

Utah Commission on Aging
Minutes for January 11, 2006 Meeting

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| Commission Member Attendees: | |
| Allen Christensen | Utah Senate |
| Lisa-Michele Church | Utah Department of Human Services |
| TantaLisa Clayton | Utah Legal Services |
| William Cox | Rich County |
| Tani Downing (Helen Thatcher) | Department of Workforce Services |
| Rob Ence | AARP |
| Leone Harwood | Utah Department of Transportation |
| Larry Marx | Taylorsville Police Department |
| Norma Matheson | Honorary Chair |
| Kristie McMullin | Southwest Applied Technology College |
| Shauna O'Neil | Salt Lake County Aging Services |
| Anne Peterson | Osher Lifelong Learning Institute |
| Rev. Robert Shrank | St. John's Lutheran Church |
| Sara Sinclair | Sunshine Terrace Foundation |
| Dr. David Sundwall | Utah Department of Health |
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| Commission Members Unable to Attend: | |
| Richard Bradford | Governor's Office of Economic Development |
| Michael Jones | Utah Department of Financial Institutions |
| Pat Jones | Utah House of Representatives |
| Joette Langianese | Rural Health Management |
| JoAnn Seghini | Midvale City Mayor |
| Michael Styles | Utah Office of Ethnic Affairs |
| | |
| Other Attendees: | |
| Denise Brooks | University of Utah |
| Wade Faraway | Utah Attorney General's Office |
| Ellen Silver | Jewish Family Services |
| Brooke Adams | Salt Lake Tribune |
| Tonya Keller | Utah Department of Health |
| Dee Dee Lobato | Salt Lake County |
| Cathy House | University of Utah |
| Becky Allred | Stagg Elder Care Services |
| Scott Wright | University of Utah College of Nursing |
| Angie Stehaniaak | University of Utah, Center for Public Policy and Administration |
| Kelley Van Noy | Weber AAA |
| Sallie Richardson | Utah Legal Services |
| Nels Holmgren | DAAS |
| Bill Hunt | Hunt Associates |
| Vicki Tu'ua | State Farm |
| Lynn Samsel | Coalition of Non-Profits |
| Richard Bojanowski | AARP volunteer |
| John Pace | Pace Pollard |
| Jane MacPherson | IHC Hospice |

Utah Commission on Aging
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| S. Mark Weeks | Bankers Life and Casualty |
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Stephen Jardine

Governor's Office of Planning and Budget

Norma Matheson called the meeting to order at 9:15. She welcomed all those present and spoke favorably of the progress that the Commission on Aging is making. She made a request for Commission members to turn in their estimate of the value of the time they have contributed to the Commission on Aging. Norma announced that the agenda would be modified due to attendees needing to leave early.

Norma Matheson called for a motion to approve the Minutes from the November 17, 2005 Commission on Aging meeting. The motions was seconded and approved.

Lorna Koci covered various administrative items related to the meeting.

Maureen Henry reviewed the Commission on Aging statutory obligations.

Strategic Outlook

Maureen Henry expressed the need to clarify and define the Utah Commission on Aging's organizing principles and long-term strategy/blueprint, proposing that the Commission adopt the vision "Utah will become a great place to age well." Discussion focused on the need to form a plan to address issues now, rather than waiting for a crisis. Having a Strategic Planning Model for dealing with the aging population will help to accomplish this.

Commission members and meeting attendees that suggested the following defining terms for aging and the objectives of the Commission on Aging:

- Resourceful
- Catalyst
- Looking at aging as a positive and natural force or experience.
- Proactive
- Synergy
- Having specific achievable results
- Building on what is already in place, not reinventing the wheel.
- Prevention – focus on having a healthy lifestyle
- Support for the informal caregiver network
- Aging issues need to get on the radar
- Education helps and reduces fear
- Utah can be a great/better place to live
- We need to emphasize older people as resources, look at what they can bring to the state and local communities. They are more than just a cost.
- We need to normalize aging, make it like other phases of life
- Older people have a lot to offer, aging can be a good thing
- "When you give, you live"
- We need to focus on measurable tasks
- We need a vision

- We need to get the government to make specific changes
- We need to look at the economic impact of having older people in the community
- Some say that older people are a drain on ‘the system’ but recipients of Medicare and Social Security pay into those systems. It may be that these programs are not properly managed – don’t put all the blame on the older population.
- We should have a goal of having the public understand options for end of life decisions and alternatives.
- Another study to look at economic impact may not be needed – AARP may have data.
- Do we know what the impact of pending retirements is in the state of Utah? Is succession planning being done? Should this be studied?
- Staff should be able to collect data that is needed to give them the appropriate level of credibility.

Utah 2030

Maureen Henry presented the proposal that the Commission staff conduct a process called Utah 2030, modeled after a process used successfully in New York State. The process involves surveying State of Utah agencies to determine how their work will be impacted by the changing demographics and to plan for making necessary changes before the need becomes crisis. Commission staff asked for the Commission’s authorization to contact the Governor’s office

Comments follow:

- This seems to make sense
- Be cautious; be sure this is feasible and usable and just not another potentially useless task. This is a commonly used mechanism that is not always useful.
- Can it focus on certain key issues, i.e. retirement and succession planning?
- It may be that each division could respond in a short period of time

A motion was made, seconded, and passed to authorize Commission staff to contact the governor’s office regarding a survey of this nature and to discuss the alternatives for gathering the information and providing continued reporting on status.

Status Reports

Special Committee Reports – Maureen Henry asked Commission members to refer to handout on Special Committee Status for detailed updates.

Bill Hunt, a local developer, presented information on the current status of affordable senior housing in Salt Lake County. Maureen Henry stated that a meeting is being convened in February with key housing experts to look at this issue both in Salt Lake City and statewide.

Rob Ence gave an update on the Financial Security Special Committee status.

Lynn Samsel gave a status of the Community Based Care and Services Special Committee.

Scott Wright gave a status of the Education Special Committee.

Special Committees are working on 32 items that have completion dates. The status of these items is listed below:

| | |
|--------------------------------|----|
| Complete | 2 |
| In process and on schedule | 24 |
| In process and behind schedule | 0 |
| Not yet scheduled to start | 6 |
| Total | 32 |

A motion was made, seconded, and passed to approve the list of new members on existing Special Committees as noted on meeting handout materials.

Workgroup/Other Initiative Status

Maureen Henry presented the status of the Mental Health Work Group. A motion as made, seconded, and passed to form a Mental Health Special Committee with members as noted on the meeting handout.

Maureen Henry noted that the Volunteerism Workgroup will resume in late February-March time frame.

Maureen Henry presented the status of work that is being done to look at issues for seniors in the correctional systems that are being released. Looking at the needs of those who are not yet released is a lower priority due to numbers and will be looked at later. Releases are a larger issue at this time. Norma Matheson expressed her concern for the correctional system population.

Information on other miscellaneous Commission activities was presented by Maureen Henry and Lorna Koci, including an update on:

- Academic – Medical reception held on January 5, 2006 at the home of Norma Matheson
- Future Commission on Aging field trips to various places in Utah that support the aging population
- Recent press coverage
- Web-site status

White House Conference on Aging

Alan Ormsby presented an update on the White House Conference on Aging. The conference delegates from Utah are meeting regularly and want to work with the

commission on Aging. They will involve Maureen in their work and are currently receiving Commission on Aging materials.

Other items

Maureen Henry asked Commission members how soon they would like to receive information that will be presented at the meeting. Commission Members agreed that four business days was appropriate. A suggestion was made to note special topics and issues that will be discussed at the meeting in advance.

Commission members agreed that the State of Utah Workwell recommendations would be discussed with the Governor when the survey of state divisions is presented.

Commission members expressed a preference that February's meeting should not be held at the Capitol and agreed that the required meeting during the legislative session would be held at the Department of Human Services Building. Following that, the next Commission on Aging meeting will be in April.

A motion to adjourn the meeting was made, seconded, and passed.

Utah Commission on Aging Special Committee Status

A. Financial Security

1. Explore collaboration with Utah Saves

Progress: Maureen has met with Bill Crim and Jerilyn Stowe; Jerilyn will participate in the Financial Security Special Committee and we will continue to explore ways to most effectively work together.

Deadline: February 28, 2006

Status: Complete

2. Create a Consumer Guide to Financial Security

Progress: Committee members have accepted assignments to outline the contents of the Guide and collect possible content by January 20. Shaping and adding detail to the outline is the objective for Feb 1 meeting.

Deadline: March 31, 2006

Status: On track to complete by deadline

3. Conduct evaluation of effectiveness of consumer guide

Progress: AARP determining whether in-house expertise will be available to conduct evaluation.

Deadline: September 30, 2006

Status: On track to complete by deadline

4. Assure that Financial Security is addressed by any resource center on aging that is created by the Commission

Progress: Monitoring status of the aging resource center

Deadline: September 30, 2006

Status: On track to complete by deadline

5. Assess policy gaps for regulatory/legislative consideration

Deadline: December 30, 2006

Status: On hold until after completion of the guide

B. Community-Based Care and Services

1. Explore the feasibility of developing a one-stop web-based resource tool that will provide a comprehensive list of resources available to an aging individual that can be accessed by providers, caregivers, and aging individuals

Progress: (a) We have had a number of meetings with 2-1-1 Info; it is revising its policies to enable a complete listing of services, including private-for-profit providers; (b) We will be meeting with DWS and 2-1-1 Info reps to discuss the Utah Cares database on January 12; (c) We continue to discuss how to assure that we are not duplicating services and that any tool will

maximize the value of services already being provided by existing organizations.

Deadline: February 28, 2006

Status: On target to complete by deadline

- 2. Explore the feasibility of forming an Aging Resource Center in collaboration with other Special Committees and existing agencies**
Progress: Discussing possibility of having an aging resource specialist housed at 211, possibly funded by revenues from private-for-profit providers; ongoing discussions with other providers, such as the Goodwill Initiatives in Aging at the U of U College of Social Work to avoid any duplication.
Deadline: February 28, 2006
Status: On track to complete by deadline
- 3. Conduct a law/policy review of DHS (Aging, Mental Health and Substance Abuse, DSPD), DOH, and Workforce Services programs that support aging individuals in the community, and encourage/recommend changes that support integration of services, transparency, and cooperation**
Deadline: May 31, 2006
Status: To be undertaken after initial work on Aging Resource Center & Web-Based I&R
- 4. Support piloting the use of an evidence-based geriatric care management model in doctors' offices and recruit doctors' offices to participate**
Status: Awaiting plan from Healthcare committee to determine appropriate role

C. Caregiver

- 1. Review N4A "Making the Link" program and determine whether to assist AAAs in applying**
Progress: Learned that "Making the Link" (a program that links physician offices with AAAs) is no longer sponsored by N4A, but rather can be accessed by any AAA. Before moving forward, we will coordinate the various special committee efforts aimed at physician offices to assure that our messages are consistent and delivered in a manner that does not overwhelm the offices
Deadline: February 28, 2006
Status: On track to complete by deadline
- 2. Identify evidence-based and successful models for supporting caregivers in the workplace and recruit one State of Utah department or division and one private-sector employer to test caregiver-friendly policies**
Progress: Identified 10 guidelines for establishing a caregiver-friendly workplace; plan to meet with State of Utah Human Resources to determine if

State HR will work with Special Committee to implement the program prior to the end of February. In addition, will solicit involvement of private-sector employers during meeting on January 9th.

Deadline: May 31, 2006

Status: On track to complete by deadline

3. Evaluate the success of the caregiver friendly workplace models (November 30, 2006)

Progress: Asking the State to conduct a baseline assessment of State employees to be followed by a follow-up survey after encouraging adoption of caregiver-friendly workplace guidelines.

Deadline: May 31, 2006

Status: On track to complete by deadline

4. With UCARE and Healthcare Special Committee, develop and assess the effectiveness of training caregivers as care managers

Progress: Monitoring progress of UCARE curriculum development and implementation.

Deadline: June 30, 2007

Status: On track to complete by deadline

5. Support Community-Based Care Special Committee's efforts to explore the feasibility of (a) a one-stop web-based resource tool that will provide a comprehensive list of resources available to an aging individual that can be accessed by providers, caregivers, and aging individuals and (b) Aging Resource Center in collaboration with other Special Committees and existing agencies.

Status: Monitoring progress and providing comment on plans

D. Education

1. Produce a web-based and paper Sourcebook: a one-stop shopping resource for citizens in the State of Utah that addresses

○ **Opportunities for retraining and education of older adults**

Progress: Graduate student in Gerontology has agreed to collect the content; working with UEN, DWS, and others to determine the best place to house the web site; working with development expert to identify possible funding sources for print-version.

Deadline: July 31, 2006

Status: On track to complete by deadline

2. Produce a web-based and paper Sourcebook: a one-stop shopping resource for citizens in the State of Utah that addresses

○ **Opportunities for professional development as a specialist in aging issues**

Progress: Graduate student in Gerontology has agreed to collect the content; working with UEN, DWS, and others to determine the best place to house the

web site; working with development expert to identify possible funding sources for print-version.

Deadline: July 31, 2006

Status: On track to complete by deadline

E. Healthcare

1. Develop a pilot program to test evidence-based geriatric care management model in doctors' offices and recruit doctors' offices to participate

Progress: Coordinating with Hartford Grant Recipients at IHC, U of U, and VA to obtain model shown to be effective in decreasing mortality, increasing satisfaction, and decreasing hospitalizations, ER visits, and use of resources.

Deadline: May 31, 2006

Status: On track to complete by deadline

2. Implement pilot program

Progress: Recruiting physician offices that wish to participate; discussions with BC/BS MedAdvantage medical director about obtaining funding for pilot; discussions with HealthInsight (which participated in evaluation of Hartford Grant) to determine whether it wishes to participate.

Deadline: December 31, 2006

Status: On track to complete by deadline

3. Evaluate the effectiveness of the pilot program

Progress: Currently working to assure that assessment tools used in the pilot will enable evaluation of the program.

Deadline: December 31, 2006

Status: On track to complete by deadline

4. Work with HealthInsight and UHIN to assure that geriatric risk factors and appropriate triggers are included in electronic medical records used with the geriatric population

Progress: Have had discussions with UHIN and HealthInsight about working on incorporating geriatric risk factors in EMR design.

Deadline: June 30, 2007

Status: On target to complete by due date

5. Support Community-Based Care Special Committee's efforts to explore the feasibility of (a) a one-stop web-based resource tool that will provide a comprehensive list of resources available to an aging individual that can be accessed by providers, caregivers, and aging individuals and (b) Aging Resource Center in collaboration with other Special Committees and existing agencies.

Status: Monitoring progress and providing comment on plans

F. Quality of Life in Licensed Residential Settings

- 1. Work with UHCA, UALA, and HealthInsight to implement culture change programs (October 31, 2006)**
Progress: Subcommittee will assess who is doing what to assure that we do not duplicate efforts and will determine what programs might be effective.
Deadline: October 31, 2006
Status: On target to complete by due date
- 2. Work with industry organizations (UHCA and UALA) to develop a program for CNA professionalism and recognition**
Progress: Subcommittee will assess who is doing what to assure that we do not duplicate efforts and will determine what programs might be effective.
Deadline: May 31, 2006
Status: On target to complete by due date
- 3. Implement program for CNA professionalism (NAGNA)**
Progress: UHCA is launching a NAGNA program in Utah this month. We will work with organizations that are participating along with their quality improvement evaluation contractor to determine whether the NAGNA programs are having an effect on the resident satisfaction and quality indicators.
Deadline: November 30, 2006
Status: On target to complete by due date
- 4. Evaluate the success of CNA professionalism program using outcome measures**
Progress: UHCA is launching a NAGNA program in Utah this month. We will work with organizations that are participating along with their quality improvement evaluation contractor to determine whether the NAGNA programs are having an effect on the resident satisfaction and quality indicators.
Deadline: June 30, 2007
Status: On target to complete by due date
- 5. Explore the feasibility of developing and implementing a social marketing campaign to change the perception of aging, and make recommendations to the Commission about implementation**
Progress: Committee member is polling other states to determine if such a campaign already exists.
Deadline: February 28, 2006
Status: On target to complete by due date
- 6. Develop a pilot program for long-term care facilities designed to improve satisfaction of residents and employees through culture change; obtain waivers, and recruit 5 facilities for pilot**

Progress: See 1-3 above. Five facilities have been recruited to participate.

Deadline: May 31, 2006

Status: On target to complete by due date

7. **Implement the pilot program long-term care facilities designed to improve satisfaction of residents and employees through culture change; obtain waivers, Implement pilot program and begin evaluation**

Progress: See 1-3 above. Five facilities have been recruited to participate.

Deadline: November 30, 2006

Status: On target to complete by due date

8. **Evaluate the pilot program for long-term care facilities designed to improve satisfaction of residents and employees through culture**

Progress: See 1-3 above. Five facilities have been recruited to participate.

Deadline: June 30, 2007

Status: On target to complete by due date

G. Healthy Aging

1. **Encourage all State of Utah Departments to adopt the Governor's Workwell recommendations and to evaluate changes in behavior after adoption of recommendations**

Progress: Special Committee is asking the Commission to authorize a request to the Governor that he send a letter to all state divisions to direct that they work to adopt the recommendations.

Deadline: September 30, 2006

Status: On target to complete by due date

2. **Study Utah laws and policies and make recommendations for changes if current law, regulations, and policies fail to encourage or discourage healthy behaviors**

Progress: Special Committee is working to recruit a graduate student to conduct such a survey as part of a service learning project.

Deadline: November 30, 2006

Status: On target to complete by due date

3. **Communicate with Envision Utah to explore ways to encourage healthy communities and to develop evidence-based models on how to improve the overall health of the community**

Progress: We have had an initial meeting with Envision Utah and will meet with the Department of Health and Envision Utah at the end of the month to discuss ways to better integrate healthy behaviors and planning.

Deadline: May 31, 2006

Status: On target to complete by due date

4. **Work with existing programs, such as PRIME at Dixie Regional Medical Center, to assure that programs are evaluating outcomes of efforts and**

developing best practice models that can be replicated in other communities

Progress: Commission staff will meet with PRIME this month to discuss how to integrate evaluation into the plan. IHC is exploring whether it can provide evaluation expertise.

Deadline: July 31, 2006

Status: On target to complete by due date

5. Determine whether there is a role for the Commission in linking existing programs with community organizations and make recommendations to the Commission about further projects

Progress: Currently exploring whether we can bring together similar programs throughout the different healthcare systems in the state to discuss success, strategies, etc.

Deadline: March 31, 2006

Status: On target to complete by due date

6. Encourage Department of Workforce Services to consider health promotion in its Work Life awards

Progress: Health promotion is an element in DWS Work Life awards

Status: Complete

Commission on Aging

January 11, 2006

New Items suggested at the November 17, 2005 Meeting

- **Consider the following items in all Commission on Aging work:**
 - Avoid duplication of efforts, especially in website developments
 - Consider alternatives to web, computer and other technologies so that while professionals have access to information via technology, clients and the elderly have other tools for education and resources; even if this is just transitional
 - Create parallel tracks for accessible information that is not web-based
 - Promote public and private relationships to help sustain and centralize the commission's recommendations—explore a “home” for where all this work will be based and brought into operation

Status: In process, COA staff

- **The Commission on Aging should consider senior housing that is (some of these could be addressed in several of the sub committees):**
 - Affordable
 - Assess/provide affordable housing stock
 - Address ongoing maintenance
 - Growing elderly homeless population

Status: In process, COA staff and Housing Work Group

- **Coordinate special committee recommendations for a resource center—avoid fragmentation and duplication; also include elements of human communication in the resource center model**

Status: In process, COA staff

- **Consider whether there is a financial disincentive for home based care and living**

Status: Planned, Community Based Care and Services

- **Add a special committee on rural issues rather than invite representatives from rural areas on subcommittees; issues in rural communities are different than those in urban communities**

Status: In process via Special Committees, not a separate Rural Committee

- **Add to the appropriate committee(s) ways to promote importance of having the necessary workforce to provide care and services for the aging**

Status: Planned, Quality of Life Special Committee and Employers Work Group

- **Explore ways to create tax base to support the necessary services and structure for aging population; avoid budget deficit politics**

Status: Planned, COA staff and Commission members (Strategy/footprint)

- **Promote ways to encourage young people to prepare early for growing older; educate about aging early in life so they can prepare, save, etc.**
Status: In process, Healthy Aging, Financial Security
- **Address the need for care and services of aging prisoners, including those finishing their sentences and those with health issues while in prison**
Status: In process, COA staff and advanced level student participation
- **Add to Healthy Aging Special Committee the need for accessible information on volunteering, consider a central clearinghouse**
Status: Planned, COA staff and Healthy Aging Special Committee
- **Add to Healthy Aging Special Committee substance abuse consideration**
Status: Planned
- **Encourage employers to offer long-term care insurance**
Status: Planned, Employer Work Group and Financial Security Special Committee
- **Encourage employers to help employees to see the value of healthy living**
Status: In process, Employer Work Group
- **Add to every special committee the need to address technological literacy in services, resources proposed**
Status: Planned, COA staff and Special Committee Chairs
- **Consider and demonstrate cultural sensitivity and representation in every committee**
Status: In process, COA and Special Committee Chairs
- **Involve Department of Workforce Services staff to special committees where appropriate to increase communication rather than have a separate Special Committee on Workforce Services**
Status: Complete
- **Establish a library of aging resources that already exist to assist to avoid duplication**
Status: In process, COA staff and Special Committee Chairs; much attention is given to avoiding duplication
- **Promote use of a single website for aging information**
Status: Planned, COA staff, Community Based Care Special Committee, Caregiver Support Special Committee, Healthcare Special Committee

Utah Commission on Aging Special Committees

January 10, 2006

** Indicates member addition since last Commission on Aging meeting

Financial Security

- Rob Ence - Chair
- Kent Alderman
- Becky Allred
- Mark Barlage
- TantaLisa Clayton
- Darin Jones **
- Michael Jones
- Pat Jones
- Charlene Long
- Larry Marx
- Roland Nebeker
- Jerilyn Stowe **
- Gail Tuohig
- Vicki Tuua
- Mark Weeks

Community-Based Care and Services

- Lynn Samsel - Chair
- Cher Edmonds
- Bill Farley
- Tonya Keller **
- Joette Langianese
- Peggy Matlin **
- Leticia Medina
- Shauna O'Neil **
- Karen Sanone
- Ellen Silver
- Sara Sinclair
- Helen Thatcher
- Tammy Wood

Caregiver Support

- Nancy Stallings - Chair
- Teresa Dieringer
- Jilene Gunther
- Norma Matheson
- Donna Russell
- Karen Sanone
- Sonnie Yudell

Education

- Scott Wright – Chair
- Kathy Bell
- Jilene Gunther
- Suzette Hudson
- Dave Patton
- Anne Peterson
- Denise Brooks **

Healthy Aging

- Becky Kapp - Chair
- Bonnie Athas
- William Cox
- Rob Ence
- Carolyn Hunter
- LaDene Larson
- Dee Dee Lobato
- Anne Peterson
- Bob Schrank
- Sara Sinclair
- Sonnie Yudell

Improving the Quality of Life in Residential Settings

- Gary Kelso – Chair
- Bill Bonn
- Deb Burcombe
- TantaLisa Clayton
- AnnaMarie Fouad
- Peter Hebertson
- Brian Heugly (Carmen Richins)
- Bill Hunt
- Tonya Keller
- Stan Magleby **
- John Pace
- Lori Porter **
- Juliana Preston
- Scott Wright

Healthcare

- Ginny Pepper – Chair
- Joanne Anderson
- Byron Bair
- Carol Baraldi
- Pat Berry
- Cherie Bruncker
- Gina Coccimiglio **
- William Cox
- Mark DeSt.Aubin **
- Rob Ence
- Elizabeth Fauth **
- Nina Ferrell
- Norman Foster **
- Fred Gottlieb
- Margaret Hecht
- Tonya Keller
- Joette Langianese
- Karen Mara **
- Laura Polacheck **
- Kelli Polcha **
- Yvonne Sehy
- Mark. Supiano
- Iona Tharen **
- Melissa Zito

Mental Health

- Byron Bair **
- Mary Jane Ciccarello **
- Steve Fehlauer **
- Don Fenimore **
- Nina Ferrell **
- Lori Gawf **
- Rick Hendy **
- Amanda Lambert **
- Ginny Pepper **
- Ron Stromberg **
- Natalie Thornley **

Utah Commission on Aging
Continuing Work Groups
January 11, 2006

Transportation

- Becky Allred
- TantaLisa Clayton
- Sheldon Elman
- Rob Ence
- Leone Harwood
- Robert Schrank

Public Safety

- Larry Marx - Chair
- Ken Baldrige
- TantaLisa Clayton
- Todd Royce
- Bob Schrank
- Diane Stewart
- Scott Wright

Employers

- Scott Allen
- Delora Bertelson
- Gerald Besinger
- Julianne Burns
- TantaLisa Clayton
- Candace Daly
- Janice Evans
- Nels Holmgren
- Mary Ann Holladay
- Paul Jackson
- Darin Jones
- Mel Miles
- Steve Ostler
- Ellen Reddick
- Donna Russell
- Kent Streuling
- Helen Thatcher
- Cathy Tipton
- Susan Weaver
- Jim West
- Scott Wright
- Doug Younker
- Sonnie Yuldell