

CITY OF DELTONA

CITY MANAGER'S OFFICE

To: Deltona City Commission
From: Faith G. Miller, City Manager
Subject: Weekly Courtesy Report
Date: June 15, 2012

Florida Brownfields Redevelopment Program:

City staff and I met with *George Houston, Professional Geologist and Central District contact for the Florida Department of Environmental Protection (FDEP)*, this week to discuss brownfield area designations and brownfield sites and the economic and program benefits for each (See Exhibit A). Staff will be preparing a workshop agenda item for an upcoming meeting to provide more information to the Commission on these programs and to identify potential areas of the City, both in and outside of the proposed CRA boundaries, for possible brownfield area designations. We will also include an outline of the steps necessary to create such a designation within a specified area(s) in the City.

Florida Hospital/Fish Memorial:

On Wednesday morning I attended a meeting along with other West Volusia elected officials and City Managers with President/CEO Ed Noseworthy and members of his staff for a briefing on recent changes/improvements to the hospital and its services, and their future plans. It was interesting to note, that there are 598 employees in the Volusia Florida Hospital network who reside within the City of Deltona. In addition to outlining new services offered at the hospital in Orange City, Mr. Noseworthy advised that the hospital has finalized their master plan, has brought in three (3) new physician offices in Deltona, and he indicated that it is a matter of timing but they will be ready soon "to get back to the drawing board" regarding a proposed facility on the East side of Deltona out near SR 415. He said that they are looking to start with a facility that would offer Rehabilitative Services and Imaging first with the addition of Urgent Care in the second phase.

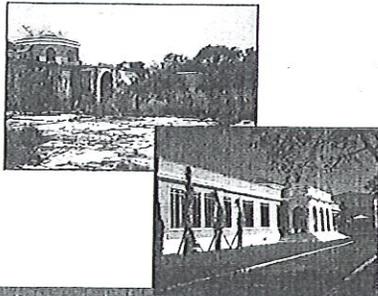
Out of Office:

I will be out of the office on vacation beginning Tuesday afternoon (June 19th) and returning on Monday, July 2nd. Dave Denny will serve as Acting City Manager in my absence. If the need arises, I will still be accessible via email or cell phone.

Ongoing/Upcoming Events:

- **Community Health Expo** – Saturday, June 16th, 10:00 a.m. – 2:00 p.m., Commission Chambers
- **Regular City Commission Meeting** – Monday, June 18th, 6:30 p.m., Commission Chambers
- **Deltona Business Forum III** – Thursday, June 21st, 8:30 a.m., Commission Chambers
- **Farmer's Market** – Every Saturday, 1649 Providence Blvd., 9:00 a.m. – 2:00 p.m.


Faith G. Miller, MMC, MPA
City Manager



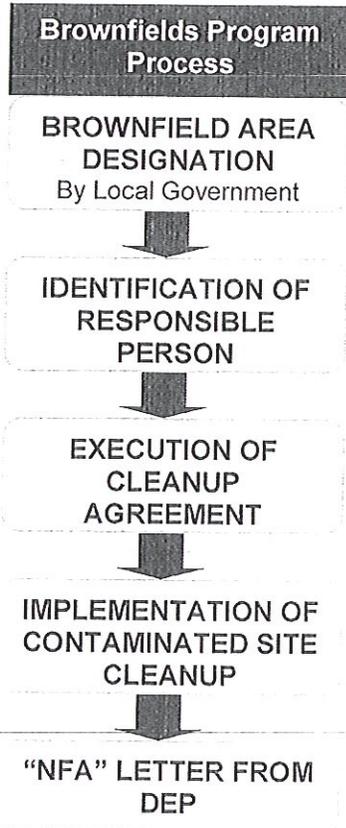
FLORIDA BROWNFIELDS REDEVELOPMENT PROGRAM

TRANSFORMING COMMUNITIES

Brownfield site means real property, the expansion, redevelopment or reuse of which may be complicated by actual or perceived environmental contamination. 376.79(3), F.S.

Brownfield area means a contiguous area of one or more brownfield sites, some of which may not be contaminated, and which has been designated by a local government by resolution. Such areas may include all or portions of community redevelopment areas, enterprise zones, empowerment zones, other such designated economically deprived communities and areas, and Environmental Protection Agency-designated brownfield pilot projects. 376.79(4), F.S.

BROWNFIELDS PROGRAM BENEFITS



Brownfield Area Designation

- Bonus refund for job creation—up to \$2,500 per job
- Loan guarantees for primary lenders
 - ◆ Up to 50% on all sites
 - ◆ Up to 75% when end use is affordable housing
- Sales tax credit on building materials
- Brownfield area benefits administered by Enterprise Florida, Inc.

Brownfield Site Rehabilitation Agreement

- All benefits of Brownfield Area
- Regulatory framework for cleanup (Chapter 62-785, F.A.C.)
- Dedicated staff—expedited technical review
- Liability protection
- Tax credits
 - ◆ Florida corporate income tax
 - ◆ Credits may be transferred one time
- Brownfield Site Rehabilitation Agreement benefits administered by DEP

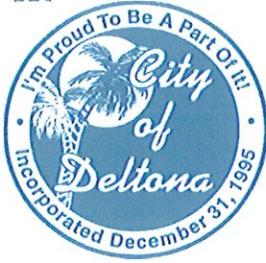
BROWNFIELD PROGRAM TERMS

Responsible Person—Person Responsible for Brownfield Site Rehabilitation or PRFBSR

Agreement—Brownfield Site Rehabilitation Agreement or BSRA

NFA—No Further Action (i.e., Site Rehabilitation Completion Order or SRCO)

Tax Credit Type	Summary of Available Tax Credits		
	Application Frequency	Maximum Credit for Costs Incurred after 6/30/06	
Site Rehabilitation	Annually	50%	\$500,000
No Further Action (i.e. SRCO)	Once	25%	\$500,000
Affordable Housing, health care facility or health care provider	Once	25%	\$500,000
Solid Waste (Removal, Transport, and Disposal)	Once	50%	\$500,000



CITY OF DELTONA

CITY MANAGER'S OFFICE

To: Deltona City Commission
From: Faith G. Miller, City Manager
Subject: Weekly Courtesy Report
Date: June 15, 2012

CITY MANAGER'S OFFICE thru 06/15/2012

Communication:

- Sent the July-Aug.-Sept. Edition of the City Newsletter to press.
- Posted Social networking reminders about the Platinum Concert in the Amphitheater and then later posted a cancellation notice, due to severe weather. A cancellation notice was also sent to the Commissioners and Directors via e-mail, to those on the City's e-mail notification service as well as posted on the Emergency Bulletin portion of the City's homepage.
- E-blast sent on Health Expo.
- Information about the Deltona Panthers signups, the EnergyWise Seminar, VCSO news releases, information about the Splash Pad hours, and information about the Library summer programs were all posted to Facebook and Twitter.
- Attended a training exposition demonstration at FullSail University on Adobe Premier Pro version 6, which the Public Information Office uses for DeltonaTV production.
- Attended the monthly meeting of the Volusia-Flagler Chapter of the Florida Public Relations Association. The topic of the meeting was "Using Pinterest and Instagram to Promote Your Organization".
- Recorded for rebroadcast the Hurricane Preparedness Forum.
- Attended the Commission Workshop of June 11th.
- Updated the DeltonaTV Schedule for the Week of June 17th.
- Updated DeltonaTV programming—UCF (Global Perspectives, On the Issues, MetroCenter Outlook), VA Weekly News, White House Chronicle, and environmental programming from University of Florida.
- Produced Preview PSA for July 4th Fireworks Extravaganza for DeltonaTV.
- Requested new episodes from SeaWorld/Shamu TV, for nature programming.
- Researching availability of additional programming to be added to the DeltonaTV broadcast schedule.
- Completed and distributed June issue of the Pride.

Media Relations:

- Provided information about correspondence from L. Groot regarding the Special Magistrate, and correspondence from Volusia Air Conditioning Contractors Association to the City, to Mark Harper/Daytona News Journal.

Press Release/s:

- Business Forum III
- Burn Ban Lifted (submitted by the Fire Department)

Business Development:

- Attended the "Official Groundbreaking for the Debarry SunRail Station" event.

- Did site visit tour with CDG (Capital Development Group), a developer from Orlando, and the CDG client to explore potential medical sites within Deltona for the client. Furnished site locations and demographics.
- Attended a TOD (Transit Orientated Development) workshop hosted by FDOT. Gained insights into economic development side of TOD.
- Met with George Houston, Central District Brownfields Coordinator, to tour the Deltona CRA (Community Redevelopment Area) site, view areas within and not within the City, and gain advice on how best to approach the issues that arise concerning those areas.
- Attended the CRA/Brownfields Team meeting with George Houston as the guest speaker.
- Attended the Deltona City Commission Workshop for discussions on:
 1. The Business Assistance Center;
 2. The Water Taxi opportunity;
 3. The Commission Economic Development Visioning Workshop.
- Conferenced with Stan Klos, a developer, and a client for ALF and/or medical facility in Deltona. Furnished site locations and demographics. Initial introduction and continued assist by Team Volusia.
- Attended meeting with local land owner (who is purchasing residential homes to utilize as sites for future commercial development), and the Planning & Development Department.
- Attended a FPZA (Florida Planning & Zoning Association) meeting with guest speakers from “reThink Your Ride”. Deltona is working with “reThink Your Ride” on several projects/campaigns to promote and develop facilities for park/ride and similar facilities within the City.
- Met with Deputy Fire Chief Rogers to work on Business Assistance Center furnishing issues.

BUILDING & ENFORCEMENT SERVICES thru 06/09/2012

Building Services Division:

Building Permits issued for the week	46
Valuation of work permitted for the week.....	\$445,092
Inspections completed for the week	135
Total Permits issued for Fiscal Year 11/12	2,048
Valuation of work permitted for the year 11/12.....	\$15,596,071
Permits Issued:	
A/C Change Out	8
Door Replacement	2
Electrical	1
Fence.....	6
Generator	1
Other	1
Pool Enclosure.....	2
Pool In Ground.....	2
Reroof	12
Right of Way.....	1
Screen Enclosure.....	1
Shed	4
Sign	1
Solar Panel	2
Water Heater Replacement	1
Window Replacement	1
Total	46

FIRE/RESCUE DEPARTMENT thru 06/07/2012

Fire Chief Staples:

- Met with representatives of the Union's Transport Committee to discuss the recent decision by Volusia County to allow municipalities to transport, and develop a plan, in the event that the offer of a pilot program is extended to Deltona.
- Met with representatives of the VCFCA Closest-Unit Response (CUR) / Automatic Aid (AA) Agreement subcommittee regarding development of a countywide agreement for CUR and automatic aid. Discussions included:
 - Universal versus Guardianship type agreements;
 - Will the CUR/AA be for emergency responses only, or for all call types regardless of emergency or non-emergency response;
 - Reimbursement for an imbalance of aid provided between two jurisdictions;
 - Would automatic move-ups for coverage of stations be included?
- This committee will continue for several months while it develops a template for Fire Chiefs to bring back to their managers and elected officials for review and adoption as amended.
- Finalized budget submissions after the 1st budget review with management and Finance.

Deputy Chief Rogers:

- Presented Hurricane Prep info to the Catholic Women's Council, Our Lady of the Lakes Catholic Church, at their lunch meeting Thursday, June 7th (35 in attendance).
- Presented Hurricane Prep info to the Hispanic American Youth Group (HAYGD) and the Knights of Columbus on Monday, June 11th, during their meeting (35 in attendance).
- On Saturday evening we responded to smoke in a structure. It turned out to be from some type of drug activity. After crews evacuated the home of all chemicals, they confirmed that there was no fire. Shortly after one of the occupants was found at a local store with severe facial burns. He was transported to ORMC and the structure was turned over to the VCSO and the State Fire Marshal. Our crews were involved in extensive decontamination due to the chemicals in the structure, resulting in the following:
 - 7 Firefighters needed replacement gear.
 - 4 Firefighters needed new t-shirts.
 - 1 Firefighter needed new pants.
 - 6 Firefighters needed replacement hoods.
 - 6 Firefighters needed replacement bunker gloves.
 - 1 Firefighter needed replacement work gloves.
- We called in Staff to assist with the re-fitting of the personnel, and due to our stock at logistics, we were able to get the 2 trucks back in service in about 3 hours with spare gear. Major items will be cleaned and decontaminated and returned to the crews over the next week. Uniform items damaged during the incident were destroyed and replaced. No employee injuries were reported.
- Alarm summary 6/6/2012 thru 6/12/2012

Structure fire	02
Vehicle Fire	01
Wild land, grass	01
Misc. Fire	01
ALS Medicals	54
BLS & Misc. Medicals	84
Hazardous Condition	12
Service Calls	04
Good Intent	14
False Alarms	12
TOTAL	185

Deputy Chief Rafferty:

- Attended Transport Committee Meeting.
- Attended Medical Documentation class in Daytona.
- Conducted Paramedic Clearance evaluation on PM Davies.

David Faer, Public Education:

- Public Education programs provided; Fire and Life Safety talk and tour for 12 Daisy Scouts at Fire Station 65. Also attending were 2-high school sophomores that needed to interview a Firefighter for a Daisy Scout Merit Badge.

HUMAN RESOURCES DEPARTMENT thru 06/13/2012

- Performance Evaluations processed: 5
- Deltona JOBS Program Folders
 - 1st Floor lobby – (0) added
 - 2nd Floor lobby – (10) added
 - Total # of Deltona JOBS Program folders taken – (1192)
- Applications received:
 - (04) Parks Attendant
 - (02) Waste Water Operator
- Met with several Department Directors regarding personnel issues and coordination of personnel actions.
- Processed 1 FMLA action.
- Mailing William S. Harvey Deltona Scholarship checks.
- Participated in department budget reviews.
- Coordinating training for Leadership Development Program.
- Attend a Laserfiche webinar.
- Met with Gene Gizzi, Agent of Record regarding upcoming health insurance renewal.
- Coordinating with City labor attorney regarding Union contract.

Risk Management:

- Attended Commission workshop to discuss security.
- Participated in Workers Compensation file resolution for two employees.
- Coordinated Fire Station #61 ECAS door installation.
- Responded and investigated two resident property damage claims.
- Coordinated Defensive Driving class.

PARKS AND RECREATION DEPARTMENT thru 06/09/2012

Administration:

- Farmers Market: 2 vendors, 130 cars.
- Met with Platinum band and cancelled concert at the Amphitheater due to the weather.
- Met with AMSCO Air Conditioning to discuss replacing the pump for the A/C chiller.
- Assisted with camera setup for Commission workshop.
- Conducted Youth Advisory Sub Committee meeting.

- Finalized vendors, set up and preparations for the Community Expo.
- Processed 10 permits for pavilion rentals.

Facility Use Permits (6/02 – 6/09):

- | | | |
|------------------------------------|------------------|---------------------------|
| • Deltona Community Center | 3 permits issued | Weekly attendance – 1,242 |
| • Harris M. Saxon Community Center | 4 permits issued | Weekly attendance – 385 |
| • Wes Crile Park | 1 permit issued | Weekly attendance – 1,815 |
| • Skate Park | 3 new passes | Weekly attendance – 302 |

Special Events/Programs:

- Amphitheater:
 - 2012 Concert series: June 9th concert was cancelled due to the weather. It is tentatively scheduled for July (date to be determined).
- City Hall:
 - Community Health Expo, Saturday, June 16th from 10:00 a.m. to 2:00 p.m.
- Harris M. Saxon Community Center:
 - Boys and Girls Club summer camp has started.
- Wes Crile Park:
 - Youth Flag Football (summer season) has been postponed due to lack of interest.
 - Deltona Tennis Association Summer camp has started.

City Leagues Currently Underway:

- Men's league continues.

Partner Leagues Currently Underway:

- FBVA summer season begins in July.
- West Volusia Youth Baseball spring season is complete. All-star practices continue.
- Deltona Little League all-star practices continue.
- Deltona Adult Soccer (6v6) continues.

Parks Maintenance:

Weekly tasks include opening all the parks in the a.m., cleaning restrooms at parks and facilities, picking up and emptying trash at all parks and facilities; picking up trash around all pavilions; taking goods to storage, including seasonal items; cleaning the depot trailer, barn and yard; cleaning pavilion areas (ceilings, tables, grilles, etc.); cleaning playgrounds and sidewalks, taking vehicles to Fleet for maintenance, replacing damaged paper towel and toilet paper dispensers.

- Mowed, edged and weed-whacked: Campbell Park, City Hall, Dewey Boster, Dupont Lakes, Festival Park, Keysville Dog Park, Veterans Memorial and Wes Crile.
- Campbell Park – Unclogged urinals.
- Deltona Community Center – Removed dead tree.
- Dupont Lakes – Removed rusted/damaged trash can and replaced; repaired benches and tables and painted; restroom repairs.
- Harris Saxon – Painted restrooms due to vandalism.
- Lake Gleason – Primed and painted pavilion.
- Vann Park – Continued painting perimeter fence line.
- Veterans Memorial – Met with staff regarding flagpole problems.
- Miscellaneous:
 - Picked up supplies at Ace Hardware.
 - Built picnic tables.

City Hall, Fire Station, Sheriff's Department and 1691 Providence (Sheriff) Building Maintenance:

Weekly janitorial service includes cleaning the Fire Station and inspecting Sheriff's building; opening and closing City Hall; vacuuming the chambers and other areas; emptying trash and recycled bins from DSC classrooms and all City departments; setting up Commission Chambers for various meetings and resetting afterwards; checking temperature throughout the building; replenishing restroom supplies throughout the entire building; replacing soap dispensers; cleaning all restrooms (floors, toilets, sinks, etc.); unclogging various toilets in restrooms on both floors; unclogging water fountains; replacing light bulbs throughout the building, courtyard and walkway; replacing restroom fresheners and batteries; moving or assembling furniture for various departments; hanging pictures (as requested) throughout City Hall; spraying and pulling weeds from various areas, trimming bushes and trees, watering sod and new shrubbery; walking the grounds and picking up trash; emptying all trash receptacles outside; sweeping sidewalk; cleaning front of building, retrieving supplies from storage at various times, polishing the elevator; delivering packages and heavy boxes to departments.

- Escorted Air Mechanical (air handler room on the 2nd floor).
- Weekend call – checked and reset chillers; re-checked temperature.

Sports Turf Maintenance:

- Normal routine maintenance at:
 - Dewey Boster Sports Complex
 - Baseball and Pony League Fields
 - Vann Park
 - Dupont Lakes
 - Wes Crile Park
 - Sliced and rolled Campbell Park.
 - Sprayed Campbell Park with herbicide for grassy weeds.
 - Fertilized Campbell Park, Dupont Lakes, Vann Park and Wes Crile Park.
 - Rolled Dupont Lakes and Wes Crile.
 - Repaired irrigation at Dupont Lakes.
- Sports Complex:
 - Sprayed complex and Pony League with Echelon for sedges and broadleaf weeds.
 - Sprayed overflow parking with herbicide for grassy weeds.
 - Sliced the complex.
 - Edged all irrigation heads at Sports Complex.

PLANNING & DEVELOPMENT SERVICES thru 06/13/2012

Executive Summary:

The Planning and Development Services Department is working with the applicants for the Dunkin Donuts, Deltona Village, RaceTrac and Dollar Generals on site design and land development issues. In working with the applicants closely, we are able to reduce the number of Development Review Committee (DRC) meetings that tended to make the review process more lengthy and time consuming.

Planning:

The Planning Section received the revised Final Site Plan for the Dunkin Donuts this week and is taking that project to the Development Review Committee next week. It is anticipated that with DRC approval, the Final Site Plan will be going to the July 16th City Commission hearing. Staff also received the Final Plat

application from the applicant for the Deltona Village Business Planned Unit Development (BPUD) and needs to schedule the item for a DRC meeting before taking it to the City Commission. Finally, the two Dollar General Final Site applications were reviewed and staff is working with the applicant to address them prior to scheduling a DRC.

Housing & Community Development:

The Community Development Section is working with applicants to sell six homes within the NSP 1 program. This leaves five homes to sell in that program. The City Attorney is in the procurement process for additional homes in both NSP 1 and NSP 3, continuing the process of buying, repairing, and selling that is the mainstay of the program. SHIP work for the Fiscal Year 2011-12 comes to a close on June 30th. Staff is completing two owner-occupied home repairs with the remaining funds. Staff will have July 1st through September 30th to complete State reporting requirements, which it is on target to do. Finally, the on-site monitoring of the CDBG subrecipient organizations continues. This is a requirement by HUD and is being adhered to, in addition to on-going desk-top monitoring, which requires review of payment reimbursement.

PUBLIC WORKS thru 06/08/2012

Traffic Operations:

Weekly tasks include monitoring crews and downloading and evaluating traffic survey information.

- **Signs:**
 - Completed 3 sign repair work tickets in the City.
 - Fabricated & installed 12 new street name signs.
 - Removed all championship signs: Howland & SR415; Howland & Graves; Doyle & Deltona Blvd; Saxon & I4.
 - Fabricated (4) 24"x 36" "Welcome to Deltona" signs and installed them at Howland & SR415; Howland & Graves; Doyle & Deltona Blvd; Saxon & I4.
 - Fabricated (4) 12"x 36" "Trinity Championship" signs and (4) 12"x 36" "Little League Championship" signs and installed them at: Howland & SR415; Howland & Graves; Doyle & Deltona Blvd; Saxon & I4.
 - Replaced 1 "Stop" sign from stock at Norwood & Wilmington.
 - Fabricated (6) 11.5" City logos for Fleet Maintenance.
- **Asphalt:**
 - Completed 1 asphalt repair work ticket – ½ tons.
 - Wolfpack Run – repaired potholes with cold patch.
 - Malcolm – repaired section of road for Stormwater – 2 ¼ tons.
 - 538 Glancy S – repaired section of road for Stormwater – 2 ½ tons.
 - Haulover & Surf – repaired section of road for Stormwater – 2 ½ tons.
- **Speed Trailer:** Installed both speed trailers on Courtland Blvd on each side of Elkcam Blvd.
- **Message Boards:**
 - Removed from Deltona Blvd & Doyle; Station 61.
 - Installed at Providence & Eustace; Saxon & N Normandy Blvd for concert.
- **Misc:**
 - Lake Helen/Osteen Rd – installed 4 barricades at drop off.
 - City Wide – removed "Adopt a Street" signs that were not active.

Field Operations:

Weekly tasks include evaluating work orders called in by residents.

- **Beautification:**
 - Medians:
 - Normandy Blvd – routine maintenance.
 - Howland Blvd – routine maintenance.
 - City Homes: 591 E Firwood.
 - City Signs: Howland Welcome sign – removed all plants; regraded with new soil; replanted new plants and border.
- **Clam Truck:**
 - Debris – 58
 - Trimming – 8
- **Drop Offs:** 2798 Elkcam – repaired drop off with fill dirt.
- **Misc:**
 - Delivered used tires to Tomoka Landfill.
 - Cleaned rocks from sidewalk in front of the Save a Lot parking lot on Courtland Blvd.

Fleet Maintenance Division:

• Vehicles	PM – 2	Repairs – 13
• Equipment	PM – 1	Repairs – 16
• Road Calls	2	
• Parts Run/Vehicle Delivery	3	
• CDL Testing	0	

Stormwater Division:

Weekly tasks include check and monitor all electric pump stations; respond to all safety concerns; talk to residents about their concerns; check and record lake levels; manage current CDBG projects; implement NPDES Inspection program.

- **Construction Crew:**
 - 2600 Haulover – installed 99’ of 24” concrete pipe; cut mitered ends on pipe; started reshaping swales.
 - 538 Glancy – cleaned up debris; built a box and reshaped swales; poured a mitered end.
 - 3111 Loblolly – cut out 2 bad pieces in driveway and poured back; poured 2 mitered ends and placed sod.
 - 2982 Berkshire – repaired pipe; placed sod.
- **Drainage Rehabilitation Crew:**
 - Ditches mowed with Menzi: Gatewood; Newhope; Coachman; Houston; Akron.
- **Drainage Area Maintenance (Aebi Mowing):**
 - Ponds mowed: 3289 Tallwood; 120 N Old Mill; 1641 Houston; 675 Malaga; 926 Whitewood; 2150 Deck Ct; 201 Howland; 2307 Greenwood.
 - Ditches mowed: 2808 Elston; 1724 Whipple; 1220 Nixonton; 1736 Whipple.
- **System Cleaning (Vac Truck):**
 - Storm systems jetted: 1271 Parker; 730 Normandy; Fulford/Evergreen.
- **Right of Way Mowing Crew:**
 - Main Roads mowed: Tivoli; Deltona Blvd; Cloverleaf; Anderson; Haulover; Catalina; Captain; Newark; India.
 - Sectors mowed: 23; 24; 25; 26; 27; 28; 29; 20; 31.
 - Alleys mowed: 219; 500; 618; 632.
- **Right of Way Litter Crew:**
 - Main road trash pickup: Normandy; Elkcam from Howland to Providence; Anderson; Cloverleaf; Deltona Blvd.

- **Misc:**
 - City Wide – Monthly inspections on Baton, Tivoli and Ft Smith pump stations.
 - 1539 Trinidad Av; 1570 Zinnia – mowed ROW.
 - 2833 Gimlet Dr – removed downed tree from roadway.
 - Wheeling Av – checked pump for proper operation.
 - 1069 Norwood – mowed the pump station.
 - City Wide – watered newly laid sod.

UTILITIES thru 06/10/2012

Customer Service

June 2012	Total week ending 6/10/12
DW – Lockbox	2482
Ebox	1464
Call Center Calls	3086
Walk-ins/Drop Box	1611
On-line Payments	977

Customers Disconnected for Non-Pay

June 2012	Total week ending 6/10/12
Total on Disconnect List	208
Off in error/DW error	
Off in error/Munis error	
Misapplied Payment	

Construction Log & Service Orders

June 2012	Total week ending 6/10/12
Water Service	
Meter Sets	3
Reclaim Meters	
Fire Hydrant Installs	
Fire Hydrant Replacement	
Fire Hydrant Repair	
Replace Meter Box	7
Locates Received	75
Locates Completed	70
Main Leaks	1
Service Leaks	4
Sewer Repairs	
Sewer Blockage	1
KV2 Valves	5
Service Replacements	2
Meter Change Outs	15
Service Orders	489
Disconnects	208
Drainfield Leaks	1
Meter Retirements	39