

S B

373

FISCAL NOTE

REQUEST:

Revision Date: _____
 Title: Welfare Reform
 Sponsor: Rules Committee
 Requestor: Governor

Agency Affected: Revenue
 BRU: Child Support Enforcement
 Components: Child Support Enforcement

EXPENDITURES/REVENUES: (Thousands of Dollars)

OPERATING	FY 91*	FY 92	FY 93	FY 94	FY 95	FY 96
PERSONAL SERVICES	202.3	347.0	347.0	347.0	347.0	347.0
TRAVEL						
CONTRACTUAL	223.1	240.1	248.5	248.5	248.5	248.5
SUPPLIES						
EQUIPMENT	181.9	57.8				
LAND & STRUCTURES						
GRANTS, CLAIMS						
MISCELLANEOUS						
TOTAL OPERATING	607.3	653.9	595.5	595.5	595.5	595.5
CAPITAL						
REVENUE	1,139.2	1,230.3	1,343.1	1,180.4	1,281.6	1,391.5

FUNDING: (Thousands of Dollars)

GENERAL FUND	206.5	222.3	202.5	202.5	202.5	202.5
FEDERAL FUNDS	400.8	431.6	393.0	393.0	393.0	393.0
OTHER						
TOTAL	607.3					

POSITIONS:

FULL-TIME	6	10	10	10	10	10
PART-TIME						
TEMPORARY						

ANALYSIS : (Attach a separate page if necessary)

SEE ATTACHED

Prepared by: LINDA LANDSTAN Phone: 243-1270
 Division: Child Support Enforcement Division Date: 11/11/89
 Approved by Commissioner: [Signature] Date: 11/13/89
 Agency: REVENUE

Distribution (by preparer):
 Legislative Finance
 Legislative Sponsor
 Requestor
 Office of Management and Budget
 Impacted Agency(ies)

* FY91 Expenditures have been included in the FY91 operating budget request.

OCTOBER 1991. THE BUDGET FOR THE CHILD SUPPORT ENFORCEMENT DIVISION FROM FY92 THROUGH FY96. THE FY91 FUNDING NEED IS BEING REQUESTED AS AN INCREMENT IN THE FY 91 OPERATING BUDGET SUBMISSION, BUT IS INCLUDED IN THE DETAIL BELOW:

	FY91*	FY92	FY93-FY96
<u>PERSONAL SERVICES:</u>			
(2) Child Support Enforcement Officer III;			
(2) Clerk IV;			
(2) Accounting Clerk III	202.3	202.3	202.3
(3) Child Support Enforcement Officer III;			
(1) Clerk IV		144.7	144.7
Total Personal Services	<u>202.3</u>	<u>347.0</u>	<u>347.0</u>
<u>CONTRACTUAL:</u>			
Economic Research Study	50.0**		
Telephone Installation for new positions	3.1**		
Public Education	50.0	50.0	50.0
Advertising and Printing	50.0	50.0	50.0
RSA-Department of Law	70.0	140.0	140.0
Telephone Installation for new positions		0.6**	
Postage and Printing Costs		7.0	7.0
Lease/Maintenance		1.5	1.5
Total Contractual	<u>223.1</u>	<u>249.1</u>	<u>248.5</u>
<u>EQUIPMENT:</u>			
Two Remote Job Entry Stations	80.0**		
Six IBM Terminals	9.0**		
Central Processing Unit (CPU)	13.0**		
Printer	6.5**		
FY91 Modular furniture units for new positions	73.4**		
FY92 Modular furniture units for new positions		45.3**	
IBM Terminals for new positions		5.8**	
One Printer		6.7**	
Total Equipment	<u>181.9</u>	<u>57.8</u>	<u>0.00</u>
Total Operating	607.3	653.9	595.5
PFT	6.0	10.0	10.0
Staff Months	72.0	120.0	120.0

**The cost of one-time items does not carry forward.



STATE OF ALASKA
OFFICE OF THE GOVERNOR
JUNEAU

January 8, 1990

The Honorable Tim Kelly
President of the Senate
Alaska State Legislature
P.O. Box V
Juneau, AK 99811

Dear Mr. President:

Under the authority of art. III, sec. 18, of the Alaska Constitution, I am transmitting a bill to modify existing procedures used by the Department of Revenue's child support enforcement division (referred to in AS 47.23 and in this letter as "the agency") to establish and modify child support orders and to collect child support from wage-earners. The changes are necessary to allow the agency to comply with requirements imposed by the Family Support Act of 1988 (P.L. 100-485), including requirements regarding immediate wage withholding and review and adjustment of support orders. By making these changes, Alaska will remain in compliance with federal requirements under the Title IV-D program of the Social Security Act, 42 U.S.C. 651 -- 669, enabling the state to continue to receive substantial federal revenue. More importantly, these changes will facilitate the establishment of fair and adequate child support orders and will enhance the agency's ability to collect support in a timely manner.

The Family Support Act of 1988 imposes on states two requirements that must be met by the fall of 1990. First, under amended 42 U.S.C. 666(b)(3), by November 1, 1990 immediate wage withholding must be implemented, regardless of whether support payments are in arrears, in those cases in which the agency enforces orders that are issued or modified on or after that date (with certain limited exceptions). Section 1 of this bill adds new AS 47.23.020(a)(2)(D) to provide the agency with clear statutory authority to implement immediate wage withholding under the procedures in AS 47.23.250 and 47.23.255, as amended by secs. 9 and 11 of the bill. Existing AS 47.23.062, which sets out certain procedures, including some "waiting periods," regarding income withholding orders, is then amended so that it may be used by an

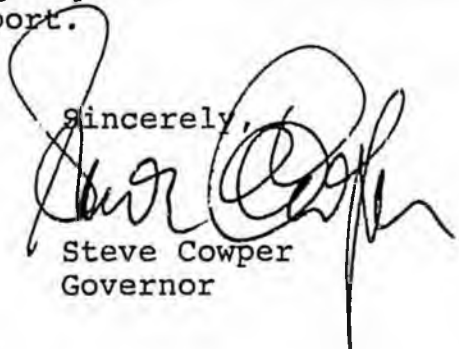
individual (without involvement of the agency) to put into effect an income withholding order. Sections 3 -- 6 of the bill. Amendments to AS 47.23.250(g) and 47.23.253, in secs. 9 and 10 of the bill, clarify that, to be consistent with amended 42 U.S.C. 666(b)(3), income withholding remains in effect until a support order is satisfied.

Second, under new 42 U.S.C. 666(a)(10), the agency is required to follow certain procedures for review and adjustment of child support orders, beginning October 13, 1990. This review and adjustment process must be available at the request of either parent subject to a child support order. AS 47.23.020(a)(2)(E), added by sec. 1 of the bill, will allow the agency to adopt regulations to implement this review and adjustment requirement. Section 8 of the bill amends AS 47.23.190(d), which sets out the timeframe for an agency hearing regarding modification of a support order. The amendment will conform our statutory timeframe to the time limit imposed by new 42 U.S.C. 666(a)(10)(C)(iii). Two other amendments, in secs. 2 and 7 of the bill, will give obligors access to certain agency services in acknowledgement of that part of the new federal requirement in 42 U.S.C. 666(a)(10) regarding equal access by either parent.

In addition, AS 47.23.140(a) is amended by sec. 7 of the bill to specifically authorize the agency to administratively establish an order of support if no Alaska child support order already exists (even though there might be an out-of-state support order). This will allow the agency to meet the standards established under new 42 U.S.C. 652(h) regarding time limits to respond to a request for assistance.

The changes contained in this bill will preserve the substantial level of federal funding for our public assistance and child support programs and will allow the agency to function more effectively. The timely collection of an adequate award of child support should improve the lives of our children and reduce the need for public assistance by the many single parents who currently do not receive adequate child support.

Sincerely,



Steve Cowper
Governor

STATE OF ALASKA

DEPARTMENT OF REVENUE

OFFICE OF THE COMMISSIONER

STEVE COWPER, GOVERNOR

P.O. BOX 5
JUNEAU, ALASKA 99811-0400
PHONE: (907) 465-2300
TELEFAX: (907) 465-2389

March 23, 1990

The Honorable Paul Fischer
Alaska State Senate
Capitol, Room 508
Juneau, Alaska 98911

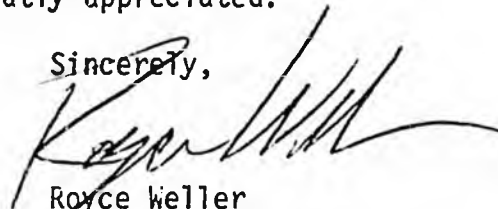
Dear Senator Fischer:

The passage of SB 373, currently residing in your committee, is very important to the State's Child Support Enforcement Program as well as its AFDC program. Enclosed is a brief statement as to the fiscal implications of failing to move on this important legislation.

I respectfully request that you schedule SB 373 for hearing in the near future.

Your attention to this request is greatly appreciated.

Sincerely,



Royce Weller
Assistant Commissioner

RW:sp

GC-67

Enclosure

SB 373

Impact of Failure to Enact

SB 373 was requested by the Administration this year to implement changes in State child support law required by the U.S. Congress's enactment of welfare reform legislation.

The Federal government will pay for about 78% of Alaska's costs for child support enforcement, or \$5,301,600, based on FY91 estimates.

To receive this money from the Federal government, Alaska must operate its child support program under a plan (called the IV-D plan) that is written by the Federal government to stipulate the requirements and options each State must follow.

In addition to the money the Federal government provides for child support enforcement, it also pays for 50% of Alaska's AFDC costs. To receive this AFDC money, Alaska must operate its public assistance program under a similar plan (called the IV-A plan). One of the requirements of the IV-A plan is that Alaska have a child support enforcement program operating under an approved IV-D plan.

If SB 373 is not enacted in this session, Alaska will receive notice from the Federal Regional Administrator in early 1991 that the Regional office is recommending to the Secretary of Health and Human Services that the Alaska IV-D plan be disapproved. The State will have an opportunity for hearing and 60 days to request the hearing.

If the Secretary determines that the State IV-D plan is disapproved, all payments to the State for child support enforcement will be suspended, and child support enforcement activities in Alaska will cease. The State IV-A plan for AFDC will no longer be in compliance with Federal law (which requires a child support program), triggering a similar review by the Regional Administrator of Alaska's IV-A plan, with progressive financial sanctions eventually imposed against the State's AFDC grant.

In summary, if SB 373 (or similar legislation) is not adopted the state stands to lose significant federal dollars and the termination of its child support program.

The immediate financial and operating losses to the State in Fiscal Year 1991 will be:

* suspension of CSED grant and incentives	\$ 5,301,600
* loss of AFDC and Foster Care recoveries paid to Alaska	5,996,700
	<hr/>
	SUBTOTAL
	\$11,298,300
* suspension of child support recoveries from other states for Alaska residents	3,593,209
* suspension of child support collections for non-AFDC residents of Alaska and other States	20,428,273
	<hr/>
	TOTAL COMBINED LOSSES AND SUSPENSIONS
	\$35,319,782

In addition to this immediate impact, the Federal government will eventually begin to remove money from the State's AFDC grant in progressively greater amounts during each operating period in which the State IV-A plan is not in compliance with the requirement that the State have a child support enforcement program that complies with Federal laws and regulations.

STATE OF ALASKA

DEPARTMENT OF REVENUE

OFFICE OF THE COMMISSIONER

STEVE COWPER, GOVERNOR

P.O. BOX 5
JUNEAU, ALASKA 99811-0400
PHONE: (907) 465-2300
TELEFAX: (907) 465-2389

March 9, 1990

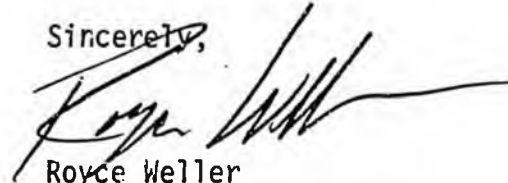
The Honorable Paul Fischer
Alaska State Legislature
Capitol, Room 508
Juneau, Alaska 99811
Attention: David Moses

Dear Mr. Moses:

As requested, enclosed is a brief introduction and sectional analysis of SB 375. Committee consideration of this legislation would be greatly appreciated.

If you should have any further questions, please contact myself or Linda Langston, Director of the Child Support Enforcement Division.

Sincerely,



Royce Weller
Assistant Commissioner

RW:sp

SG-52

Enclosure

S.B. 373

EXPLANATION

Senate Bill 373 contains the provisions necessary for the Child Support Enforcement Division to meet the requirements for welfare reform in the Family Support Act of 1988.

The federal law requires states to have procedures for:

- * immediate wage withholding on support orders issued or modified after October 31, 1990:
- * periodic review and modification of all support orders enforced by CSED at the request of either parent (or at the state's request in public assistance cases);
- * prompt response to requests for assistance.

SB 373 will minimally fulfill the Federal requirements and maintain the State of Alaska's eligibility for Federal funding of CSED and the public assistance program. These improvements to the child support program have great potential for improving timely payment of support obligations and the effectiveness of other agency services to the public.

Here is how each section of SB 373 implements the subsections of the Family Support Act (FSA):

Section 1: Gives CSED specific authority to adopt regulations for immediate wage withholding in the circumstances specified in FSA subsection 101, and to establish procedures for periodic review and modification of support orders, as required by FSA subsection 103(c).

FSA subsection 101 requires immediate income withholding for support orders issued or modified after October 31, 1990, regardless of whether support payments are in arrears. There are two exceptions: if one of the parties demonstrates (and the court or agency finds) good cause not to require immediate income withholding, or if the parties reach a written agreement which provides for an alternate arrangement; however, income must be withheld if payments are one month's support in arrears or if a parent's request for withholding is approved.

Section 2: Allows CSED to appear in modification actions at the request of obligors as well as obligees, to meet the periodic review requirement. FSA subsection 103(c) requires procedures for periodic review of support orders at the request of either parent, and adjustment of such orders as appropriate in accordance with the child support guidelines.

Sections 3 - 6: Preserves a custodial parent's right to seek judicial wage withholding if support payments are in arrears. (CSED utilizes administrative income withholding provisions in AS 47.23.250.)

Section 7: Will allow the agency to meet the standards of prompt response by permitting administrative action on court orders from other states. FSA subsection 121 sets time limits for agencies to respond to requests for child support assistance.

Section 8: Extends notification of review of a support order to 30 days. FSA subsection 103(c) requires that the State notify each parent of a review of their child support order at least 30 days before the commencement of the review.

Sections 9 and 10: Necessary to give continuing effect to withholding orders for the duration of the support obligation. FSA subsection 101 requires income withholding on the effective date of support orders, regardless of whether payments are in arrears, subject to the exceptions described in Section 1.

Section 11: Allows the agency to terminate immediate income withholding if a party demonstrates good cause, as required by FSA subsection 101. This Section also extends the employer's responsibilities in judicial withholding orders (AS 47.23.065(f), (j), and (k)) to administrative orders.

March 10, 1990

Senator Paul A. Fischer
Chair, Senate Health, Education
and Social Services Committee
Alaska Legislature
P.O. Box V (MS 3100)
Juneau, Alaska 99811



Dear Senator Fischer:

This letter is a respectful, but urgent, request that you schedule SB 373 for hearing in the Senate HESS Committee as soon as possible.

SB 373 is the Governor's omnibus Child Support Enforcement bill for this session. It contains, however, one amendment to Alaska statutes, which, if not passed this session, will mean that the Alaska Child Support Enforcement Division will not be in federal compliance with a mandated provision of the Family Support Act of 1988. The failure to comply with all mandated provisions of the Family Support Act, in the area of child support enforcement, could easily cost the State of Alaska millions of dollars in lost federal incentives payments, the state now receives, which I am sure you are aware of as a member also of the Senate Finance Committee.

Section 2. on page 2 of SB 373 contains a two word amendment at line 23 which would bring the State of Alaska into compliance with Title I, Section 103 (c) of the Family Support Act. The amendment adds the words "or obligor" to the child support modification section of Alaska statutes, thus allowing obligors also to receive agency modification services under uniform child support guidelines, just as obligees now enjoy under state law...equal access to modification of support order agency services is now mandated by federal law, Senator Fischer.

I am attaching a copy of Recommendation 43 of the Family Support Task Force, which fully explains the above Alaska law change which is required. As an appointed public member of the Child Support Subcommittee of the Alaska Family Support Task Force, I can assure you that the above Alaska statute amendment was unanimously supported by both subcommittee members and by members of the Task Force itself.

We are at the half-way mark in the Sixteenth Legislature. Senate HESS is the first of three committee referrals in the Senate. Time is of the essence in obtaining a federally mandated change to state law, which will finally introduce some balanced justice to the child support modification process for child support obligors. Please act quickly to move this bill.

Sincerely,

Sandy Armstrong

Sandy Armstrong, Member
Child Support Subcommittee
Family Support Task Force
Phone: 780-4600

cc: Members, Senate HESS Committee
Members, Senate Judiciary Committee
Senate Finance Committee
Uenberg Chair
Child Support Subcommittee
Task Force

Encl 1

— Letters From DADS, Family Support
Group

Allow Obligor To Request Support Order Modifications

RECOMMENDATION 43:

THE LEGISLATURE SHOULD AMEND ALASKA STATUTE 47.23.045 TO READ:

The agency may appear in an action seeking an award of support on behalf of a child owed a duty of support, or to enforce a spousal support order if a spousal support obligation has been established and if a support obligation, established with respect to a child of that spouse, is also being administered, and may also appear in an action seeking modification of a support order, decree or judgment already entered. Action under this section may be undertaken upon application of an obligee or obligor, or at the agency's own discretion if the obligor is liable to the state under AS 47.23.120(a) or (b).

Issue

What do we need to change so that obligors can obtain State assistance in requesting child support order modifications?

FSA Requirement

Section 103(c) of the Family Support Act requires states to review and adjust child support orders upon request of either parent beginning in November, 1990.

Rationale

Alaska law currently allows CSE to assist obligees requesting modifications to support orders, but provides no State assistance in obtaining changes in ways for obligors to request changes. One of the most common criticisms of the existing child support system we heard during our public process was this lack of a mechanism for State assistance to obligors seeking child support order adjustments. Prior federal law contained no requirement for these services, and Alaska statutes do not currently provide clear authority for CSED to offer them.

Cost

There will be staff costs required to provide adequate services.

Benefits

This is part of a larger requirement for periodic reviews of support orders, which as a whole, should increase support collections in Alaska. The specific provision for State assistance to obligors requesting modification should alleviate concerns about unfair procedures, and facilitate greater cooperation by all parents.

ALASKA'S FAMILY SUPPORT TASK FORCE

SEN. FISCHER

ALASKA FAMILY SUPPORT GROUP

Hugh Malone, Commissioner
Dept. of Revenue
P.O. Box S
Juneau, Ak. 99811

February 3, 1990

Dear Commissioner Malone,

As a parent, as a member of the Child Support Enforcement Subcommittee of the Family Support Task Force, and as President of the Alaska Family Support Group on behalf of the membership, I am disappointed and surprised that the Department of Revenue apparently did not request the \$1.6 million legislative appropriation for recommendations 35 & 36 of the Task Force in the Governors Budget.

The central goal of the Family Support Act of 1988 was to enable families to get off and stay off welfare rolls. Of all the Task Force Recommendations, #35 and #36 will contribute most to the financial independence of post - AFDC families. If implemented, both recommendations would mean cash in the hands of between 1700 and 6000 custodial families - from payments BEING MADE by noncustodial parents, including fathers who are being blamed for not supporting their children.

Linda Langston and Royce Weller, (whom I commend for collecting child support payments when those collections are done fairly, legally, and in compliance with our Constitution), agreed to both Recommendations.

Please consider this a request for the following information:

1. Why didn't the Department of Revenue request funding for Recommendation 35 and 36?
2. Will the Department of Revenue support a request for funding both recommendations so that children get the back support their dads and moms are paying and so that Public Assistance and Support Enforcement can continue their services at current budget levels?
3. Please send a IV-D plan to me, to Sandy Armstrong, and to Rep. Max Gruenberg. Sandy's address is 5974 North St. Juneau 99801.

Sincerely,

Steven P. Strube

Steven P. Strube, President
POB 521155 Big Lk. Ak. 99652
892 7760

cc: State Senate
House of Representatives
Senators Stevens, Murkowski
Congressman Don Young
Federal Office of Child Support Enforcement

ALASKA FAMILY SUPPORT GROUP

Senator Paul Fischer
Box V
Juneau, Ak. 99811

January 28, 1990

Re: Family Support Task Force Recommendations 35 & 36

Dear Senator Fischer,

During the week of January 22 through January 26 you received a large number of P.O.'s from your constituents and from other Alaskans, regarding funding of Recommendations 35 & 36 of the Family Support Task Force. We also received a letter from DADS AGAINST DISCRIMINATION on January 26 that specifically described the purpose for the recommendations - that children will receive the back support their Dads and Moms are paying and so that Public Assistance and SEED can continue their vital services at current budget levels.

Sandy Armstrong researched and discovered, in her own time and money, that noncustodial parents are paying an estimated \$1.6 million in back (arrears) support payments annually, over and above the current monthly child support owed. That \$1.6 million is earned by the State first to reimburse public assistance provided to the custodial family, even though "Mom and the Kids" are also owed a back support bill. Again, on her own time and money, Sandy worked on the Child Support Enforcement Subcommittee to get both recommendations adopted.

The Governor did not put funding for the Recommendations in his budget. The State agencies who agreed to the Recommendations and the Task Force did not request funding to implement the Recommendations in their budget requests.

On behalf of the hundreds of Moms, Dads, and Kids that I represent as President of the Alaska Family Support Group I ask you: Will you begin work immediately on implementation and funding of Recommendations 35 & 36?

Sincerely,

Steven P. Strube
Steven P. Strube, President
POB 521155 Big Lk, Ak 99812
hm: 892-7960, wk: 892-6027

1
ALASKA FAMILY SUPPORT GROUP

TO . SENATOR SZYMANSKI
Senator Paul Fischer, Chair
Senate H.E.S.S. Committee
Box V
Juneau, Ak. 99801

Re: SB 373

January 27, 1990

Dear Senator Fischer,
This letter is a follow - up to the P.O.M. that I sent you last week regarding Senate Bill 373. The only portion of this bill that we approve of at this time is on page 2 regarding the change in AS 47.23.045 that will give obligors equal protection of the law with obligees, a federal requirement of the Family Support Act of 1988.

As a member of the Child Support Subcommittee of the Family Support Task Force I was directly involved with the drafting of the recommendations of the task force to the legislature. Not only was I disappointed that the Dept. of Revenue submitted the list of proposed changes to state law to the Governors Office without giving the Subcommittee the chance to review those proposed changes, (which we had the opportunity to do eventually after it became known to us that the action had already taken place), Senate Bill 373 was introduced by the Governors Office without extending the Alaska Family Support Group the courtesy of reviewing the bill prior to its introduction.

Had we been given the opportunity to review the bill, we would have proposed, and do propose a change at this time, to Section 1. AS 47.23.020(a)(2)(C), to eliminate interest on arrearages.

There are parents in Alaska who have lost their jobs or have had salary reductions who cannot afford attorneys and have been denied equal protection of the law by State Government, consequently, they are unable to get their court orders modified per Civil Rule 90.3. These parents, who often have second families to support, then go into arrears and are subject to interest payments in addition to child support payments. As time marches on those second families suffer because as their arrearages increase, the interest on the arrearages increase. Wages are garnished, taking food away from their children. In these cases, interest on arrearages is punitive. These families are being punished financially for an action they have no control over.

Another group of parents and children that interest on arrearages adversely effects is addressed in recommendation #37 of the Task Force Recommendations, attached. In these cases parents are notified, often years after the fact, that their ex - spouse. has been on Aid To Families With Dependent Children, and that the State wants to be paid back, and soon. We have members that were sent bills in excess of \$10,000 with no prior notification that a debt was accruing. Of course they cannot pay the debts off overnight so interest begins to accrue. The interest on these debts will prevent the principle from ever being paid off. In

addition, the case will most likely go into arrears resulting in wage garnishment that will have an adverse effect on the family. We believe interest on arrearages is putting many noncustodial parents below the poverty level. In the "Survey of Absent Parents Pilot Results" published in July 1988, by the U.S. Department of Health and Social Services, statistics show on page iii, attached, that in Florida 38 percent of noncustodial parents, and in Ohio 49 percent of noncustodial parents live below the poverty level.

We strongly oppose the portions of this bill that are underlined on page 2. We believe procedures for income withholding and for period review of child support orders MUST be done by statute NOT by regulation. Both these issues are substantive that effect tens of thousands of Alaskans, and with a 70% divorce rate, will effect tens of thousands more in the near future. These issues MUST be dealt with by elected officials and effected parents in public, NOT behind closed doors by the insulated nobility. The clandestine revision of Civil Rule 90.3 raised our hackles, in part because substantive public policy was made by a select few behind closed doors for the benefit of government, not in the best public interest. We need to be part of the procedure making process otherwise we will continue to be victims of government tyranny.

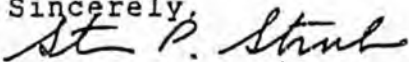
In our opinion, if the State is going to accept federal dollars to violate our Constitution Rights by confiscating our property on the premise that we might not, at a future date pay child support, we have the right, at least, to observe those who are selling us out to government tyranny - in public.

And finally, on page 4. Section 7. AS 47.23.140(a) The addition of " in the superior court of this state" is, in our opinion, contradictory to Recommendation #29, attached, which states in part that Alaska not develop new laws addressing interstate child support enforcement issues until.....

The addition of the superior court clause will directly effect interstate cases, and will violate Recommendation #29. We request that "in the superior court of this state " be deleted from this bill.

This bill as written, promotes injustice. we believe it is the duty of government to prevent injustice - not to promote it, and it is our hope that your committee will work with us for passage of a fair and equitable bill.

Sincerely,



Steven P. Strube, President
POB 521155 Big Lk Ak 99652
hm 892 7760 wk 892 6027

cc: Mat-su Legislative Delegation Senate H.E.S.S. Committee
Alaska Congressional Delegation
Reps. Ulmer, Foster, Brown, Boyer, Davis, Ellis