

Tuesday, August 11, 2009

Regular Meeting

Assembly Chambers

Loussac Library

3600 Denali, Room 108

(Meeting Televised on Channel 10; Rebroadcast Fridays and Mondays at 5:00 p.m.)

INTERNET ADDRESS: <http://www.muni.org/assembly>

5:00 p.m. Business Meeting

6:00 p.m. Appearance Requests

1. CALL TO ORDER
2. ROLL CALL
3. PLEDGE OF ALLEGIANCE
4. MINUTES OF PREVIOUS MEETINGS
 - 4.A. [Regular Meeting - May 12, 2009.](#)
 - 4.B. [Regular Meeting - May 26, 2009](#)
5. MAYOR'S REPORT
6. ASSEMBLY CHAIR'S REPORT
7. COMMITTEE REPORTS
8. ADDENDUM TO AGENDA
9. CONSENT AGENDA
 - 9.A. RESOLUTIONS FOR ACTION - PROCLAMATIONS AND RECOGNITIONS
 - 9.B. RESOLUTIONS FOR ACTION - OTHER
 - 9.B.1. [Resolution No. AR 2009-185, FY2008 Reallocated State Homeland Security Grant Funding, Anchorage Police Department.](#)
 - 9.B.1.a) Assembly Memorandum No. AM 426-2009
 - 9.B.2. [Resolution No. AR 2009-186, A resolution of the Anchorage Municipal Assembly authorizing a citizen task force to review the nature and extent of discrimination based on sexual orientation and the potential for conflict with constitutional rights.](#)
 - 9.B.3. [Resolution No. AR 2009-187, a resolution of the Anchorage Municipal Assembly requesting a citizen naming panel to honor longtime Alaskan Henry Aristide "Red" Boucher. Assemblymembers Coffey and Gray-](#)

Jackson

- 9.B.4. Resolution No. AR 2009-195, a resolution authorizing Municipal Light & Power to negotiate and acquire, by purchase, exchange or other transfer agreements, **natural gas** to meet its short-term requirements notwithstanding Title 7. Municipal Light & Power.

9.C. BID AWARDS

9.D. NEW BUSINESS

- 9.D.1. Assembly Memorandum No. AM 422-2009, Assembly Memorandum AM -2009, Thai Town Restaurant #4378-Transfer of a Restaurant Eating Place Liquor License and Application for a Restaurant Designation Permit(Spenard Community Council)Clerk's Office., Muni Clk.
- 9.D.2. Assembly Memorandum No. AM 423-2009, Assembly Memorandum AM -2009, 2009 True North Cellars #4931-Application for a New Wholesale Malt, Beverage/Wine Liquor License(Taku/Campbell Community Council)Clerk's Office., Muni Clk.
- 9.D.3. Assembly Memorandum No. AM 424-2009, Assembly Memorandum AM -2009, 2008/2009 Goldrush Liquor#4364 - Transfer of ownership(stock transfer)for a Package Store Liquor License(Taku/Campbell Community Council)Clerk's Office., Muni Clk.
- 9.D.4. Assembly Memorandum No. AM 425-2009, Assembly Memorandum Am -2009, 2009 El Tango #4930 - New Restaurant Eating Place License and Restaurant Designation Permit(Midtown Community Council)Clerk's office., Muni Clk.
- 9.D.5. Assembly Memorandum No. AM 440-2009, EXECUTIVE APPOINTMENTS, Employee Relations.
- 9.D.6. Assembly Memorandum No. AM 442-2009, Assembly Memorandum No. AM 428-2009, Municipal Light and Power Board of Directors(Robert L. Shake), Mayor's Office. , Mayor's Office.
- 9.D.7. Assembly Memorandum No. AM 443-2009, Assembly Memorandum No. AM -2009, Budget Advisory Commission Appointments James (Jim) Ricks & Steven L. Hartung(Mayor's Office)., Mayor's Office.
- 9.D.8. Assembly Memorandum No. AM 450-2009, Municipal Light and Power Authority Board of Directors Appointment (George J. Vakalis), Mayor
- 9.D.9. Assembly Memorandum No. AM 451-2009, AWWU Authority Board of Directors Appointment (George J. Vakalis), Mayor
- 9.D.10. Assembly Memorandum No. AM 438-2009, Change Order No. 2 to Contract with Point MacKenzie Construction & Management, Inc., Totem Sports Field Turf and Irrigation Improvements, Project No. 06-05 (\$71,793.40, Project Management & Engineering.

- 9.D.11. [Assembly Memorandum No. AM 453-2009, Sole Source Proprietary Ground Lease between US Army and MOA for Bartlett High School land, Heritage Land Bank.](#)
- 9.D.12. [Assembly Memorandum No. AM 427-2009, Memorandum of Understanding \(MOU\) Between the Alaska Department of Environmental Conservation \(ADEC\) and the Municipality of Anchorage for Air Quality Control, Health & Human Services Department.](#)
- 9.D.13. [Assembly Memorandum No. AM 430-2009, Approval of Amendment No. 4 to Western Construction & Equipment, Contract \(26M&O272\) to Increase the Contract by \\$47,000 for the Contract Period Ending August 31, 2009 for an Amount Not to Exceed \(NTE\) \\$722,000 for Year Round Road Maintenance and Summer Work Program on an "As Required" Basis Within the Birch Tree/Elmore Limited Road Service Area \(LRSA\), Maintenance & Operations Department.](#)
- 9.D.14. [Assembly Memorandum No. AM 432-2009, Approval of Amendment No. 8 to Alaska Pollution Control Contract \(PO NO. 251081\) to Increase the Contract by \\$275,000 for the Contract Period Ending August 31, 2009 for a Total Contract Amount Not to Exceed \(NTE\) \\$2,605,000 to Fund 2009 Year Round Road Maintenance Services and Summer Work Program Within the Upper O'Malley Limited Road Service Area \(LRSA\), \(FUND 143\), Maintenance & Operations Department.](#)
- 9.D.15. [Assembly Memorandum No. AM 434-2009, Authorization to enter into a Local Match Agreement with the Alaska Department of Transportation & Public Facilities for the Construction of the Chester Creek Trail Connection and UAA Spur, PM&E Project No. 96-19 \(\\$581,543\).](#)
- 9.D.16. [Assembly Memorandum No. AM 454-2009, Recommendation to lease two acres of property located at East 3rd Avenue and Latouche Street for Ninety \(90\) days from Alleva Investments, LLC, to the Municipal Light & Power Utility \(ML&P\) \(\\$15,000\). Municipal Light and Power](#)

9.E. INFORMATION AND REPORTS

- 9.E.1. [Information Memorandum No. AIM 78-2009, Re-implementation of Annual Budgeting and Termination of Biennial Budgeting for General Government and Utilities, Office of Management & Budget.](#)
- 9.E.2. [Information Memorandum No. AIM 79-2009, Anchorage Fire Department Wildfire Mitigation Program 2009 Projects and Funding summary. Fire Department.](#)
- 9.E.3. [Information Memorandum No. AIM 80-2009, June 2009 Monthly Investment Report to the Assembly, Finance, Finance Department.](#)
- 9.E.4. [Information Memorandum No. AIM 81-2009, June 2009 Financial Reports, Office of Management & Budget.](#)
- 9.E.5. [Information Memorandum No. AIM 82-2009, Notice of Award to](#)

[SeaCoast Construction Co., Inc. for Traffic Calming Improvements 2009 for the Municipality of Anchorage, Project Management & Engineering \(PM&E\) \(\\$556,956.00\), Purchasing Department.](#)

9.F. ORDINANCES AND RESOLUTIONS FOR INTRODUCTION

9.F.1. [Ordinance No. AO 2009-92, an ordinance of the Anchorage Assembly amending the zoning map and providing for the rezoning of approximately 43,858 square feet from B-3 \(general business district\) to r-2m \(multiple-family residential district\) for Lot 54 less the North 150 feet, T14N, R2W, Section 11; generally located south of Artillery Road, and east of the Glenn Highway and VFW Road. Community Planning and Development. Planning Department](#)

9.F.1.a) Assembly Memorandum No. AM 431-2009

9.F.2. [Ordinance No. AO 2009-93, an Ordinance authorizing a non-exclusive Telecommunications and Electrical Easement within the Chester Valley School Subdivision \(Tax #006-218-02\), Plat Number 69-137, Anchorage Recording District, Third Judicial District, State Of Alaska, to Chugach Electric Association, Inc. Project Management & Engineering](#)

9.F.2.a) Assembly Memorandum No. AM 435-2009

9.F.3. [Ordinance No. AO 2009-94, An Ordinance Authorizing a Non-Exclusive Telecommunications and Electrical Easement Within Parcel #230, Lot 23, Section 9, Township 12 North, Range 3 West, Seward Meridian, Alaska, Third Judicial District, State of Alaska, to Chugach Electric Association, Inc., Project Management & Engineering.](#)

9.F.3.a) Assembly Memorandum No. AM 436-2009

9.F.4. [Ordinance No. AO 2009-95, an ordinance adopting a Planned Community Master Development Plan And Design Standards for an approximate 47 acre site zoned PC \(Planned Community\) District per AO 85-65 for Tract A, Skyline View Subdivision. \(Chugiak Community Council\) \(Planning and Zoning Case 2009-73\) Planning Department.](#)

9.F.4.a) Assembly Memorandum No. AM 437-2009

9.F.5. [Ordinance No. AO 2009-96, an ordinance authorizing the Municipality to grant a telecommunications and electrical easement across parcel 2, Lot 3 \(Tax No. 006-151-02\), and Parcel 4, lot 2 \(Tax No. 006-151-04\), Markstrom Subdivision, Plat No. P-570, Anchorage Recording District, Third Judicial District, State of Alaska, and to Chugach Electric Association, Inc. Project Management & Engineering.](#)

9.F.5.a) Assembly Memorandum No. AM 445-2009

9.F.6. [Ordinance No. AO 2009-97, an ordinance amending Anchorage Municipal Code to delete Chapter 21.60 in its entirety, and authorizing subsection 21.04080D. to be effective immediately.](#)

Planning Department

9.F.6.a) Assembly Memorandum No. AM 446-2009

9.F.7. [Ordinance No. AO 2009-98 , an ordinance of the Municipality of Anchorage Alaska, authorizing and providing for the borrowing from the State of Alaska Clean Water Fund an aggregate amount not to exceed \\$27,134,000 for the purpose of financing a portion of the costs of various AWWU 2009 Capital Improvement Budget \(CIB\) Wastewater improvements Projects and providing for related matters. Anchorage Water & Wastewater Utility.](#)

9.F.7.a) Assembly Memorandum No. AM 447-2009

9.F.8. [Ordinance No. AO 2009-99 , an ordinance of the Municipality of Anchorage Alaska, authorizing and providing for the borrowing from the State of Alaska Clean Water Fund an aggregate amount not to exceed \\$28,612,000 for the purpose of financing a portion of the costs of various **AWWU 2009 Capital Improvement Budget \(CIB\)** Wastewater improvements Projects and providing for related matters. AWWU](#)

9.F.8.a) Assembly Memorandum No. AM 448-2009

9.F.9. [Ordinance No. AO 2009-100,an ordinance amending Anchorage Municipal Code Section 4.50.070, **Education and Workforce Advisory Commission** to change the name of the Commission to School Budget Advisory Commission. Employee Relations](#)

9.F.9.a) Assembly Memorandum No. AM 452-2009

9.F.10. [Resolution No. AR 2009-188, a resolution appropriating One Hundred Seventy-Four Thousand Eight Hundred Forty-One Dollars \(\\$174,841\) from Amendment Number Two to a Transfer of Responsibilities Agreement \(TORA\) between the State of Alaska Department of Transportation and Public Facilities \(ADOT &PF\) and the Municipality of Anchorage \(MOA\) to the State Categorical Grants Fund \(231\) under the Municipal Traffic Department for the Traffic Control Signalization 07-09 Project.](#)

9.F.10.a) Assembly Memorandum No. AM 429-2009

9.F.11. [Resolution No. AR 2009-189, a resolution of the Municipality of Anchorage appropriating Two Hundred Fifty-eight Thousand Two Hundred Thirty-eight Dollars \(\\$258,238\) from the Department of Housing and Urban Development \(HUD\) as supplemental grant funding to the Federal Categorical Grants Fund \(241\) to the Department of Neighborhoods to fund the Home Investment Partnerships Program \(HOME\). Department of Neighborhoods](#)

9.F.11.a) Assembly Memorandum No. AM 433-2009

9.F.12. [Resolution No. AR 2009-191, FY2009 Internet Crimes Against Children](#)

Task Force Continuation (RA), Anchorage Police Department.

9.F.12.a) Assembly Memorandum No. AM 439-2009

- 9.F.13. Resolution No. AR 2009-192, a resolution of the Municipality of Anchorage appropriating Forty-Three Thousand One Hundred Sixty-Two Dollars (\$43,162) of proceeds from vehicle insurance recoveries Sixty-nine Thousand Seventy-Five Dollars (\$69,075) from the Areawide General Fund (101), Public Transportation Department, and as a contribution to the Public Transportation Capital Fund (485), Public Transportation Department and a Federal Transit Administration (FTA) grant of Five Million One Hundred Thirty-Nine Thousand Four Hundred Seventy Dollars (\$5,139,470) to the Public Transportation Capital Fund (485), Public Transportation Department, for capital assistance. Public Transportation Department.

9.F.13.a) Assembly Memorandum No. AM 441-2009

- 9.F.14. Resolution No. AR 2009-193, a resolution of the Municipality of Anchorage appropriating a Federal Transit Administration grant, funded from the 2009 American Recovery and Reinvestment Act (ARRA), of Five Million Nine Hundred Sixty Thousand Three Hundred Ten Dollars (\$5,960,310) and a contribution of Twenty-Seven Thousand Three Hundred Two Dollars (\$27,302) from the 2009 Areawide General Fund (101) and Twenty-Seven Thousand Three Hundred One Dollars (\$27,301) from the 2010 Areawide General Fund (101) to the Public Transportation Capital Fund (485), Public Transportation Department, for capital assistance this grant includes Five Hundred Thousand DOLLARS (\$500,000) support to the Areawide General Fund (101), Public Transportation Department, for preventive/capital maintenance approved in AR No. 2009-109(S) on APRIL 28, 2009. Public Transportation Department.

9.F.14.a) Assembly Memorandum No. AM 444-2009

- 9.F.15. Resolution No. AR 2009-194, AR appropriating \$910,489 from the State of Alaska, DHSS and \$270,000 from the 2009 General Government Operating Budget to fund the Human Services Community Matching Grant (HSCMG).. Health & Human Services Department.

9.F.15.a) Assembly Memorandum No. AM 449-2009

- 9.F.16. Resolution No. AR 2009-196 AM, Resolution Appropriating One Million Five Hundred Sixteen Thousand Eight Hundred Eighty Dollar (\$1,516,880) Contribution Approved in the 2009 General Operating Budget from the Office of Economic and Community Development's Eagle River-Chugiak Parks and Recreation Service Area Fund (162) to the Eagle River-Chugiak Parks and Recreation Service Area Capital Improvement Project Fund (462) for Capital Maintenance and Improvements.. Parks & Recreation Department.

9.F.16.a) Assembly Memorandum No. AM 453-2009

- 9.F.17. Resolution No. AR 2009-197,

a resolution of the Municipality of Anchorage adopting substantial amendment five of the 2008 Housing and Community Development Annual Action Plan, which constitutes the application to the U.S. Department of Housing and Urban Development (HUD) for the Community Development Block Grant (CDBG-R) funding as allocated under the American Recovery and Reinvestment Act of 2009. This resolution seeks to appropriate grand funds from HUD in the amount of Five Hundred Seven Thousand Eight Hundred Twelve Dollars (\$507,812) in CDBG-R funds and to appropriate said funds to the Federal Categorical Grants Fund (241) Department of Neighborhoods. Department of Neighborhoods.

9.F.17.a) Assembly Memorandum No. AM 455-2009

10. REGULAR AGENDA

10.A. RESOLUTIONS FOR ACTION - PROCLAMATIONS AND RECOGNITIONS

10.B. RESOLUTIONS FOR ACTION - OTHER

10.C. BID AWARDS

10.D. NEW BUSINESS

10.E. INFORMATION AND REPORTS

10.F. ORDINANCES AND RESOLUTIONS FOR INTRODUCTION

11. OLD BUSINESS AND UNFINISHED ACTION ON PUBLIC HEARING

11.A. [Ordinance No. AO 2008-100, an ordinance amending Anchorage Municipal Code Sections 3.87.020, 3.87.050, 3.87.060 and 3.87.070, to provide a Retiree Medical Funding Program for certain police officers and fire fighters, Finance Department.](#)

11.A.1. Assembly Memorandum No. AM 560-2008.
(PUBLIC HEARING WAS CLOSED 10-28-08; ACTION WAS POSTPONED FROM 10-28-08, 11-18-08, 1-20-09, 5-12-09, 5-26-09 AND 6-23-09)

11.A.2. [Ordinance No. AO 2008-100\(S\), AN ORDINANCE AMENDING ANCHORAGE MUNICIPAL CODE SECTIONS 3.87.020, 3.87.050, 3.87.060 AND 3.87.070, TO PROVIDE A RETIREE MEDICAL FUNDING PROGRAM FOR CERTAIN POLICE OFFICERS AND FIRE FIGHTERS. Finance](#)

11.B. [Resolution No. AR 2008-185, a resolution of the Anchorage Municipal Assembly supporting the approval of an increase in the employer contribution to the Police and](#)

Fire Retirees Medical Benefits, Finance Department.
(PUBLIC HEARING WAS CLOSED 10-28-08; ACTION WAS POSTPONED
FROM 10-28-08, 11-18-08, 12-16-08, 1-20-09, 5-12-09, 5-26-09 AND 6-23-09)

11.C. Assembly Memorandum No. AM 369-2009, Change Order No. 1 to Purchase Order No. 284145 with The Boutet Company (Boutet) to provide services to develop a **Municipal Light & Power (ML&P) Transition Plan** for the Municipality of Anchorage, Municipal Light & Power Utility (Utility) (\$60,000), Purchasing.
(POSTPONED FROM 6-23-09 and 7-21-09)

11.D. Ordinance No. AO 2009-64, an ordinance of the Anchorage Municipal Assembly amending Anchorage Code Chapters 5.10 Equal Rights Commission and 5.20 Unlawful Discriminatory Practices. 1. Ordinance No. AO 2009-64(S), an ordinance of the Anchorage Municipal Assembly amending Anchorage Code Chapters 5.10 Equal Rights Commission and 5.20 Unlawful Discriminatory Practices. 2. Assembly Memorandum No. AM 342-2009. 3. Ordinance No. AO 2009-64(S-1), an ordinance of the Anchorage Municipal Assembly amending Anchorage Code Chapters 5.10 Equal Rights Commission and 5.20 Unlawful Discriminatory Practices, Assembly Chair Ossiander. (CARRIED OVER FROM 6-9-09, 6-16-09, 6-17-09, 6-23-09, 7-7-09 PUBLIC HEARING WAS CLOSED; CARRIED OVER TO 8-11-09)

12. APPEARANCE REQUESTS

13. CONTINUED PUBLIC HEARINGS

13.A. Ordinance No. AO 2009-74, an ordinance amending provisions of Anchorage Code Chapter 12.35 related to deteriorated property and to provide for waiver of certain municipal fees as an economic development incentive, Assemblymembers Flynn, Birch.
(CONTINUED FROM 7-7-09)

13.A.1. 1. Floor Amendment #1 to AO 2009-74 Workforce Housing

13.A.1.a) 2. Floor Amendment #2 to AO 2009-74 to delete SWS

13.B. Ordinance No. AO 2009-55, an ordinance of the Anchorage Assembly amending the zoning map, and providing for the rezoning of approximately 2.65 acres from R-3 (Multiple-Family Residential) to B-3 (General Business District), for Lots 1-12, Block 1, and Block 2, Lots 1A, 10, S 1/2 of Lot 11, N 1/2 of Lot 11, and Lot 12, Sunny Acres Subdivision; generally located east of Muldoon Road between East 10th Avenue and East 12th Court (Northeast Community Council) (Planning and Zoning Commission Case 2009-003).
(CARRIED OVER FROM 6-9-09; CONTINUED FROM 6-16-09 AND 7-7-09)

13.C. Resolution No. AR 2009-126, a resolution of the Anchorage Municipal Assembly conditionally granting a ten-year real property tax exemption and a five-year tax deferral consecutive to the exemption for certain deteriorated property, subject to stated conditions and limitations, Assemblymembers Coffey, Selkregg. Information Memorandum No. AIM 50-2009.(CONTINUED FROM 6-23-09 and 7-21-09)

13.C.1. Resolution No. AR 2009-126(S), a resolution of the Anchorage Municipal Assembly conditionally granting a ten-year real property tax exemption and a five-year tax deferral consecutive to the exemption for certain deteriorated

property, subject to stated conditions and limitations, Assemblymembers Coffey, Selkregg.

13.C.1.a) Additional Information: AIM 50-2009; AO 2006 139(S); Exhibit A; Exhibit B

14. NEW PUBLIC HEARINGS

14.A. Resolution No. AR 2009-166, a resolution of the Municipality of Anchorage, Alaska, confirming and levying assessments for the water special improvements within Levy Upon Connection (LUC) Roll 09-W-1, setting date of payment and providing for penalties and interest in the event of delinquency, Anchorage Water & Wastewater Utility.

14.A.1. Assembly Memorandum No. AM 393-2009.

14.B. Ordinance No. AO 2009-88, an ordinance amending Anchorage Municipal Code Sections 17.05.010, 17.05.040, 17.25.010, 17.25.040, 17.40.020, 17.40.030, 17.40.040, 17.40.085, 17.40.090, 17.70.010, and 17.70.020, to address aggressive animals by enhancing enforcement capabilities and increasing penalties, Health & Human Services Department.

14.B.1. Assembly Memorandum No. AM 394-2009.

14.C. Ordinance No. AO 2009-86, an ordinance submitting a ballot proposition to the qualified voters of the Municipality of Anchorage at the Regular Municipal Election of April 6, 2010, to amend the Anchorage Municipal Charter Article II, Bill of Rights, Paragraph (7), to expand the rights guaranteed to the people of Anchorage by prohibiting discrimination based upon sexual orientation, Mayor's Office.

14.D. Ordinance No. AO 2009-87, an ordinance submitting a ballot proposition to the qualified voters of the Municipality of Anchorage, at the Regular Municipal Election of April 6, 2010, to amend Anchorage Municipal Charter Article XVII, Section 17.01, Equal Rights, to expand Assembly authority to enact ordinances prohibiting discrimination based on sexual orientation, Mayor's Office.

14.E. Ordinance No. AO 2009-91, an ordinance authorizing the fourth and final renewal option of the **lease of Lot 7-B, Port of Anchorage Subdivision**, totaling 380,559 square feet, to Tesoro Alaska Company, Port of Anchorage. P.H. 8-11-09a. Assembly Memorandum No. AM 412-2009.

14.F. Resolution No. AR 2009-162, a resolution of the Municipality of Anchorage providing for an **increase from the American Recovery and Reinvestment Act (ARRA) in the amount of \$85,084,160 to the Anchorage School District Budget for FY 2009-2010**, Anchorage School District. Assembly Memorandum No. AM 375-2009

14.G. Resolution No. AR 2009-173, a resolution of the Municipality of Anchorage appropriating \$140,656 from the State of Alaska, Department of Transportation & Public Facilities; and appropriating \$5,092 as a contribution from the 2009 Anchorage Police Operating Budget, Anchorage Metropolitan Police Service Area Fund (151) to the State Categorical Grants Fund (231) Anchorage Police Department, for **Impaired Driving Enforcement**. Assembly Memorandum No. AM 409-2009

- 14.H. [Resolution No. AR 2009-174, a resolution of the Municipality of Anchorage adopting Substantial Amendment One to the Housing and Community Development 2009 Action Plan, Department of Neighborhoods. a. Assembly Memorandum No. AM 410-2009.](#)
15. SPECIAL ORDERS
16. UNFINISHED AGENDA
17. AUDIENCE PARTICIPATION
18. ASSEMBLY COMMENTS
19. EXECUTIVE SESSIONS
20. ADJOURNMENT

COPIES OF ALL DOCUMENTS LISTED ON THIS AGENDA ARE AVAILABLE IN THE MUNICIPAL CLERK'S OFFICE, 632 WEST 6TH AVENUE, SUITE 250, ANCHORAGE, ALASKA, TELEPHONE (907) 343-4311.

INDIVIDUALS WITH DISABILITIES WHO NEED AUXILIARY AIDS, SERVICES, OR SPECIAL MODIFICATIONS TO PARTICIPATE SHOULD CONTACT THE MUNICIPAL CLERK'S OFFICE BY TELEPHONE AT 343-4311; FAX AT 343-4313; OR E-MAIL WWWMAJMC@MUNI.ORG TO REQUEST REASONABLE ACCOMMODATIONS.