statewide Contract Management Legal Services for 300 hours	<u>15,861</u>					
	1,871,960	849,649			1,022,311(T) ^a	

^a Of this amount, \$873,818 shall be from statewide indirect cost recoveries from the Department of Transportation pursuant to Section 43-1-113 (8) (a), C.R.S., \$132,349 shall be from statewide indirect cost recoveries from the Department of State, and \$16,144 shall be from statewide indirect cost recoveries from the Department of Labor and Employment.

(7) COLORADO INFORMATION TECHNOLOGY SERVICES

(A) Business Services

Personal Services	473,821		
	(8.0 FTE)		
Operating Expenses	<u>14,208</u>		
	488,029	330,344	157,685(T) ^a

^a This amount shall be from user fees from state agencies.

(B) Customer Service

Personal Services	569,283		
	(10.0 FTE)		
Operating Expenses	<u>15,046</u>		
	584,329	100,833	483,496(T) ^a

^a This amount shall be from user fees from state agencies.

(C) Communications Services

Personal Services	2,676,893	2,608,017	68,876(T) ^a	
		(44.0 FTE)	(1.0 FTE)	
Operating Expenses	161,067	161,067		
Utilities	94,223	94,223		
Local Systems				
Development	<u>90,000</u>		37,732(T) ^b	52,268 ^c
	3,022,183			

^a This amount shall be from the Department of Public Health and Environment from unexpended moneys in the Emergency Medical Services Account within the Highway Users Tax Fund that are not distributed to counties pursuant to Section 25-3.5-603(2), C.R.S.

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ITEM & SUBTOTAL	TOTAL	APPROPRIATION FROM				
		GENERAL FUND	GENERAL FUND EXEMPT	CASH FUNDS	CASH FUNDS EXEMPT	FEDERAL FUNDS
\$	\$	\$	\$	\$	\$	\$

^b This amount shall be from user fees from state agencies.

^c This amount reflects funds anticipated to be received from the National Oceanic and Atmospheric Administration (NOAA), and is reflected for information only.

(D) Network Services

Personal Services	1,113,031				
	(18.0 FTE)				
Operating Expenses	7,266,147				
Capitol Complex Telephone and Communications Equipment	2,918,121				
Long Distance Telephone	6,412,510				
Toll-free Telephone Access to Members of the General Assembly	25,000				
Indirect Cost Assessment	<u>720,292</u>				
	18,455,101			229,053 ^a	18,226,048(T) ^b

^a Of this amount, \$35,499(T) shall be from Correctional Industries, \$18,119(T) shall be from the Colorado State Lottery, and \$175,435 shall be from other user fees from non-state agencies.

^b Of this amount, \$25,000 shall be from the Legislative Department and \$18,201,048 shall be from user fees from other state agencies.

(E) Computer

Services

Personal Services	3,970,909			
	(89.0 FTE)			
Operating Expenses ²⁰²	4,948,565			
Utilities	9,350			
Rental, Lease, or Lease/Purchase of Central Processing Unit	432,543			
Subsystem Operating Expenses	1,289,679			
Additional Disk Space	<u>145,976</u>			
	10,797,022	65,091 ^a	10,731,931(T) ^b	

^a Of this amount, \$22,700 shall be from the Colorado Student Loan Program, \$3,352(T) shall be from the Colorado State Lottery, \$1,593(T) shall be from Correctional Industries, and \$37,446 shall be from various local governments and other sources of cash revenue.

^b This amount shall be from user fees from state agencies.

(F) Information/Archival Services

Personal Services	796,118	434,834	89,147 ^a	272,137(T) ^b
	(15.0 FTE)			
Operating Expenses	52,723	43,813		8,910(T) ^b

Appropriations

	ITEM & SUBTOTAL	TOTAL	APPROPRIATION FROM				
			GENERAL FUND	GENERAL FUND EXEMPT	CASH FUNDS	CASH FUNDS EXEMPT	FEDERAL FUNDS
	\$	\$	\$	\$	\$	\$	\$
Microfilming of Permanent Records	<u>9,372</u>		9,372				
	858,213						
<p>^a This amount shall be from user fees from non-state agencies.</p> <p>^b These amounts shall be from user fees from state agencies.</p>							
(G) Application Services							
Program Expenses	<u>4,914,537</u>						
	4,908,483						
	(42.5 FTE)						
Reinvestment Reserve ²⁰³	<u>97,500</u>						
	5,012,037		4,914,537			97,500(T) ^a	
	5,005,983		4,908,483				

^a This amount shall be from savings identified within Application Services at the end of fiscal year 1998-99.

~~39,216,914~~

39,210,860

**(8) CAPITOL
COMPLEX**

(A) Housekeeping, Grounds, and Physical Plant

Personal Services	2,509,092		
	(66.8 FTE)		
Operating Expenses	724,086		
	614,774		
Utilities	2,050,098		
Custodial and Security			
Contracts	671,239		
Tree Care	15,000		
Capitol Complex			
Repairs	<u>61,400</u>		
	6,030,915	110,639	5,920,276(T)^a
	5,921,603		5,810,964(T) ^a

^a This amount shall be from lease payments by the state agency occupants of the Capitol Complex.

(B) State Services Building in Grand Junction

Personal Services	56,706		
	(1.0 FTE)		
Operating Expenses	77,019		
Utilities	<u>52,078</u>		
	185,803	5,588(T) ^a	180,215(T) ^b

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ITEM & SUBTOTAL	TOTAL	APPROPRIATION FROM				
		GENERAL FUND	GENERAL FUND EXEMPT	CASH FUNDS	CASH FUNDS EXEMPT	FEDERAL FUNDS
\$	\$	\$	\$	\$	\$	\$

^a This amount shall be from lease payments from the Department of Higher Education for the Colorado State University Forest Service.

^b This amount shall be from lease payments by the state agency occupants of the Grand Junction State Office Building.

(C) Camp George West²⁰⁴

Personal Services	60,870					
	(1.0 FTE)					
Operating Expenses	130,900					
Utilities	<u>241,000</u>					
	432,770			36,367 ^a	396,403(T) ^b	

^a Of this amount, \$28,367(T) shall be from lease and utility payments from Correctional Industries and \$8,000 shall be from lease and utility payments from other non-state agency occupants of Camp George West.

^b This amount shall be from lease and utility payments by the state agency occupants of Camp George West.

~~6,649,488~~
6,540,176

(9) PURCHASING AND STATE BUILDINGS

Personal Services	879,426			
	(16.0 FTE)			
Operating Expenses	34,714			
Supplier Database	155,000			
Coordination of Capital Construction and Controlled Maintenance Requests	285,420			
	<u>(4.0 FTE)</u>			
		1,354,560	1,199,560	155,000 ^a

^a This amount shall be from the Supplier Database Cash Fund.

(10) ADMINISTRATIVE HEARINGS

Personal Services	2,566,735			
	(38.8 FTE)			
Operating Expenses	<u>143,834</u>			
		2,710,569		2,710,569(T) ^a

^a This amount shall be from user fees from state agencies.

TOTALS PART XV

(PERSONNEL)^{5,6}	\$150,403,551	\$17,484,091		\$11,048,699 ^a	\$121,818,493⁷	\$52,268
	<u>\$148,951,021</u>				<u>\$120,365,963^a</u>	

^a Of these amounts, ~~\$123,569,646~~ \$122,117,116 contains a (T) notation.

ITEM & SUBTOTAL	TOTAL	APPROPRIATION FROM				
		GENERAL FUND	GENERAL FUND EXEMPT	CASH FUNDS	CASH FUNDS EXEMPT	FEDERAL FUNDS
\$	\$	\$	\$	\$	\$	\$

FOOTNOTES -- The following statements are referenced to the numbered footnotes throughout section 2.

- 5 (Governor lined through this provision. See L. 99, p. 2245.)
- 6 All Departments, Totals -- The General Assembly requests that copies of all reports requested in other footnotes contained in this act be delivered to the Joint Budget Committee and the majority and minority leadership in each house of the General Assembly. Each principal department of the state shall produce its rules and regulations in an electronic format that is suitable for public access through electronic means. Such rules and regulations in such format shall be submitted to the Office of Legislative Legal Services for publishing on the Internet. It is the intent of the General Assembly that this be done within existing resources.
- 35 (Governor lined through this provision. See L. 99, p. 2247.)
- 40 (Governor lined through this provision. See L. 99, p. 2248.)
- 41 (Governor lined through this provision. See L. 99, p. 2248.)
- 42 Governor - Lieutenant Governor - State Planning and Budgeting, Office of State Planning and Budgeting; and Department of Personnel, Information Management Commission -- It is the intent of the General Assembly that the Commission on Information Management, in conjunction with the Office of State Planning and Budgeting, submit a priority list for all state information technology projects requested in the FY 2000-01 budget requests by November 1,

1999.

193 (Governor lined through this provision. See L. 99, p. 2252.)

194 (Governor lined through this provision. See L. 99, p. 2252.)

195 Department of Personnel, Executive Director's Office, Information Technology Asset Maintenance -- It is the intent of the General Assembly that this appropriation is only for FY 1999-2000. In addition, the Department is requested to submit a report to the Joint Budget Committee by January 1, 2000, detailing how the information technology replacement plan funded in this line item has increased operational efficiencies.

196 Department of Personnel, Human Resource Services -- The Department is requested to provide the Joint Budget Committee with a comprehensive feasibility study for the cost of an integrated human resource and cost-accounting system. This report should be submitted no later than March 1, 2000, with quarterly updates provided subsequent to the final report starting on July 15, 1999, for the prior three month's activity, with other quarterly updates due on October 15, 1999, and January 15, 2000.

197 Department of Personnel, Human Resource Services, Services Section, Performance Based Pay Personal Services -- It is the intent of the General Assembly that the funds and FTE appropriated for this line are for the implementation of the performance-based pay plan required by H.B. 96-1262 and the funds and FTE will be eliminated after June 30, 2001.

197a DEPARTMENT OF PERSONNEL, HUMAN RESOURCE SERVICES, BENEFITS, DEFINED CONTRIBUTION PLANS -- IT IS THE INTENT OF THE GENERAL ASSEMBLY THAT THE RESTRICTION FOR THE DEFINED CONTRIBUTION PLAN OVEREXPENDITURE IN FY 1998-99 SHALL BE RELEASED UPON COLLECTION OF THE REVENUE SHORTFALL.

198 (Governor lined through this provision. See L. 99, p. 2252.)

199 Department of Personnel, Central Services, Motor Pool/Garage/Fleet Management -- The Department is requested to provide the Joint Budget Committee with a reconciled and consolidated report of the vehicles it intends to replace in FY

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ITEM & SUBTOTAL	TOTAL	APPROPRIATION FROM				
		GENERAL FUND	GENERAL FUND EXEMPT	CASH FUNDS	CASH FUNDS EXEMPT	FEDERAL FUNDS
\$	\$	\$	\$	\$	\$	\$

1999-2000 compared to those specific vehicles approved by the General Assembly for replacement or addition.

- 200 Department of Personnel, Central Services, Motor Pool/Garage/Fleet Management -- It is the intent of the General Assembly that the Department of Personnel determine the number of vehicle replacements and additions based upon the amount appropriated for that purpose rather than determine the amount of the appropriation base upon the number of vehicle replacements and additions approved by the General Assembly. Any variance should be reported to the Joint Budget Committee, including an explanation of the reasons why the Department was not able to acquire the approved number of vehicle replacements and additions.
- 201 (Governor lined through this provision. See L. 99, p. 2252.)
- 202 Department of Personnel, Colorado Information Technology Services, Computer Services, Operating Expenses -- It is the intent of the General Assembly that Computer Services develop a business plan which contains a reasonable set of priorities for the recovery of State computer systems. This plan will have to be accepted by all agency executives and approved by the Commission on Information Management prior to expenditure of any funds associated with the expansion of the current disaster recovery system. Computer Services should resubmit its request for expansion of the disaster recovery system to the Joint Budget Committee once the business plan has been approved by the Commission on Information Management.
- 203 Department of Personnel, Colorado Information Technology Services, Application Services, Reinvestment Reserve -- It is the intent of the General Assembly that a reinvestment reserve be continued to support the objectives outlined in

Application Services' project performance plan. The reinvestment reserve shall be funded from a roll-forward of 65.0 percent of the total funds available to Application Services at the close of FY 1998-99, and may be used for any purpose other than funding additional FTE. Any funds in the reinvestment reserve which were unexpended at the end of FY 1998-99 shall be allowed to roll-forward to FY 1999-2000. The General Assembly requests that Application Services submit a report on planned expenditures to the Joint Budget Committee prior to the expenditure of funds from the reserve.

204 (Governor lined through this provision. See L. 99, p. 2252.)

SECTION 2. Safety clause. The general assembly hereby finds, determines, and declares that this act is necessary for the immediate preservation of the public peace, health, and safety.

Approved: March 6, 2000