

Meeting Date: 3/9/2021, 9:30AM
Meeting of: Madison County Fiscal Court
Meeting Type: Special Called
Meeting Location: Video Conference
Facebook Live @madisoncountky -
Spectrum Cable 377



Due to the COVID-19 Pandemic, the Madison County Fiscal Court will be video conferencing the Fiscal Court Meeting live on the Madison County, KY, Facebook Page (@madisoncountky) and local Spectrum TV Channel 377 in compliance with the Office of the Attorney General (OAG) Opinion 20-05.

AGENDA

1. Call to Order
2. Prayer/Pledge
3. Approval of Meeting Minutes: 2/9/2021 and 2/23/2021
4. Treasurer's Report (only presented on the fourth Tuesday of month)

DOCUMENT NO: 2014033051
RECORDED: April 07, 2021 01:49:00 PM
TOTAL FEES: \$0.00
COUNTY CLERK: KENNY BARGER
DEPUTY CLERK: LANDRY LUXON
COUNTY: MADISON COUNTY
BOOK: MO36 PAGES: 41 - 50

Order of Business

1. 2nd Reading Ordinance 2021-02-Land-Use Regulation Change for Event Venues
2. Resolution 2021-25-BGAD/Fire Department Mutual Aid Agreement
3. Resolution 2021-26-Madison County Nuisance Board Appointment
4. Resolution 2021-27-Madison County Nuisance Board Appointment
5. Resolution 2021-28-Madison County Ethics Board Appointment
6. Resolution 2021-29-Madison County Ethics Board Appointment
7. Resolution 2021-30-Madison County Utilities Board Appointment
8. Resolution 2021-31-Madison County EMS Board Appointment
9. Resolution 2021-32-CSEPP Virtual Desktop Enhancement Bid Award
10. Resolution 2021-33-Part-time PSI Adjustment
11. Resolution 2021-34-CSEPP Communications Infrastructure Contract
12. Personnel-Golf
13. Executive Session-Personnel
14. Judge's Report
15. Comments from Magistrates
16. Comments from Department Heads
17. Comments from Audience
18. Pay Claims and Approve Transfers
19. Next Meeting – March 23, 2021
20. Adjournment


Reagan Taylor, County Judge Executive

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HONORABLE REAGAN TAYLOR COUNTY JUDGE EXECUTIVE PRESIDING

The Madison County Fiscal Court convened in special session on the 9th of March 2021 at 9:30AM via Zoom Video Conference. Present was the Honorable Reagan Taylor in the chair presiding and the following members of the Fiscal Court: Roger Barger, Tom Botkin, John Tudor and Paul Reynolds were present. Madison County Assistant Attorney Brooke Bowman and Madison County Clerk Kenny Barger were also present.

It being determined a quorum was present, the meeting was called to order.

Magistrate Tudor led the court in prayer. Judge Taylor asked Sheriff Coyle to lead the Pledge of Allegiance.

IN RE: Approval of Meeting Minutes 02-09-2021:

Motion by Tom Botkin seconded by John Tudor to approve the minutes from the specially called meeting on February 9, 2021.

Motion carried on roll call vote as follows:

Tom Botkin-Yes	Roger Barger-Yes
John Tudor- Yes	Paul Reynolds-Yes
Reagan Taylor – Yes	

IN RE: Approval of Meeting Minutes 02-23-2021:

Motion by Roger Barger seconded by Paul Reynolds to approve the minutes from the specially called meeting on February 23, 2021.

Motion carried on roll call vote as follows:

Tom Botkin-Yes	Roger Barger-Yes
John Tudor- Yes	Paul Reynolds-Yes
Reagan Taylor – Yes	

IN RE: Agenda Amendment:

Judge Taylor asked for the court's permission to amend the agenda to add item number eleven, Resolution 2021-34—CSEPP Communications Infrastructure Contract.

Motion by John Tudor seconded by Tom Botkin to amend the agenda to add Resolution 2021-34—CSEPP Communications Infrastructure Contract.

Motion carried on roll call vote as follows:

Tom Botkin-Yes	Roger Barger-Yes
John Tudor- Yes	Paul Reynolds-Yes
Reagan Taylor – Yes	

IN RE: 2nd Reading Ordinance 2021-02—Land Use Regulation Change for Event Venues:

Bert Thomas, Planning and Building Codes Director, presented the second reading of Ordinance 2021-02—Land Use Regulation Change for Event Venues for the court's approval. This will amend Ordinance 00-02. The Madison County Planning Commission recommended that the text of Section 402.6 (Uses Allowed) of the Madison County Planning and Zoning Regulations be changed to make Event Venues a Conditional use in the following sub-districts and zones:

- UC-7 Urban Corridor Agricultural
- RC-7 Rural Corridor Agricultural
- C-7 Community Agricultural
- R-7 Rural Agricultural

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Motion by Tom Botkin seconded by John Tudor to approve the second reading of Ordinance 2021-02—Land Use Regulation Change for Event Venues.

Thomas noted that the recommendation from the Planning Commission was unanimous. There were no negative comments or anything at the public hearing.

Judge Taylor stated that there were no comments from the public concerning Ordinance 2021-02.

Motion carried on roll call vote as follows:

Tom Botkin-Yes

Roger Barger-Yes

John Tudor- Yes

Paul Reynolds-Yes

Reagan Taylor – Yes

IN RE: Resolution 2021-25—BGAD/Fire Department Mutual Aid Agreement:

Tim Gray, Fire Chief, presented Resolution 2021-25—BGAD/Fire Department Mutual Aid Agreement for the court's approval. Approval of the proposed resolution would authorize the signature of a memorandum of agreement for mutual aid fire service between the Madison County Fiscal Court and the Bluegrass Army Depot (BGAD).

Motion by John Tudor seconded by Paul Reynolds to approve Resolution 2021-25—BGAD/Fire Department Mutual Aid Agreement.

Magistrate Tudor stated that we must work together in these situations. In most cases, organizations work together to help each other out but, it is always good to have it down in writing.

Chief Gray noted that BGAD helps quite a bit; they come off base pretty regularly. The fire department will help them out as well.

Motion carried on roll call vote as follows:

Tom Botkin-Yes

Roger Barger-Yes

John Tudor- Yes

Paul Reynolds-Yes

Reagan Taylor – Yes

IN RE: Resolution 2021-26—Madison County Nuisance Board Appointment:

Judge Taylor presented Resolution 2021-26—Madison County Nuisance Board Appointment for the court's approval. Judge Taylor recommended that the court appoint Dr. Paula Maionchi, effective March 9, 2021. The appointment will expire on February 28, 2025.

Motion by Roger Barger seconded by John Tudor to approve Resolution 2021-26—Madison County Nuisance Board Appointment.

Motion carried on roll call vote as follows:

Tom Botkin-Yes

Roger Barger-Yes

John Tudor- Yes

Paul Reynolds-Yes

Reagan Taylor – Yes

IN RE: Resolution 2021-27—Madison County Nuisance Board Appointment:

Judge Taylor presented Resolution 2021-27—Madison County Nuisance Board Appointment for the court's approval. Judge Taylor recommended that the court appoint Cory Erdmann, effective March 9, 2021. The appointment will expire on February 28, 2025.

Motion by Roger Barger seconded by Tom Botkin to approve Resolution 2021-27—Madison County Nuisance Board Appointment.

Magistrate Botkin explained that the Nuisance Board is made up of those two members and the magistrate from whichever district that the complaint is filed from.

Judge Taylor stated that luckily, we do not have to use this board very often. But, when we do it is there. Both of recommendations are for reappointments.

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Magistrate Tudor noted that it is a shame that we must have a nuisance board, but it is beneficial. Sometimes, people do not take care of their property and it is an eyesore. Tudor has been working with the Solid Waste Coordinators concerning some trash in his district and they are getting that cleaned up with the use of a loaner truck. Everybody has different situations, and the county is willing to work with people.

Motion carried on roll call vote as follows:

Tom Botkin-Yes	Roger Barger-Yes
John Tudor- Yes	Paul Reynolds-Yes
Reagan Taylor – Yes	

IN RE: Resolution 2021-28—Madison County Ethics Board Appointment:

Judge Taylor presented Resolution 2021-28—Madison County Ethics Board Appointment for the court's approval. Judge Taylor recommended that the court appoint Mary Lois Kearns, effective March 9, 2021. The appointment will expire on March 1, 2024.

Motion by Roger Barger seconded by Paul Reynolds to approve Resolution 2021-28—Madison County Ethics Board Appointment.

Judge Taylor clarified that this is a reappointment.

Motion carried on roll call vote as follows:

Tom Botkin-Yes	Roger Barger-Yes
John Tudor- Yes	Paul Reynolds-Yes
Reagan Taylor – Yes	

IN RE: Resolution 2021-29—Madison County Ethics Board Appointment:

Judge Taylor presented Resolution 2021-29—Madison County Ethics Board Appointment for the court's approval. Judge Taylor recommended that the court appoint Ashlee Combs Young, effective March 9, 2021. The appointment will expire on March 1, 2024.

Motion by Paul Reynolds seconded by Tom Botkin to approve Resolution 2021-29—Madison County Ethics Board Appointment.

Judge Taylor acknowledged that Chandler Combs passed away a few weeks back. He was a community leader who served on the Planning Commission Election Board, and the Ethics Board. He stated that Reynolds did a wonderful job in choosing his replacement, which is one of his granddaughters. Taylor noted that he could not think of a better person to fill those shoes. He will be missed not only by his family and wonderful wife but also by his friends in the community.

Motion carried on roll call vote as follows:

Tom Botkin-Yes	Roger Barger-Yes
John Tudor- Yes	Paul Reynolds-Yes
Reagan Taylor – Yes	

IN RE: Resolution 2021-30—Madison County Utilities Board Appointment:

Judge Taylor presented Resolution 2021-30—Madison County Utilities Board Appointment for the court's approval. Judge Taylor recommended that the court appoint John Thomas, effective March 9, 2021. The appointment will expire on March 30, 2025.

Motion by John Tudor seconded by Roger Barger to approve Resolution 2021-30—Madison County Utilities Board Appointment.

Motion carried on roll call vote as follows:

Tom Botkin-Yes	Roger Barger-Yes
John Tudor- Yes	Paul Reynolds-Yes
Reagan Taylor – Yes	

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IN RE: Resolution 2021-31—Madison County EMS Board Appointment:

Judge Taylor presented Resolution 2021-30—Madison County EMS Board Appointment for the court's approval. Judge Taylor recommended that the court reappoint Jill Cornelison, effective March 9, 2021. This appointment will expire on April 1, 2023

Motion by Roger Barger seconded by John Tudor to approve Resolution 2021-31—Madison County EMS Board Appointment.

Motion carried on roll call vote as follows:

Tom Botkin-Yes

Roger Barger-Yes

John Tudor- Yes

Paul Reynolds-Yes

Reagan Taylor – Yes

IN RE: Resolution 2021-32—CSEPP Virtual Desktop Enhancement Bid Award:

Dustin Heiser, EMA Director, presented Resolution 2021-32—CSEPP Virtual Desktop Enhancement Bid Award for the court's approval. The Madison County CSEP program requires an upgrade to its existing virtual desktop hardware and software. Heiser recommended that 13Layers be awarded the Virtual Desktop Software bid and that SHI be awarded the Virtual Desktop Hardware bid.

Motion by Paul Reynolds seconded by Roger Barger to approve Resolution 2021-32—CSEPP Virtual Desktop Enhancement Bid Award.

Magistrate Botkin questioned if this is a cam software or if it is a custom package.

Heiser responded that he believes it is a custom package.

Chris Iseral, IT Director, explained that this is the same software the county is already running. It was moved to four months ago and they are just now catching up to be on the same platform. It is technically a cam software that provides virtual desktop infrastructure.

Motion carried on roll call vote as follows:

Tom Botkin-Yes

Roger Barger-Yes

John Tudor- Yes

Paul Reynolds-Yes

Reagan Taylor – Yes

IN RE: Resolution 2021-33—Part-time PSI Adjustment:

Judge Taylor presented Resolution 2021-33—Part-time PSI Adjustment for the court's approval. The Madison County Coroner's Office and part-time employees of the Madison County Fiscal Court, and part-time employees of the Madison County Sheriff's Office were inadvertently omitted from Resolution 2021-23. This resolution will authorize a one-time Public Service Incentive for the employees mentioned above.

Motion by John Tudor seconded by Paul Reynolds to approve Resolution 2021-33—Part-time PSI Adjustment.

Magistrate Tudor stated that this clears up some individuals that were omitted in the first resolution.

Magistrate Botkin noted that this clears up an oversight from the first resolution. He expressed that he was glad the court was able to fix this.

Motion carried on roll call vote as follows:

Tom Botkin-Yes

Roger Barger-Yes

John Tudor- Yes

Paul Reynolds-Yes

Reagan Taylor – Yes

IN RE: Resolution 2021-34—CSEPP Communications Infrastructure Contract:

Dustin Heiser, EMA Director, presented Resolution 2021-34—CSEPP Communications Infrastructure Contract for the court's approval. The Madison County CSEP Program identified a sole source solution that will provide the necessary tools and materials to install communications infrastructure. Heiser requested the court's approval to sign a sole source contract with CRALEY Group Limited for the purchase of the necessary materials and training.

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Motion by John Tudor seconded by Roger Barger to approve Resolution 2021-34—CSEPP Communications Infrastructure Contract.

Magistrate Botkin questioned what training would be involved.

Heiser stated that installation training will be provided.

Motion carried on roll call vote as follows:

Tom Botkin-Yes	Roger Barger-Yes
John Tudor- Yes	Paul Reynolds-Yes
Reagan Taylor – Yes	

IN RE: Personnel—Golf:

Gary Vanderoef, Battlefield Golf Club Director, addressed the court to recommend that they hire Carl McCray as a Seasonal Outside Cart Attendant at \$7.78/per hour, effective March 10, 2021.

Motion by Tom Botkin seconded by Roger Barger to hire Carl McCray as a Seasonal Outside Cart Attendant at \$7.78/per hour, effective March 10, 2021.

Motion carried on roll call vote as follows:

Tom Botkin-Yes	Roger Barger-Yes
John Tudor- Yes	Paul Reynolds-Yes
Reagan Taylor – Yes	

IN RE: Personnel—Golf:

Gary Vanderoef, Battlefield Golf Club Director, addressed the court to recommend that they hire Caswell Patton as a Seasonal Golf Shop Attendant at \$8.00/per hour, effective March 10, 2021.

Motion by John Tudor seconded by Roger Barger to hire Caswell Patton as a Seasonal Golf Shop Attendant at \$8.00/per hour, effective March 10, 2021.

Motion carried on roll call vote as follows:

Tom Botkin-Yes	Roger Barger-Yes
John Tudor- Yes	Paul Reynolds-Yes
Reagan Taylor – Yes	

IN RE: Personnel—Golf:

Gary Vanderoef, Battlefield Golf Club Director, addressed the court to recommend that they hire Daniel Wood as a Seasonal Outside Cart Attendant at \$7.78/per hour, effective March 10, 2021.

Motion by Roger Barger seconded by Tom Botkin to hire Daniel Wood as a Seasonal Outside Cart Attendant at \$7.78/per hour, effective March 10, 2021.

Motion carried on roll call vote as follows:

Tom Botkin-Yes	Roger Barger-Yes
John Tudor- Yes	Paul Reynolds-Yes
Reagan Taylor – Yes	

IN RE: Personnel—Golf:

Gary Vanderoef, Battlefield Golf Club Director, addressed the court to recommend that they hire David Hall as a Seasonal Outside Cart Attendant at \$8.30/per hour, effective March 10, 2021.

Motion by John Tudor seconded by Paul Reynolds to hire David Hall as a Seasonal Outside Cart Attendant at \$8.30/per hour, effective March 10, 2021.

Motion carried on roll call vote as follows:

Tom Botkin-Yes	Roger Barger-Yes
John Tudor- Yes	Paul Reynolds-Yes
Reagan Taylor – Yes	

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IN RE: Personnel—Golf:

Gary Vanderoef, Battlefield Golf Club Director, addressed the court to recommend that they hire Donnie Helton as a Seasonal Outside Cart Attendant at \$7.50/per hour, effective March 10, 2021.

Motion by Tom Botkin seconded by John Tudor to hire Donnie Helton as a Seasonal Outside Cart Attendant at \$7.50/per hour, effective March 10, 2021.

Motion carried on roll call vote as follows:

Tom Botkin-Yes	Roger Barger-Yes
John Tudor- Yes	Paul Reynolds-Yes
Reagan Taylor – Yes	

IN RE: Personnel—Golf:

Gary Vanderoef, Battlefield Golf Club Director, addressed the court to recommend that they hire James Collins as a Seasonal Outside Cart Attendant at \$7.78/per hour, effective March 10, 2021.

Motion by Roger Barger seconded by Paul Reynolds to hire James Collins as a Seasonal Outside Cart Attendant at \$7.78/per hour, effective March 10, 2021.

Motion carried on roll call vote as follows:

Tom Botkin-Yes	Roger Barger-Yes
John Tudor- Yes	Paul Reynolds-Yes
Reagan Taylor – Yes	

IN RE: Personnel—Golf:

Gary Vanderoef, Battlefield Golf Club Director, addressed the court to recommend that they hire Timothy Freeman as a Seasonal Outside Cart Attendant at \$7.78/per hour, effective March 10, 2021

Motion by John Tudor seconded by Roger Barger to hire Timothy Freeman as a Seasonal Outside Cart Attendant at \$7.78/per hour, effective March 10, 2021.

Vanderoef noted that they are seeking one more Golf Shop Attendant and four to six Ground Crew employees.

At this point, there is no one returning from last season.

Motion carried on roll call vote as follows:

Tom Botkin-Yes	Roger Barger-Yes
John Tudor- Yes	Paul Reynolds-Yes
Reagan Taylor – Yes	

IN RE: Enter Executive Session--Personnel:

Motion by Roger Barger seconded by John Tudor to enter Executive Session at 10:12am, concerning a personnel matter.

Motion carried on roll call vote as follows:

Tom Botkin-Yes	Roger Barger-Yes
John Tudor- Yes	Paul Reynolds-Yes
Reagan Taylor – Yes	

IN RE: Enter Executive Session--Personnel:

Motion by Roger Barger seconded by Tom Botkin to exit Executive Session at 10:34am.

Motion carried on roll call vote as follows:

Tom Botkin-Yes	Roger Barger-Yes
John Tudor- Yes	Paul Reynolds-Yes
Reagan Taylor – Yes	

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IN RE: Personnel:

Motion by John Tudor seconded by Roger Barger to suspend John Walton, a CSEPP Employee, for three days without pay on March 9th, 12th. And the 15th.

Motion carried on roll call vote as follows:

Tom Botkin-Yes

Roger Barger-Yes

John Tudor- Yes

Paul Reynolds-Yes

Reagan Taylor – Yes

IN RE: Judge's Report:

- The IT Department (Chris, Ryan Jonathan, Morris and Megan) were acknowledged for the following reasons:
 1. Keeping our county offices forward facing to the public during the COVID pandemic.
 2. Creating an internal HR platform for electronic employee files, allowing HR functions to be more efficient and saving time, which in turn saves money.
 3. Creating the Winter Storm Debris Removal Program platform.
 4. Streamlining the Occupational Tax and Business License process to make it easier for constituents and business owners to use.

They may be a small team, but they are definitely a mighty one. Thank you for everything you do.

- Our Tree Debris Removal program is up and running. Just visit our website at madisoncountky.us to schedule your pickup time. This program is for tree debris only and will run through April 29th. There will not be any debris drop off locations. Due to the heavy volume of persons requesting this service, the first round for pick up is completely booked. Please register as soon as possible.
- KACo is awarding two \$1,000 presidential scholarships to selected graduation seniors in Madison County. The recipients must live in Madison County and attend one of the following high schools: Berea Independent, Madison Central, Madison Southern, or Model. Madison County students can apply for the presidential scholarship until April 2, 2021. For more information, contact Susan Riddell, KACo Communications Manager at susan.riddell@kaco.org, or speak with your high school counselor at one of the four high schools.
- We have entered Kentucky's Spring Fire season, which means there is to be no outside burning before 6pm until April 30th. If you have questions regarding this policy, please contact the Kentucky Division of Forestry.
- This year's 44th District Basketball Tournament will be March 15th through the 19th at ECU's Alumni Coliseum.
- There is still time to fill out the Madison County Comprehensive Plan survey. It can be found at madisoncountky.us. Just scroll down toward the bottom of the page and click on the link. It takes less than 10 minutes. This survey will remain on the website for another couple of weeks or so. Your opinions will help us as we bring together Madison County's Comprehensive Plan over the next few months.
- Be mindful of our Road Department workers as they are picking up tree debris along our county's roads. Their safety is of utmost importance to us so please give them plenty of room as they perform this vital work. Please be patient and drive slowly in their work areas.
- Daylight Savings Time begins Sunday, March 14th, at 2am. Be sure to turn your clocks ahead one hour before you go to bed on Saturday, March 13th.
- The numbers for the COVID-19 pandemic seem to be decreasing, but please continue to wear a face covering, wash your hands often, and social distance. There are more and more vaccination opportunities, so schedule your appointment soon if you are interested in being vaccinated.

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Comments from Magistrates:

Magistrate Botkin expressed his appreciation for the IT department. Those personnel files for over 200 plus employees were scanned in and turned into electronic media where it can be searched and brought up at the blink of an eye by our HR team, which is amazing. This will save hundreds if not thousands of hours of man time in filing and pulling. Thank you to them because that is a super time saver for our HR people and other folks that will allow them to be more productive in some other areas. This will also help FEMA. The tree service pickup numbers are looking pretty good. Botkin noted that he has seen a lot of folks that need picking up. He encouraged constituents to tell their neighbors about the tree debris pickup opportunity. You can call 624-4709 to schedule your pickup before spots fill up.

Magistrate Tudor urged citizens to call in or go online and get on the tree debris pick up list so that they are not left out. We used quite a bit of salt during the ice and snowstorm and the bins are being replenished. Tudor was unsure of the dollar amount of salt used during the storm but stated that it was quite a bit. Hopefully, we are through with that for this season. We got through that and we got through the flooding. We had some damage locally but just remember our neighbors to the East in Estill County took some severe flooding. Jonathan Webb at AppHarvest hosted a fundraiser last night for individuals and businesses in Eastern Kentucky. The telethon raised \$1.4 million dollars. We are glad to have a neighbor in Madison County like AppHarvest. You can still call in to AppHarvest or look on their website and donate to that fund. They still need a lot of help. If you can get on there and help them it would be much appreciated.

Magistrate Barger expressed his appreciation for the IT department. He noted that they have helped him out a lot of times. They do a great job. Numerous departments have voiced how good our IT Department is and how helpful they are. Barger thanked all the departments. Our complete workforce has done a fine job with the times that we are in and what they have had to do to adjust and to make it happen. Barger gave a shout out to the road department. They have gone through some tough times there and have done the best that they could. Some may have thought that we were out of salt. Barger stated that he went down to the bins one time and they had gotten low enough that it did not look like all the trucks could be loaded. Luckily, we got salt back in just in time, so we were never out. He expressed his appreciation for all the different departments; they do not get the praise that they deserve.

Magistrate Reynolds stated that he has noticed driving around that there are some roads in bad shape. We have got a lot of potholes and stuff. He asked citizens to be patient as the road department works to get those filled up.

Sheriff Coyle stated that during the weather conditions of snow, ice and flooding, that the Sheriff Deputies were out delivering medication and taking our medical people back and forth to make sure that they got to work. They met with the Lexington agencies and delivered them to the people that were working in Lexington and took them back home during these times. He stated that he believes this speaks well of our county government and of the dedication and loyalty that our Sheriff's office provides. He noted how proud he was of his staff and the way that they stepped up through this weather, and the dedication they bring to Madison county.

Comments from Department Heads:

Tim Gray, Fire Chief, noted that the burn ban will go through April 30th. You can burn anytime day or night but if you are within 150 feet of wood or structures it is only between 6:00pm to 6:00am. Even though we have had five inches of rain over the last weekend we are dry. The fire department has been out on about seven or eight grass fires yesterday. Please burn after 6pm, and call before you burn. Anytime you want to have a controlled burn, if you call 859-624-4776, they will take down your name and information and if a neighbor or somebody driving down the highway sees smoke and calls 911, they will not send the fire department unless you call back and need them.

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Comments from the Audience:

No comments from the Audience.

IN RE: Pay Claims and Approve Transfers:

Motion made by Roger Barger seconded by John Tudor to approve pay claims and transfers.

ANNOUNCE NEXT COURT DATE:

Judge Taylor announced the next court date for March 23, 2021 at 9:30am via Zoom Video Conferencing.

IN RE: ADJOURNMENT

Motion from Paul Reynolds to adjourn, seconded by Tom Botkin. Hearing no objection, the meeting adjourned 10:57 am.



REAGAN TAYLOR MADISON CO. JUDGE/EXECUTIVE