

Jack London Improvement District Meeting of the Board of Directors Chair: Taj Tashombe

Focus on Entertainment/Nightlife

April 11th, 2022, 5:00 -6:00PM (VIA ZOOM MEETING)

https://us02web.zoom.us/j/6999564114

 Call to order and introduct Public Comment and Anno 		5:00 5:00
a. Cleaning and Safety Progb. Renewal Task Force Repo	rnance Discussion Items –Savlan Hauser gram Report – Tinea Adams, Operations Manager ort – Savlan Hauser um Hosted by BID leadership—Taj Tashombe	5:05
4. Financial Review		5:20
a. February 2022 Financia	al Reports	Action Item
5. Approval of Minutes		5:25
February 2022		Action Item
a. Oakland Metro Opera I	nment and Nightlife Destination – Discussion Item House and Underworld Opera- Mia and Tom Dean Marketing Director, Yoshi's upport	5:30
7. Adjourn Next Board Meeting April 1	11th. 5:00 PM	6:00





Oakland Metro Operahouse's 3 Day Music Festival @ 3rd and Castro PC: Oakland Metro Operahouse

Executive Update April 2022 - Savlan Hauser, Executive Director

This month we focus on the entertainment industry and performing arts in Jack London. Entertainment venues are economic and cultural generators, and key institutions that make our District a destination.

Merchant Community Coalesces to Combat Auto Break-ins Two monthly focused meetings have resulted in better coordination amongst District private security teams and OPD. Lit signage, strategic patrols, improved communications will be implemented.

Other resources and highlights:

- Check out the winning proposal for the <u>2022 ULI Hines Student Urban Design Competition</u> –site at 7th and Broadway
- For graffiti abatement or vandalism prevention resources, please get in touch.
- We have been working with the City, property owners, and merchants on **Flex Streets**, allowing merchants space in the public right-of-way. If your business needs help with outdoor seating or curbside use, contact us.
- <u>Bookmark 311</u> or call (510) 615-5566 to report dumping, blight, potholes, etc. Our team will continue to address what we can as quickly as possible—we also want to drive more deployment to our District for support.

Our District In the News

<u>Oakland Restaurant Week Returns with Special Menus at 80</u> <u>Restaurants</u> - Mercury News

<u>Jack London Square Will Host an Earth Day Celebration</u> – Patch

S.F. Instagram darling Farmhouse Kitchen Thai is opening a ramen restaurant in Oakland – San Francisco Chronicle





This Month's Events

• Jack London Beat 1X NCPC meets Fourth Tuesdays. Next Meeting 4/26/21 at 6:15PM Via ZOOM Development/ Construction Updates:

Under Construction

- 412 Madison Groundbreaking 9/9/21. 157 homes, ground floor retail. Developer: Swenson
- Rehabilitation at 322 Broadway @ 4th Continues, Developer: Smart Growth
- "Mirador" 201 Broadway- 48 Homes 4,000sqft retail—Entitled property listed for sale Entitled
- 335 3rd Street construction underway. 38 Homes, 3 very low income, LEED Certified, by R2 Building
- 4th and Alice Developer: Stay Cal Hospitality + Strombom Properties: Seismic Retrofit & Building Renovation
- County-Owned Broadway Properties: Development team selected: Related Companies and EBALDC Proposed
- **200 Alice Street** 205 Homes, including 62 below market-rate units proposed in entitlement phase by Riaz Capital, Designed by Natoma Architects/ Stanley Saitowitz
 - 233 Broadway (Z Hotel): Conversion to 130 residential units and 13 restricted affordable, Buttercup to stay

REQUEST FOR QUALIFICATIONS

The Jack London Improvement District (JLID) is a parcel-based business improvement district (PBID) formed in 2013 in accordance with <u>Chapter 4.48</u> of the Oakland Municipal Code. The district is administered by JLID's board of directors pursuant to <u>governing documents</u> posted on its website. Currently assessments of over one million dollars are levied on about 1,419 parcels.

Parcels	Parcel Use	Assessment	Percentage	Owners			
51	Govt./utilities	\$287,205	26%	Caltrans, County, BART, Port & PGE			
14	Apartment bldgs.	\$146,869	13%	Six owners; about 1,500 apartments			
1,178	Condominiums	\$307,862	28%	Fifteen buildings with HOAs			
176	Commercial, etc.	\$363,070	33%	Includes all other parcels			
TOTALS		\$1,105,006	100%				

In June 2023, owners of parcels within the boundaries of the district will be asked to renew the district for another ten years. JLID is seeking an experienced consultant to manage the renewal process and prepare all required documents.

STATEMENT OF QUALIFICATIONS (SOQ): To be considered for this project, please submit the following information on no more than 1 or 2 pages:

- 1. List 3 or more recent renewal projects along with contact information for each client
- 2. List your firm's primary personnel for this project and responsibilities of each
- 3. List projects (formation or renewal) your firm is currently under contract for or expects to undertake in the 12 months.
- 4. List any projects (formation or renewal) your firm has worked on in the City of Oakland
- 5. List name and experience of the "registered professional engineer certified by the state" that your firm intends to work with; if undecided, provide no more than 3 candidates
- 6. List other consultants, if any, and their scope of work
- 7. List the required documents you propose to prepare
- 8. List services you propose to provide
- 9. List optional documents, if any, you are qualified to prepare
- 10. List optional services, if any, you are qualified to provide

QUESTIONS: Please email all questions to Savlan Hauser at savlan@jacklondonoakland.org.

DUE DATE: Please submit SOQ via email to Savlan Hauser no later than 5pm on Friday, 6 May 2022. A brief statement of interest may be included in the email.

CRITERIA: Experience, track record, and capacity will be primary considerations. Optional documents and/or services will not be a factor.

REVIEW PROCESS: A task force will review statements of qualifications and make a progress report to the JLID board at its meeting on 9 May 2022. Qualified respondents will receive an RFP if one is issued and/or be invited to interview. Contract will be considered by board by 11 July 2022.

Jack London Improvement District Simplified View: Budget vs Actuals 2022 As of February 28th, 2022

8700 Contingency allowance for uncollected assessments* -\$110,368 -\$18,395 Total Budgeted Revenue \$352,603 \$165,552 Expenditures 7000 MBSSI Maintenance, Beautification, Safety & Streetscape 7100 Ambassador Services- Non-Port Assessment Funds \$58,666 \$59,281 7150 & 7200 Subtotal- Port Share \$31,590 \$30,975 7400 Maintenance Operations \$4,920 \$5,807 Total 7000 MBSSI Maintenance, Beautification, Safety & Streetscape \$95,176 \$96,063 7700 MED Marketing & Economic Development \$18,108 \$21,274 7800 Special Projects \$0 \$11,198 Total 7700 MED Marketing & Economic Development \$18,108 \$32,471 8000 AGCR Administration & Government/Community Relations \$18,856 \$22,940 8510-8580 Office Operations \$9,474 \$9,422 Total 8000 AGCR Administration & Government/Community Relations \$28,331 \$32,362 Total 8600 Collection Fees \$7,213 \$4,657 Total Expenditures \$148,827 \$165,552		Actual YTD	Budget YTD
8700 Contingency allowance for uncollected assessments* -\$110,368 -\$18,395 Total Budgeted Revenue \$352,603 \$165,552 Expenditures 7000 MBSSI Maintenance, Beautification, Safety & Streetscape 7100 Ambassador Services- Non-Port Assessment Funds \$58,666 \$59,281 7150 & 7200 Subtotal- Port Share \$31,590 \$30,975 7400 Maintenance Operations \$4,920 \$5,807 Total 7000 MBSSI Maintenance, Beautification, Safety & Streetscape \$95,176 \$96,063 7700 MED Marketing & Economic Development \$18,108 \$21,274 7800 Special Projects \$0 \$11,198 Total 7700 MED Marketing & Economic Development \$18,108 \$32,471 8000 AGCR Administration & Government/Community Relations \$18,856 \$22,940 8510-8580 Office Operations \$9,474 \$9,422 Total 8000 AGCR Administration & Government/Community Relations \$28,331 \$32,362 Total 8600 Collection Fees \$7,213 \$4,657 Total Expenditures \$148,827 \$165,552	Revenue		
Total Budgeted Revenue \$352,603 \$165,552 Expenditures 7000 MBSSI Maintenance, Beautification, Safety & Streetscape 7100 Ambassador Services- Non-Port Assessment Funds \$58,666 \$59,281 7150 & 7200 Subtotal- Port Share \$31,590 \$30,975 7400 Maintenance Operations \$4,920 \$5,807 Total 7000 MBSSI Maintenance, Beautification, Safety & Streetscape \$95,176 \$96,063 7700 MED Marketing & Economic Development \$18,108 \$21,274 7800 Special Projects \$0 \$11,198 Total 7700 MED Marketing & Economic Development \$18,108 \$32,471 8000 AGCR Administration & Government/Community Relations \$18,856 \$22,940 8510-8580 Office Operations \$9,474 \$9,422 Total 8000 AGCR Administration & Government/Community Relations \$28,331 \$32,362 Total 8600 Collection Fees \$7,213 \$4,657 Total Expenditures \$148,827 \$165,552	Total 4000 Assessment Income	\$462,973	1 \$183,947
Expenditures 7000 MBSSI Maintenance, Beautification, Safety & Streetscape 7100 Ambassador Services- Non-Port Assessment Funds \$58,666 \$59,281 7150 & 7200 Subtotal- Port Share \$31,590 \$30,975 7400 Maintenance Operations \$4,920 \$5,807 7000 MBSSI Maintenance, Beautification, Safety & Streetscape \$95,176 \$96,063 7700 MED Marketing & Economic Development 7710 & 7800 Management & Operations \$18,108 \$21,274 7800 Special Projects \$0 \$11,198 7000 MED Marketing & Economic Development \$18,108 \$32,471 8000 AGCR Administration & Government/Community Relations \$18,856 \$22,940 8510-8580 Office Operations \$9,474 \$9,422 7000 AGCR Administration & Government/Community Relations \$28,331 \$32,362 7000 AGCR Administration & Government/Community Relations \$7,213 \$4,657 7000 AGCR Administration & Government/Communi	8700 Contingency allowance for uncollected assessments*	-\$110,368	3 -\$18,395
7000 MBSSI Maintenance, Beautification, Safety & Streetscape 7100 Ambassador Services- Non-Port Assessment Funds \$58,666 \$59,281 7150 & 7200 Subtotal- Port Share \$31,590 \$30,975 7400 Maintenance Operations \$4,920 \$5,807 Total 7000 MBSSI Maintenance, Beautification, Safety & Streetscape \$95,176 \$96,063 7700 MED Marketing & Economic Development \$18,108 \$21,274 7800 Special Projects \$0 \$11,198 Total 7700 MED Marketing & Economic Development \$18,108 \$32,471 8000 AGCR Administration & Government/Community Relations \$18,856 \$22,940 8510-8580 Office Operations \$9,474 \$9,422 Total 8000 AGCR Administration & Government/Community Relations \$28,331 \$32,362 Total 8600 Collection Fees \$7,213 \$4,657 Total Expenditures \$148,827 \$165,552	Total Budgeted Revenue	\$352,603	\$165,552
7100 Ambassador Services- Non-Port Assessment Funds \$58,666 \$59,281 7150 & 7200 Subtotal- Port Share \$31,590 \$30,975 7400 Maintenance Operations \$4,920 \$5,807 Total 7000 MBSSI Maintenance, Beautification, Safety & Streetscape \$95,176 \$96,063 7700 MED Marketing & Economic Development \$18,108 \$21,274 7800 Special Projects \$0 \$11,198 Total 7700 MED Marketing & Economic Development \$18,108 \$32,471 8000 AGCR Administration & Government/Community Relations \$18,856 \$22,940 8510-8580 Office Operations \$9,474 \$9,422 Total 8000 AGCR Administration & Government/Community Relations \$28,331 \$32,362 Total 8600 Collection Fees \$7,213 \$4,657 Total Expenditures \$148,827 \$165,552	Expenditures		
7150 & 7200 Subtotal- Port Share \$31,590 \$30,975 7400 Maintenance Operations \$4,920 \$5,807 Total 7000 MBSSI Maintenance, Beautification, Safety & Streetscape \$95,176 \$96,063 7700 MED Marketing & Economic Development 7710 & 7800 Management & Operations 7800 Special Projects \$0 \$11,198 Total 7700 MED Marketing & Economic Development \$18,108 \$32,471 8000 AGCR Administration & Government/Community Relations \$18,856 \$22,940 8510-8580 Office Operations \$9,474 \$9,422 Total 8000 AGCR Administration & Government/Community Relations \$28,331 \$32,362 Total 8600 Collection Fees \$7,213 \$4,657 Total Expenditures \$148,827 \$165,552	7000 MBSSI Maintenance, Beautification, Safety & Streetscape		
7400 Maintenance Operations \$4,920 \$5,807 Total 7000 MBSSI Maintenance, Beautification, Safety & Streetscape \$95,176 \$96,063 7700 MED Marketing & Economic Development 7710 & 7800 Management & Operations \$18,108 \$21,274 7800 Special Projects \$0 \$11,198 Total 7700 MED Marketing & Economic Development \$18,108 \$32,471 8000 AGCR Administration & Government/Community Relations \$18,856 \$22,940 8510-8580 Office Operations \$9,474 \$9,422 Total 8000 AGCR Administration & Government/Community Relations \$28,331 \$32,362 Total 8600 Collection Fees \$7,213 \$4,657 Total Expenditures \$148,827 \$165,552	7100 Ambassador Services- Non-Port Assessment Funds	\$58,666	\$59,281
Total 7000 MBSSI Maintenance, Beautification, Safety & Streetscape 7700 MED Marketing & Economic Development 7710 & 7800 Management & Operations 7800 Special Projects \$0 \$11,198 Total 7700 MED Marketing & Economic Development \$18,108 \$32,471 8000 AGCR Administration & Government/Community Relations 8010-8450 District Management & Governance 8510-8580 Office Operations \$9,474 \$9,422 Total 8000 AGCR Administration & Government/Community Relations \$7,213 \$4,657 Total Expenditures \$148,827 \$165,552	7150 & 7200 Subtotal- Port Share	\$31,590	\$30,975
7700 MED Marketing & Economic Development 7710 & 7800 Management & Operations \$18,108 \$21,274 7800 Special Projects \$0 \$11,198 Total 7700 MED Marketing & Economic Development \$18,108 \$32,471 8000 AGCR Administration & Government/Community Relations \$18,856 \$22,940 8510-8450 District Management & Governance \$18,856 \$22,940 8510-8580 Office Operations \$9,474 \$9,422 Total 8000 AGCR Administration & Government/Community Relations \$28,331 \$32,362 Total 8600 Collection Fees \$7,213 \$4,657 Total Expenditures \$148,827 \$165,552	7400 Maintenance Operations	\$4,920	\$5,807
7710 & 7800 Management & Operations \$18,108 \$21,274 7800 Special Projects \$0 \$11,198 Total 7700 MED Marketing & Economic Development \$18,108 \$32,471 8000 AGCR Administration & Government/Community Relations \$18,856 \$22,940 8510-8450 District Management & Governance \$18,856 \$22,940 8510-8580 Office Operations \$9,474 \$9,422 Total 8000 AGCR Administration & Government/Community Relations \$28,331 \$32,362 Total 8600 Collection Fees \$7,213 \$4,657 Total Expenditures \$148,827 \$165,552	Total 7000 MBSSI Maintenance, Beautification, Safety & Streetscape	\$95,176	\$96,063
7800 Special Projects \$0 \$11,198 Total 7700 MED Marketing & Economic Development \$18,108 \$32,471 8000 AGCR Administration & Government/Community Relations \$18,856 \$22,940 8510-8450 District Management & Governance \$18,856 \$22,940 8510-8580 Office Operations \$9,474 \$9,422 Total 8000 AGCR Administration & Government/Community Relations \$28,331 \$32,362 Total 8600 Collection Fees \$7,213 \$4,657 Total Expenditures \$148,827 \$165,552	7700 MED Marketing & Economic Development		
Total 7700 MED Marketing & Economic Development \$18,108 \$32,471 8000 AGCR Administration & Government/Community Relations 8010-8450 District Management & Governance \$18,856 \$22,940 8510-8580 Office Operations \$9,474 \$9,422 Total 8000 AGCR Administration & Government/Community Relations \$28,331 \$32,362 Total 8600 Collection Fees \$7,213 \$4,657 Total Expenditures \$148,827 \$165,552	7710 & 7800 Management & Operations	\$18,108	\$21,274
8000 AGCR Administration & Government/Community Relations 8010-8450 District Management & Governance \$18,856 \$22,940 8510-8580 Office Operations \$9,474 \$9,422 Total 8000 AGCR Administration & Government/Community Relations \$28,331 \$32,362 Total 8600 Collection Fees \$7,213 \$4,657 Total Expenditures \$148,827 \$165,552	7800 Special Projects	\$(\$11,198
8010-8450 District Management & Governance \$18,856 \$22,940 8510-8580 Office Operations \$9,474 \$9,422 Total 8000 AGCR Administration & Government/Community Relations \$28,331 \$32,362 Total 8600 Collection Fees \$7,213 \$4,657 Total Expenditures \$148,827 \$165,552	Total 7700 MED Marketing & Economic Development	\$18,108	3 \$32,471
8510-8580 Office Operations \$9,474 \$9,422 Total 8000 AGCR Administration & Government/Community Relations \$28,331 \$32,362 Total 8600 Collection Fees \$7,213 \$4,657 Total Expenditures \$148,827 \$165,552	8000 AGCR Administration & Government/Community Relations		
Total 8000 AGCR Administration & Government/Community Relations \$28,331 \$32,362 Total 8600 Collection Fees \$7,213 \$4,657 Total Expenditures \$148,827 \$165,552	8010-8450 District Management & Governance	\$18,856	\$22,940
Total 8600 Collection Fees \$7,213 \$4,657 Total Expenditures \$148,827 \$165,552	8510-8580 Office Operations	\$9,474	\$9,422
Total Expenditures \$148,827 \$165,552	Total 8000 AGCR Administration & Government/Community Relations	\$28,331	\$32,362
·	Total 8600 Collection Fees	\$7,213	\$4,657
Gross Difference \$203,776 \$0	Total Expenditures	<u> </u>	7 \$165,552
	Gross Difference	\$203,776	5 \$0

Percentage Allocation by area of Work	Management Plan	2022					
Maintenance & Beautification	55%	52%					
Marketing & Economic Development	18%	18%					
Administration & Government	19%	18%					
Contingency & Collection	8%	13%					
Budget Management. The management corporation may reallocate funding within the service categories, not to exceed 10							
percent of the annual budgeted amount for each category consistent with the Management District Plan.							

Jack London Improvement District - Meeting Minutes of the Board of Directors March 14th, 2022 4:00 p.m., Remotely via Zoom

Present: Jonathan Fong, Melissa O'Keefe, Taj Tashombe, Greg Pasquali, Jen Nettles, Chris Pastena, Kim Cole,

Dana Bushouse, Ener Chiu, Shannon McIsaac, Michael Carilli

<u>Absent</u>: Amy Tharpe, Dan Hagerty, Keith Stephenson, Peter Gertler

Staff: Savlan Hauser, Sucharitha Yelimeli, Tinea Adams

Guests: Maria Alderete, Kasey Shirk

Discussions held and decisions made by the Board of Directors.

SUBJECT	DISCUSSION	ACTION?
Call to order and introductions	The Board of Directors meeting was called to order at 4:05 p.m.	
2. Public comment	Taj announced Restaurant Week starting, welcomed Chris as co-chair.	
and announcements	Kim - attended meeting with Community Resources Officer Fiorino and other merchants; thought it was really terrific. Noted the urgency communicated to OPD and ask for accountability. Would like to continue to support that effort.	
	Savlan - we'll hear back soon on the things they promised during that meeting, including arrest and apprehension data, how ongoing measures are working.	
	Ener - it would be great to have a member of Carroll Fife's staff at this meeting, at least once every two or three meetings, Board members can encourage this.	
	Savlan - CM Fife and staff will continue to be invited to this and all meetings.	
3. Executive Update a. Cleaning and Safety Statistics b. Marketing & Economic Development c. Renewal Task Force Report	 a. Cleaning and Safety Statistics Tinea - did more graffiti removal, more car break-ins this month too. We will be hiring a new team leader and have had some turnover of ambassador staff. Tagging of our new trash cans/ Waterfront Warehouse District signage program is being addressed. Sad to report that our office was burglarized - cleaning equipment, uniforms, supplies were stolen; we're in rebuilding mode Taj - notes that this incident should be mentioned to CM Fife b. Approval of increase of annual BBB contract billing from \$541,536 to \$585,503 to allow for a wage increase of all Ambassador positions Savlan - we're hoping to do this to achieve pay parity with all the other districts. This will maintain the same hours we have now Greg - raised question about whether we have to borrow against last year to make it work Savlan - I will recommend the Board consider a 5% increase this upcoming year; but for this year only we are using funds from last year 	Taj moved to approve the wage increase for the ambassadors. Shannon approved and Jonathan seconded the motion. The motion passed.
	c. Approval of partnership with Vibemap item postponed	
	d. Renewal Task Force Report Savlan - we're close to having a RFQ Deep dive on parcel ownership data	
	e. Mayoral Candidates' Forum Hosted by BID leadership —Taj Tashombe This is an effort to make sure the next mayor is aware of the work and priorities of BIDS across Oakland. We are seeking your participation Taj - JL is not being prioritized by our elected leaders. We are one of	

the highlights of what people mention about Oakland.

Would love your input on making this a strategic and impactful event, making it a "lighthouse moment".

Greg - this is a really big election year; many property owners are very upset about crime and homelessness. Advocating for the district through this event is a great idea; I strongly support

Taj - also would love to use this event to activate some of the large indoor spaces in our district

Shannon - Waterfront Hotel could absolutely help out. We could accommodate ~150 people

Jen - JLS can also accommodate up to ~10,000. Could collaborate with Waterfront Hotel

Michael - my space can hold ~100 people. Michael, Jen, Shannon, Greg, and Taj volunteered as task force members.

Taj - my recommendation is that we make this a standard agenda item for upcoming meetings so we can continue to work on it.

4. Financial Review a. January 2022 Financial Reports	Postponed	
5. Approval of February 2022 minutes	Postponed to April	
6. Local Retail Resiliency – Discussion Item 4:40 a. Current Campaigns: Dining for Justice, Restaurant Week (Citywide); Jack London Welcomes First Responders, Swag Bags (Jack London)- Chris Pastena, Maria Alderete b. Retail Vacancies and Development Pipeline c. Alternative Ownership Models – Jonathan Fong d. Other ways BIDs can support	a. Current Campaigns: Dining for Justice, Restaurant Week (Citywide); Jack London Welcomes First Responders, Swag Bags (Jack London)- Chris Pastena, Maria Alderete b. Retail Vacancies and Development Pipeline Chris - In conjunction with Ener's presentation from last time - I'm coming at this from more of a resident's perspective - we already have a lot of vacant ground floor retail, so I sometimes question why new development has even more retail, which also can't accommodate other, more flexible uses. From retail perspective - we're not seeing the same kind of business at Chop Bar as we used to see. We want to see ground floor retail thriving, not struggling. I'd just like everyone to think about it. Taj - have you seen any studies on space being used differently in other neighborhoods? Chris - not exactly but I do look at places like Vancouver - they do a great job of managing their ground floor residential. It's a step back or elevated, you don't feel like you're living on the sidewalk. Making space for the community is also really important. We could even look at our own space at the Ellington, and how long it took to be activated by Crooked City, Verizon, etc. Michael - This is also being felt in Old Town and Chinatown; part of it is that ground floor retail is part of the permitting process for development. Alternative uses are not being permitted. People are now much more concerned about car break-ins, concerned about where to park when they visit a space. We've had a rough two years. Maybe we open it up to artist studios in the meantime - for free - until they can be used again.	

Chris - I think we need electeds to see that ground floor retail isn't productive in the way they want it to be. Theoretically the more people are out, the less break ins, too. Oakland Restaurant Week - kickoff event today. Chop Bar was one of the first to sign up. We were really busy and appreciated and it was a great event. This year it's less about discounts for the guests; but more showcase who we are as a restaurant. Being more expressive and more creative with our menu. We're also encouraging people to visit other parts of Oakland, the Fox, art studios, Waterfront Hotel, enjoy being in your city! Ener - speaking to the previous point; our ground floor retail is planned to be more on a bodega scale. Maria - video presentation on community kitchens; food justice; the work Dining for Justice is doing c. Alternative Ownership Models - Jonathan Fong d. Other ways BIDs can support Any final comments? The meeting was adjourned at 5:08 PM. Next Board meeting will be 7. Adjourn Taj moved to held next Board Meeting April 11th, 5pm virtually via Zoom. approve the minutes. Chris approved and Michael seconded the motion. The motion passed unanimously.

Board Attendance Record

2021/2		Jonatha		Greg	Peter	Amy	Dan	Jen	Dan	Keith	Michael	Melissa	Kim	Ener	Shannon
		n					а								
Dec	х	x	x	х	x			х	х			х	х	х	
Jan	Х	х	х	Х	Х			Х			х	Х	Х	Х	
Feb	х	х	х	х	х		Х	Х					х	Х	Х
Mar	х	х	х	х			Х	Х			х	х	х	Х	Х
April															
May															
June															
July															
Aug															
Sept															
Oct															
Nov															
Dec															