

MEETING OF THE ADVISORY COMMITTEE
ON CHILD SUPPORT GUIDELINES AND ENFORCEMENT
FOR THE STATE OF ALABAMA
FRIDAY, FEBRUARY 12, 2021
10:00 A.M.

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**THE ADVISORY COMMITTEE ON CHILD SUPPORT
GUIDELINES AND ENFORCEMENT MEETING** was held before
Jeana S. Boggs, Certified Court Reporter and
Commissioner for the State of Alabama at Large, via
Zoom videoconference, Montgomery, Alabama,
commencing at 10:03 A.M., Friday, February 12,
2021.

1 APPEARANCES

2 GUEST SPEAKER:

3 DR. JANE VENOHR
4 Center for Policy Research
5 Denver, Colorado

6 COMMITTEE MEMBERS:

7 PROFESSOR PENNY DAVIS, Chair
8 Adjunct Professor of Law
9 University of Alabama School of Law
10 Tuscaloosa, Alabama

11 THE HONORABLE DON MCMILLAN
12 Circuit Judge
13 4th Judicial Circuit
14 Marion, Alabama

15 AMANDA COX, Esquire
16 Staff Attorney, The Honorable Terry Moore
17 Judge, Alabama Court of Civil Appeals
18 Montgomery, Alabama

19 THE HONORABLE MICHAEL D. SHERMAN
20 Circuit Judge
21 Domestic Relations Division
22 Mobile County, Alabama

23 THE HONORABLE JULIE PALMER
Private Practice Attorney and
Part-time Referee, Shelby County
Hoover, Alabama

DREW WHITMIRE, Esquire
Private Practice Attorney
Birmingham, Alabama

GREG STARKEY, Esquire
Private Practice Attorney
Birmingham, Alabama

1 JENNIFER BUSH, Esquire
2 State-Level Child Support Attorney
3 Alabama Department of Human Resources
4 Montgomery, Alabama

5 JIM JEFFRIES, Esquire
6 Private Practice Attorney
7 Mobile, Alabama

8 KATIE STEINWINDER, Esquire
9 Private Practice Attorney
10 Montgomery, Alabama

11 LATHESIA MCCLENNEY
12 Director
13 Child Support Enforcement Division
14 Alabama Department of Human Resources
15 Montgomery, Alabama

16 MELODY BALDWIN, Esquire
17 District Attorney's Office
18 Child Support Division
19 Dadeville, Alabama

20 PROFESSOR BRIAN GRAY
21 Associate Dean
22 Culverhouse College of Commerce
23 The University of Alabama
Tuscaloosa, Alabama

RACHEL KING, Esquire
Private Practice Attorney
Birmingham, Alabama

MALLORY HALL, Esquire
Private Practice Attorney
Birmingham, Alabama

OTHER APPEARANCES:

JEANA BOGGS, COURT REPORTER
BOGGS REPORTING & VIDEO LLC
MONTGOMERY, ALABAMA 36104

1 THE HONORABLE JULIA J. WELLER
2 Clerk, Supreme Court of Alabama
Montgomery, Alabama

3 STEPHANIE BLACKBURN, Esquire
4 Central Staff Attorney
Supreme Court of Alabama
5 Montgomery, Alabama

6 NATHAN WILSON, Esquire
7 Senior Staff Attorney
The Honorable Sarah Stewart, Associate
Justice, Supreme Court of Alabama
8 Montgomery, Alabama

9 BOB MADDOX, Esquire
10 Staff Attorney, Legal Division
Alabama Administrative Office of Courts
Montgomery, Alabama

11 APPEARANCES FROM THE PUBLIC:

12 JORI D. JORDAN

13 CLIFFORD SMITH

14 TIFFANY GATES

15 LISA CLARK

16 SHALOTTIE "LEE" WOOD
17
18
19
20
21
22
23

1 MS. DAVIS: All right. Well,
2 again, thank each one of you for taking the
3 time out of, I know, what is a very busy day
4 for everyone. It is a very important
5 committee that we have the privilege of
6 working on and trying to help the State make
7 sure that the children do receive adequate
8 support, and we try to maintain the sense of
9 fairness that I think our rules, Guidelines,
10 provide.

11 So, at this point, we will ask
12 Bob to call the roll.

13 MR. MADDOX: All right. So, once
14 I state your name, if you could just say
15 "here" or "present," unmute yourself and say
16 "here" or "present," or whatever appropriate
17 you want to say to identify yourself, please
18 do so.

19 Okay. Honorable Sarah Stewart?

20 (No response).

21 MR. MADDOX: I did not see her on
22 the screen.

23 Honorable William Thompson?

1 (No response) .

2 MR. MADDOX: He emailed me and I
3 believe said he could not join us today, but
4 I want to make sure he was not on.

5 Okay. Honorable Don McMillan?

6 HON. MCMILLAN: Yes, sir.
7 Present.

8 MR. MADDOX: Thank you, Judge.
9 Honorable Michael Sherman?

10 HON. SHERMAN: I am here.

11 MR. MADDOX: Thank you, Judge.
12 Honorable Aubrey Ford?

13 (No response) .

14 MR. MADDOX: Honorable Julie
15 Palmer?

16 HON. PALMER: I am here.

17 MR. MADDOX: Thank you, Judge.
18 Honorable Karen Dunn Burks?

19 (No response) .

20 MR. MADDOX: I don't see her on
21 the screen yet.

22 Professor Penny Davis. We know
23 you're on. You just spoke.

1 Amanda Cox?

2 MS. COX: Here.

3 MR. MADDOX: Thank you. Angela
4 Campbell?

5 (No response).

6 MR. MADDOX: She emailed me, as
7 well, and said she probably would not be
8 able to join us today.

9 Drew Whitmire?

10 (No response).

11 MR. WHITMIRE: Present. Here.

12 MR. MADDOX: Thank you, Drew.
13 Greg Starkey?

14 MR. STARKEY: I am here.

15 MR. MADDOX: Thank you. Jennifer
16 Bush?

17 (No response).

18 MR. MADDOX: I think I saw her
19 number. I renamed her.

20 Jennifer Bush, can you identify
21 that you are on? I hope you are on.
22 You're about to speak in a few minutes.
23 Maybe she will get on in a minute.

1 Jessica Kirk Drennan?

2 (No response) .

3 MR. MADDOX: Jim Jeffries?

4 MR. JEFFRIES: Here.

5 MR. MADDOX: Thank you. Katie

6 Steinwinder?

7 MS. STEINWINDER: Here.

8 MR. MADDOX: Lathesia McClenney?

9 MS. MCCLENNEY: Here.

10 MR. MADDOX: Thank you. Melody

11 Baldwin?

12 MS. BALDWIN: Here.

13 MR. MADDOX: Thank you.

14 Professor Brian Gray?

15 PROFESSOR GRAY: Here.

16 MR. MADDOX: Rachel King?

17 MS. KING: Here.

18 MR. MADDOX: Stephen Arnold?

19 (No response) .

20 MR. MADDOX: I didn't see him on
21 the screen.

22 Mallory Hall?

23 (No response) .

1 MR. MADDOX: Okay. Of course, we
2 have the Court Reporter Jeana Boggs. If you
3 could wave, Jeana.

4 (Ms. Boggs waving).

5 MR. MADDOX: She is on with us
6 again. Thank you for your reporting again
7 today.

8 Honorable Julia Weller? Julia
9 Weller?

10 MS. WELLER: Here.

11 MR. MADDOX: Thank you.
12 Stephanie Blackburn?

13 MS. BLACKBURN: I am here.

14 MR. MADDOX: Thank you. Nathan
15 Wilson?

16 MR. WILSON: Here.

17 MR. MADDOX: Thanks, Nathan.
18 Cary McMillan, I don't believe she is here
19 today. She's downstairs. But she is not on
20 today. MaryLynn Stuckey?

21 (No response).

22 MR. MADDOX: Ben Dupré?

23 (No response).

1 MR. MADDOX: Wendy Aldridge?

2 (No response).

3 MR. MADDOX: And now I am moving
4 to our presenter, Dr. Jane Venohr. She's
5 on. Wave, Jane, to everyone.

6 (Dr. Venohr is waving).

7 MR. MADDOX: Thank you.

8 All right. Also, I am going to
9 members to the public now. Jori Jordan?
10 I hope I pronounced that correctly.

11 MS. JORDAN: Yes, you did. Thank
12 you.

13 MR. MADDOX: Thank you. Clifford
14 Smith?

15 (No response).

16 MR. MADDOX: I don't see him on.
17 Tiffany Gates?

18 (No response).

19 MR. MADDOX: Tiffany Gates? I
20 thought I saw she was on. She must have
21 gotten off. Okay. Tiffany, can you hear
22 me? I see you are on there.

23 (No response).

1 MR. MADDOX: Lisa Clark. If you
2 could unmute yourself and identify yourself.

3 (Ms. Clark is waving).

4 MR. MADDOX: May be calling in.
5 Unable to unmute. I'm not sure.

6 Lee Wood?

7 MS. WOOD: I am here.

8 MR. MADDOX: Thank you. Jennifer
9 Dantzler.

10 (No response).

11 MR. MADDOX: Okay.

12 MS. DAVIS: Bob, I got an email
13 from Jennifer Bush. She's here. She
14 indicated she is here.

15 MR. MADDOX: Okay. I am
16 admitting a couple of others. Laura C.
17 Nettles, could you identify yourself and
18 unmute yourself? Laura Nettles?

19 (No response).

20 MR. MADDOX: All right. That's
21 all I have for now, Penny.

22 MS. DAVIS: Okay. Well, thank
23 you, Bob, for doing that for us.

1 Our next item on our agenda is
2 the approval of the transcripts --
3 transcript, singular. If someone would
4 make a motion to approve?

5 MS. HALL: Penny, I'll move to
6 approve. And I am sorry, Bob, I did not
7 realize that I was Laura Nettles for some
8 reason on this screen. This is Mallory
9 Hall. I just got in the meeting.

10 MR. MADDOX: Oh, okay. Thank
11 you, Laura -- I mean, Mallory.

12 MS. HALL: I'll try to fix it.

13 MR. MADDOX: All right. Thank
14 you.

15 MS. DAVIS: A.K.A. Laura.

16 MS. HALL: Right.

17 MS. DAVIS: Everybody needs a
18 secret identity at times.

19 Okay. We have a motion. Do I
20 have a second?

21 MR. JEFFRIES: Second.

22 MS. DAVIS: And does anybody have
23 any corrections that they want to bring to

1 our attention?

2 (No response) .

3 MS. DAVIS: Okay. I hear no
4 comments, and I see no hands waving. So, we
5 have a motion to approve, as well as a
6 second. So, all in favor, if you would --
7 if you are visible, if you would raise your
8 hands. And then if you are not visible, if
9 you would unmute and vote that way.

10 (Members raising hands) .

11 MS. DAVIS: Thank you for your
12 hands.

13 HON. MCMILLAN: I vote in favor.

14 MS. DAVIS: Anybody else want to
15 unmute and vote?

16 MR. STARKEY: I vote in favor.

17 MS. DAVIS: Okay. Thank you.
18 Let me remind you just to help our reporter,
19 if you would, identify.

20 (This meeting is being
21 recorded) .

22 MS. DAVIS: Thank you. I guess
23 we forgot to record the first part.

1 If you would, just when you
2 unmute, if you will identify who you are,
3 that will help her. She can see some
4 people, but it would probably just help
5 her if you remind her who you are.

6 Do we have any opposition to our
7 motion? If you would, raise your hand
8 first.

9 (No response).

10 MS. DAVIS: I see no hands. And
11 then if you would like to register an
12 opposition vote, then if you would, unmute
13 and do so at this point.

14 (No response).

15 MS. DAVIS: Okay. Well, the
16 motion is approved. I guess I should have
17 asked at the beginning to make sure that we
18 have a quorum. So, Stephanie.

19 MS. BLACKBURN: Yes, ma'am.
20 Yeah, we do have a quorum today.

21 MS. DAVIS: Thank you. And, Bob,
22 did you want to mention about our public
23 notice before we go forward with the rest of

1 the agenda?

2 MR. MADDUX: Yes, ma'am. Just
3 like in previous meetings, there was a news
4 release sent to media outlets around the
5 State from Scott Hoyem, the Public
6 Information Officer in the Administrative
7 Office of Courts. He sent an email on
8 January 11, 2021, about this web meeting.

9 As in previous news releases,
10 this particular one allowed for written
11 comments and suggestions to be sent to the
12 Committee via U.S. Mail to the Supreme
13 Court Clerk's Office by February 4th.
14 Stephanie, I believe, got one written
15 comment from Mr. Jeremy Brueckner. We got
16 that sent out to the Committee members by
17 email. And it's also posted on our
18 website, Alacourt.gov, and under Child
19 Support and Child Support Guidelines
20 Review.

21 Also, persons were asked, if
22 they wanted to join the web meeting, to
23 email us by February 10th. And so, the

1 full text of this news release is on our
2 website, as well on the agenda of other
3 documents. I won't read it verbatim today
4 for sake of time.

5 MS. DAVIS: Thank you, Bob. We
6 do have -- We did get two written comments
7 from our public, and we do appreciate the
8 individuals taking the time to give us more
9 detail about their thoughts as we go through
10 this process.

11 So, let me see. Jennifer, are
12 you -- trying to see the little icons.
13 See if Jennifer Bush. Yeah, you are still
14 there. Can you unmute, Jennifer?

15 Okay. Jennifer asked if we can
16 try to unmute her and see if that helps.
17 So, Bob, can you see if you can unmute
18 her?

19 MR. MADDUX: I will try.

20 MS. DAVIS: Okay. If that
21 doesn't work, we will try to just -- we will
22 move her to the end of the program.

23 MS. BUSH: Hey, can you hear me?

1 I am sorry to interrupt you.

2 MS. DAVIS: No. We are glad to
3 have you. We are turning the meeting over
4 to you for your presentation.

5 MS. BUSH: Okay. I am going to
6 give just an update on the implementation
7 timeline according to federal regulation.

8 Alabama's Rule 32 Guidelines
9 were reviewed on December 1st of 2016.
10 That was four years ago. A few weeks
11 later on December 20th, 2016, changes to
12 the federal regulations were published and
13 some of those changes impact the
14 Guidelines, the regulation that addresses
15 the Child Support Guidelines is 45 CFR
16 302.56. And it provides that new changes
17 to Rule 32 must be made within one year of
18 Alabama's next Guideline review.

19 So, because our last Guideline
20 review was on December 1st, 2016, the next
21 four-year review would be four years later
22 on December 1st, 2020. The regulation
23 changes must be made within one year after

1 that date, and that makes the new date
2 December 1st, 2021.

3 Now, text changes to the
4 Guidelines have already been made, and we
5 are now working on the remaining changes
6 which Jane Venohr has been addressing in
7 the previous meetings. So, our new
8 date -- actually, let me back up. It is
9 not a new date. The date remains
10 December 1st, 2021.

11 Do you have any questions?

12 (No response).

13 MS. DAVIS: Okay. If anyone has
14 a question, if you would, if you are
15 visible, would you raise your hand?

16 (No response).

17 MS. DAVIS: Okay. I see no
18 hands. If anyone who is not visible, if you
19 have a question, would you unmute yourself
20 at this point and ask Jennifer your
21 question. We will pause just a minute to
22 give people a chance to unmute.

23 (No response).

1 MS. DAVIS: Okay. Jennifer,
2 thank you for the presentation, and I think
3 it was very clear, and it's helpful to the
4 Committee members to understand what our
5 Guidelines are and also I think to the
6 public to understand that we are in
7 compliance with our Guideline time frame.

8 So, at this point, we are going
9 to turn over the meeting to Dr. Venohr.
10 She will be going through three different
11 items. And so, I will turn the meeting
12 over to her, and she can tell us which
13 order you would like to go through next,
14 Jane.

15 DR. VENOHR: Thank you. Good
16 morning, everybody. I have three memos.
17 Two of the memos that you reviewed in
18 January, and we need to continue the
19 discussion about the self-support reserve.
20 And then a third memo is one on the federal
21 requirements. And it's just a check-in to
22 see which ones have been met, you know,
23 where you are at, and so forth, that builds

1 on what we just heard on that deadline.

2 So, you received copies of all
3 those memos in the email that Bob sent,
4 and all of them start with the word "AL"
5 for Alabama at the beginning. And I am
6 going to start with the memo that's dated
7 February 1, 2021, and it's the Comparison
8 of Federal Requirements of State
9 Guidelines and Guidelines Reviews.

10 And as already noted, federal
11 regulations changed in December 2016.
12 And, of course, there's that rolling
13 timeline. And those requirements are on
14 the first page, that whole excerpt, 302.56
15 of the Federal Code is on there. And what
16 I am going to do is unpack that and take
17 it apart and put it in rows and just do an
18 assessment of where Alabama is.

19 So, if we could bring up that
20 memo that Bob -- he has multiple skills
21 here.

22 And so, let's start on the
23 second page. And we are going row by row.

1 So, I have taken this whole box and just
2 put it in a matrix form. Actually it's
3 the third page. I apologize for that.
4 And let's just see where Alabama is.

5 So, here you notice that in the
6 first column I have a short description.
7 Row 1 is "Ability to pay provision." It's
8 a new federal requirement that came out as
9 part of that modernization rule in
10 December of 2016. That third column shows
11 what that provision says.

12 And then the middle column is
13 what I excerpted from Alabama as far as
14 how it meets that requirement or whether
15 it's close or related to the federal
16 requirement.

17 And then the third to the last
18 column is whether it's met. And then just
19 a relevant documentation, Alabama is
20 wonderful at putting all the documents
21 that the Committee looks at on its
22 website, so it's always available.

23 And that last column is the

1 to-do or to consider. And this is from my
2 perspective. I mean, I am an economist,
3 remember. And so, there are people with
4 much more expertise on the law and
5 interpreting the law. And so, I defer to
6 people on the Committee. But this is just
7 a double-check.

8 And with that said, I want to
9 note that Alabama is just a little bit
10 different than most states we work with in
11 the sense that Alabama can do rule changes
12 in kind of a flow pattern is the way I
13 would describe it. I mean, Penny might
14 have a better way of describing that.

15 But usually when we work with a
16 state, they have to submit all their
17 changes at once. And then, if it's
18 legislative guidelines, it goes to the
19 Legislature; or if it's court rules, it
20 goes up the channels through the court,
21 and then it's passed. But Alabama is
22 fortunate in that you can submit changes
23 periodically is the way I describe it, and

1 then they get approved.

2 Penny, I see that you're on
3 mute, but do you want to add any
4 clarification to that?

5 MS. DAVIS: No. I think that's a
6 good description. And I personally like the
7 fact that we are little more agile. So,
8 oftentimes we can respond to the federal
9 changes much quicker than other states can.
10 And I think it helps the Committee members
11 because we can focus on different issues
12 throughout the year and not just have to
13 wait until the four-year review.

14 DR. VENOHR: Yeah. And that's
15 certainly when we start looking at this
16 decomposition of the federal rules, we will
17 see that Alabama has been fortunate to be
18 able to meet them pretty -- I like the word
19 "agile" that describes it, that a lot of the
20 changes made in the summer of 2019 responded
21 to these federal requirements.

22 So, with that said, the first
23 row is probably the most murky of the ones

1 I am going to discuss where it says "other
2 evidence of ability to pay." And the
3 federal intent of this -- I don't think --
4 was really, really clear. It was meant
5 that states cannot only consider the
6 typical evidence such as W-2 forms and
7 paystubs and tax returns, but they should
8 be able to consider verbal testimony of a
9 party, or that they can consider wage data
10 from the Department of Labor. This is an
11 area where I think it's really the
12 Committee that you should think about
13 whether your meeting it -- I think you
14 are -- relative to other states. Like I
15 say, it's a little muddy as far as what
16 was meant. The fact that Alabama provides
17 that income means actual income is
18 evidence of ability to pay in my opinion.

19 So, I would just, you know,
20 afterwards, after I go through all these
21 rows, you know, maybe comment whether you
22 want to revisit Row 1 on this federal
23 provision, you know, just to tweak it.

1 Like I say, Alabama's provision
2 is very similar to other states, so I
3 don't think this is a big issue. But I
4 don't think the federal intent was very,
5 very clear when you speak to the authors
6 who drafted this. I think they had a
7 vision to what this meant, but states
8 aren't interpreting it that way, or at
9 least that's what I am seeing. So, that's
10 probably the most murky one to begin with.

11 Row 2 is to, "Take into
12 consideration the basic subsistence needs"
13 of the parent. And Alabama does that
14 through a self-support reserve. That's
15 very clearly stated in the existing
16 Alabama Guidelines. Of course, it's
17 outdated because it was developed back in
18 2007. And later we will be discussing
19 whether to update it and how to update it.

20 So, you can see the relevant
21 documents are the memorandum from
22 December, and we will have questions. We
23 will review those questions in the

1 December memorandum.

2 So, Row 3 is, "Take into
3 consideration individual factors" --
4 circumstances of the obligated parent --
5 "when imputing income." This has been a
6 difficult one for states to meet. Alabama
7 obviously didn't have any difficulty
8 getting this through. They may -- You
9 made the changes two years ago almost.
10 And your language essentially mirrors
11 what's in the federal provision. So, that
12 is met.

13 Row 4 is, "Incarceration is not
14 voluntary unemployment." And, again,
15 Alabama's language was changed about two
16 years ago, and essentially it's verbatim
17 along the federal language.

18 And in addition, if you look at
19 that last row, not only have you met the
20 federal language requirements, but Alabama
21 is taking it a step further by
22 recommending when to enter a zero order.
23 You know, for instance -- and this is the

1 language that was drafted back in October
2 on the zero language. And I think it's
3 pretty clear. I think it's a very good
4 language. I think it takes these rows
5 three and four and takes it down to a
6 practical level that, not only should
7 income not be imputed under these
8 circumstances but other factors needs to
9 be considered. It actually directs the
10 courts what to do if a parent is
11 incarcerated or disabled or some other
12 situation where a zero order is
13 appropriate.

14 So, again, kudos to the
15 Committee for their work on that.

16 Row 5 is, what had happened was
17 the federal language substituted the word
18 "insurance" with "healthcare." And this
19 was to allow states to recognize that
20 Medicaid and CHIP are forms of healthcare
21 coverage for the children. So, this means
22 that states don't have to aggressively go
23 after the private insurance. And Alabama

1 changed that language to accommodate the
2 federal language changes back in July 1,
3 2019.

4 So, again, this is an issue
5 where I don't think you need an economist
6 to do a double-check, but you might, as a
7 Committee, want to just look at it and
8 think about how it's being applied, Row 5,
9 and see if there are any other additional
10 changes that you want to make with the
11 July 1, 2019, changes.

12 So, Row 6, we had a lot of
13 changes on that medical support.

14 One of the federal requirements
15 is to review your Guidelines deviations,
16 particularly review how often deviations
17 occur. And the intent is to keep the
18 number of deviations at a minimum. And
19 you do have few deviations. Your
20 deviation rate is very low. It's -- let
21 me find it. I have it down here
22 somewhere. Yeah. It's 9%.

23 So, I am not concerned that your

1 deviation rate is high, but it's still a
2 good exercise for the Committee to look
3 over this. So, again, you don't need an
4 economist to do this, or even our research
5 findings, since we found a deviation rate
6 of 9%. And we didn't have enough detail
7 to pin it down to any one of these
8 particular categories such as a shared
9 physical custody, expenses of college
10 education, extraordinary costs of
11 transportation, and so forth. But it
12 always good to do a double-check for the
13 purposes of the review.

14 So, moving on to the next Row 7,
15 so, the rest of the rows are more about
16 the process of the Guidelines Review. The
17 ones above pertain to the Guidelines and
18 the Guidelines provisions themselves. So,
19 Row 7 says the State must include a copy
20 of the Child Support Guidelines in its
21 state plan, and the Agency is very
22 diligent about that.

23 So, I think you are in good

1 hands. I have confidence that the
2 Agency will do that very timely.

3 Row 8 is that the state must
4 review and revise, if appropriate, the
5 Child Support Guidelines at least once
6 every four years to ensure that the
7 application results in the determination
8 of appropriate child support order
9 amounts, and that's what you are doing
10 right now. All the relevant documents are
11 on the court website. So, essentially you
12 are trying to complete that review by
13 December 1.

14 Row 9 is "Publish reports,
15 committee roster, and dates" of the
16 Guidelines changes when they become
17 effective and when the next review is.
18 You have been very diligent about doing
19 that and publishing on your website, as
20 well. And we can certainly put the dates
21 and any final recommendations in our final
22 report if you want to do it that way. We
23 can also put the members of the reviewing

1 body in our final report. That's just a
2 small thing that we can talk about later.
3 I don't think that's a big deal.

4 Row 10 is, "Consider economic
5 data on the cost of raising children."
6 You have been doing through that for about
7 three or four months now. There was a lot
8 of data to review, and we included that in
9 our September economic report. There was
10 more of that in our December memorandum
11 about adjusting for Alabama prices and
12 income. And we will talk a little bit
13 more about where we are at on that after
14 we go through this memo.

15 So, in short, Alabama is meeting
16 that requirement. The next step is
17 deciding whether changes are appropriate.

18 So, moving on to Row 11, you
19 are -- states are required to review labor
20 market data now, and the intent of this is
21 to inform the low-income adjustment and
22 income imputation provision policies. And
23 we had an infographic on this that was

1 dated September on the preliminary
2 findings of the case file data and the
3 labor market data. And we will add more
4 in our final report.

5 But essentially right now, it's
6 a troubling time mainly because of the
7 COVID pandemic and the impact that it has
8 had on the labor market. Nationally, we
9 have lost about 10 million jobs, and
10 Alabama is no exception as far as job
11 loss. And being hardest hit is the
12 service sector and the leisure and
13 hospitality industries. And if you go to
14 that infographic, you will see some
15 information about that.

16 And what that means is just it
17 should give pause to the courts when they
18 are imputing income: Are jobs really
19 available, particularly are jobs available
20 for minimum wage earners or those with
21 little education and skills? Since the
22 service sector and the hospitality sector
23 has been hit hard, and other regions --

1 certain regions of Alabama have been hit
2 harder than others. So, that's the intent
3 of that.

4 The hours worked are lower for
5 some industries that's in the infographic,
6 that the average hours worked in Alabama
7 is about 34, 35. It's closer to 26 for
8 hospitality sectors. So, that's another
9 factor to consider.

10 But for purposes of this matrix
11 as far as meeting federal requirements,
12 you have met it in the sense that it's
13 documented. It's in that infographic.

14 Row 12 is, "States must consider
15 the impact of guidelines policies and
16 amounts on custodial and noncustodial
17 parents who have family incomes below 200%
18 of the Federal poverty level." We have
19 been analyzing the case file data and
20 using that case file data to inform what
21 Alabama may want to do with their low
22 income adjustment, and those findings are
23 on pages 24 to 37 of our September report.

1 There's also information in our memorandum
2 in December.

3 So, we will have more
4 information about how Alabama has met that
5 federal requirement in our final report.
6 So, if the federal government said: How
7 did you do it? There's only one place
8 that they have to go. But for the
9 purposes of the Committee, you have been
10 seeing it over and over again as far as
11 what the impact is, and we will even be
12 talking about it more today.

13 So, Row 13 is to analyze
14 deviations with the intent to keeping them
15 at a minimum. And I have already
16 discussed that, so we can skip that.

17 What I would just like the
18 Committee to do is just to go back over
19 the deviation criteria and make sure that
20 they are comfortable with that. I don't
21 think there's any anything more we can do
22 with the analysis. That would be
23 informative to the Committee on

1 deviations.

2 Row 14, states must analyze
3 defaults, income imputation, application
4 of the low-income adjustment and payment
5 patterns. Much of this was in our
6 infographic in September. And we also had
7 splatterings of this in all our
8 memorandums because you are looking at
9 this stuff to help inform whether you
10 should to update the schedule and whether
11 you should update the self-support
12 reserve.

13 One of the things I can tell you
14 just as a highlight so you don't have to
15 go back to the memorandum is that, with
16 analyzing income imputation, there is a
17 data field on the automated system that
18 notes income imputation, which is good. A
19 lot of states don't have any field, and
20 that isn't populated that much. It was
21 only populated in about 6% of the cases.

22 So, it is a low income
23 imputation rate. We probably know that's

1 understated. But we also analyze income
2 imputations by looking at the order
3 amounts where the parents have -- where
4 the Guidelines amount if both parents had
5 full-time minimum wage, and that's a proxy
6 for income imputation. And what we found
7 was that 31% of the fathers had full-time
8 minimum wage earnings and 40% of the
9 mothers. And that's on par with what we
10 are seeing in most states as far as income
11 imputation rates.

12 So, I don't think Alabama is any
13 exception but underscores the importance
14 of considering the individual
15 circumstances of a party when you are
16 imputing income and the importance of that
17 drafted provision of when to use a zero
18 order.

19 With regard to defaults, it is
20 not in the automated system. It's rarely
21 on the automated system of states, so I am
22 not sure how the federal government was
23 thinking that it would be analyzed. What

1 we do is we have some data that shows a
2 high correlation between income imputation
3 and default orders, because if the parent
4 doesn't supply his or her income
5 information, chances are they might not
6 show up at the hearing either. And
7 national data shows it's about 30% or 40%
8 of those with income imputation also have
9 default orders.

10 So, that's how we are talking
11 about meeting that federal requirement. A
12 lot of states are talking about, in the
13 future, adding a field to their automated
14 system that notes default, and that way
15 it's a little bit more clean cut to meet
16 that federal requirement.

17 The other one is the low income
18 adjustment, how often that's supplied.
19 There isn't a field on the automated
20 systems. I think only two of the states
21 we worked with have a field that clearly
22 notes it. Most states are like Alabama
23 where they were not, but we were able to

1 decipher that or approximate it using the
2 order amounts on how often it's applied.

3 So, in short, we are meeting
4 those three federal requirements. I am
5 not worried about Alabama being viewed as
6 not meeting them. I think that what we
7 put together for Alabama is on par with
8 what other states are putting together for
9 meeting that federal requirement, and I
10 haven't heard any pushback from any
11 federal officer.

12 And the fourth thing in that Row
13 14 that I haven't talked about is payment
14 patterns. And we have tons of
15 information. And if you look at our
16 reports on what the payment patterns are
17 for various factors at various incomes.
18 So, definitely Alabama has made that --
19 met that requirement.

20 Row 15 is, "Provide opportunity
21 for public comment particularly low-income
22 and IV-D agency." And you can see how
23 that's worded, "Provide a meaningful

1 opportunity for public input, including
2 input from low-income custodial and
3 noncustodial parents and their
4 representatives. The State must also
5 obtain the views and advice of the State
6 child support agency funded under title
7 IV-D of the Act."

8 And I think Alabama has been
9 always diligent about this. And this
10 requirement actually responds to some
11 states where the meeting was closed. It
12 wasn't public. There wasn't an
13 opportunity for public comment at the end
14 like Alabama does. There have been states
15 where they don't include representatives
16 of the IV-D agency on the Guidelines
17 Committee. So, Alabama is advanced in
18 that.

19 Whether you get input from a
20 low-income parent or a high-income parent,
21 middle-income parent, I wouldn't recommend
22 asking somebody that. I think that was an
23 oversight in the federal regulation that

1 just to put the word "low-income," I think
2 it was mainly meaning to reach out to
3 low-income, which Alabama has, you know,
4 in the sense you include legal aid, and
5 that's how states are meeting that
6 requirement. But I know no state that's
7 asking a parent before he or she testifies
8 or provides public comment whether they
9 are low income, middle income, or high
10 income.

11 So, I wouldn't sweat that little
12 detail. I don't think the feds want you
13 to ask that either. But I think what they
14 meant was just to reach out. And, again,
15 I think the intent was more aimed at those
16 states where the meeting was closed, and
17 there wasn't a reach-out to the community
18 like Alabama does, and to representatives
19 of low income organizations.

20 So, this is -- that's it. I am
21 going to open it up for comments. I think
22 in particular what I would like to hear
23 the Committee think about is if there's

1 any reasons to go into detail on Row 1,
2 and that's the first one on evidence on
3 income. Whether you want to go any deeper
4 on the deviation criteria, that's Row 6.
5 And then the other one is on the medical
6 support. And, again, you don't need me to
7 help you with that; that's Row 5. I just
8 encourage you to take another look at
9 those three rows.

10 I am going to stop there and
11 just let the Committee comment, and we
12 will take it from there.

13 MR. MADDOX: Hey, Penny, are you
14 on?

15 MS. DAVIS: Go to the --

16 MR. MADDOX: Oh, there you are.

17 MS. DAVIS: I am sorry. Bob,
18 would you go to the full screen where we can
19 see all the little pictures of everybody and
20 we will see if anybody has a hand up. If
21 you would, if you would like to ask --

22 MR. MADDOX: Brady bunch screen.

23 MS. DAVIS: Yeah, a Brady bunch

1 view. Good looking group.

2 So, if any of the Committee
3 members would like to ask Dr. Venohr a
4 question or have a comment.

5 (No response).

6 MS. DAVIS: My comment is first
7 to thank Dr. Venohr for putting this in such
8 an easily -- organized in a way that's easy
9 for me to understand, and I am sure it's
10 helpful to the Committee members. And
11 certainly, I think, if Jennifer Bush needs
12 to present something to the feds, then it
13 will be a very good opportunity for her to
14 show that we are meeting our federal
15 requirements. So, I think that's been very
16 helpful.

17 So, unless anyone has a
18 question, then we will ask Jane to move on
19 to either of the two next documents.

20 DR. VENOHR: Thank you, Penny,
21 and congratulations to the Committee for
22 knocking out all those federal requirements.

23 I am going to switch gears. I

1 just want to do a recap of where I think
2 you are on the schedule. And if I don't
3 have it right, certainly corrections.

4 So, I am looking at December 31
5 memo adjusting for Alabama prices and
6 income. And where we are at is that
7 Alabama is based on a very old set of
8 economic measurements to child-rearing.
9 They were developed by Professor David
10 Betson using the Rothbarth methodology,
11 and they were published in 2006. And they
12 are based on families and their
13 expenditures in 1998 through 2004.

14 And what we've been talking
15 about in the last few months is using
16 Betson's latest study which is from --
17 which was financed by Arizona, and it's
18 based on expenditures data from families
19 in 2013 to 2019. And there's always a lag
20 just from when they get the data to when
21 they can analyze it.

22 And when we prepared an updated
23 schedule using that new data, we updated

1 it to 2020 price levels. It's national
2 data. It's from the consumer expenditures
3 survey, which is a Cadillac survey. It's
4 a very, very excellent survey. Probably
5 one of the most robust in the world. It
6 is a nationally representative sample. It
7 includes families from Alabama, but the
8 sample size is not sufficient to analyze
9 Alabama separately. It would take years
10 and years and tons of resources to
11 replicate that.

12 So, what we did in this memo was
13 looked at how to adjust those national
14 estimates for Alabama prices, which are
15 lower than average, and Alabama incomes,
16 which are lower than average. And what
17 the Committee favored was -- or at least
18 my understanding was -- adjusting it for
19 Alabama incomes. And there were a couple
20 of reasons: One is that was what Alabama
21 uses now. Alabama faces the same issue
22 when Alabama last updated its schedule
23 that the Betson-Rothbarths are national

1 measurements, and they were updated -- or
2 adjusted for Alabama incomes using the
3 difference between Alabama incomes and
4 U.S. incomes.

5 And since then, there's been
6 this new measure called the price parity.
7 And what the price parity does, it
8 measures how much the prices differ from a
9 state or a region from the U.S. average,
10 where the U.S. average is 100% and
11 Alabama, of course, has prices that are on
12 average less than the U.S. average. It's
13 about 86%.

14 So, we could do the income
15 realignment or we could use the price
16 parity. And at first, last fall I was
17 using the price parity because I really do
18 like the measure. I think it's very state
19 specific. But when we took a deeper dive
20 into it -- Professor Gray was very helpful
21 on this -- we realized that the price
22 parity probably understated or overstated
23 Alabama's lower housing prices and they

1 use rents. And we showed a lot of data in
2 this memo that suggested that Alabama's
3 housing prices are probably a little bit
4 more than what's apparent in that price
5 parity and that Alabama housing prices
6 appear to maybe be on the increase based
7 on other data from the Federal Reserve
8 from the Realtors Association in Alabama.

9 So, there's some hesitancy on
10 using the price parity since that was the
11 rent that was pulling down Alabama's
12 price -- Alabama's overall price parity.
13 The price parity also includes Alabama
14 prices for other services. You know, this
15 could be dry cleaning to any sort of
16 non-rent service in the price of other
17 goods. And when you look at that, Alabama
18 prices aren't that much different for
19 food, for transportation, which isn't
20 surprising. You know, the cost of a car
21 in Colorado in my home state and Alabama,
22 I mean, I doubt -- you know, the taxes
23 might be different and the licensing fees

1 are probably going to be different, but
2 the bottom line price of an automobile
3 doesn't differ that much regionally. And
4 similar issues with food.

5 So, those were the concerns with
6 using the price parity. The other thing
7 that came out when we took a deeper dive
8 and -- was that the incomes -- it looked
9 like it mattered, and it mattered in the
10 sense that we saw that people with lower
11 income households with lower incomes
12 had -- they spent more on food.

13 So, if we had applied the price
14 parity, it would be applied to all
15 incomes, and that didn't make as much
16 sense. That the adjustment -- when we
17 adjust using it for Alabama incomes, it
18 allows some differences in the income
19 scale or it recognizes that higher incomes
20 have different expenditure patterns than
21 lower incomes.

22 So, for those reasons, we
23 landed -- or the Committee landed in --

1 and I can be corrected on this -- on
2 considering an updated schedule based on
3 the BR5, the most recent Arizona -- I
4 mean, the recent national study, and
5 there's about four or five states that
6 have recommended that. It was approved in
7 Missouri, and I think it goes to the Iowa
8 court this month. It will go to the
9 Arizona court; they are all updating for
10 BR5. And there are a couple of more
11 states that I just want to emphasize that.

12 So, Alabama won't be the first
13 state if you do decide to go with BR5 to
14 adopt it.

15 I do want to turn to page seven
16 in this memo. And the reason I want to
17 emphasize page seven is where we left it,
18 and we could go down even a little bit
19 lower on the screen is that jade -- that
20 solid jade green line, that's the existing
21 schedule. And what is being favored is
22 that red line, that is BR5 Alabama
23 incomes.

1 So, if you look at this, we blew
2 up -- we are only looking at incomes
3 \$800.00 to \$6,200.00. And the reason that
4 I am focusing on this is that incomes
5 above \$6,200.00, there's a definitive
6 increase between the existing and the BR5
7 adjusted for Alabama incomes, which is
8 what you expect over time. And it's the
9 decrease that you see at these lower
10 incomes that gives pause.

11 So, I just want to stop here and
12 talk about this for a minute and remind
13 everybody because this caused some
14 consternation earlier is that it is not
15 that big of a decrease. It's a maximum of
16 \$32.00. And if you look right at that
17 \$2,000.00 amount, you see, like, this
18 arrow going down, that takes you down to
19 the box that says this is where that
20 maximum difference occurs. And it's
21 \$32.00 a month or 9%. And note that it's
22 right by that combined income of
23 \$2,000.00. So, if you are imputing

1 minimum wage to both parents, they are
2 assuming that both parents have the
3 capacity to earn full-time minimum wage.
4 It's going to be below that point.

5 Our current federal minimum wage
6 is \$7.25 an hour, which yields \$1,257.00
7 for monthly full-time employment. So,
8 that point is below there. So, it's a
9 small change.

10 But the reason I want to
11 emphasize this is because where we are
12 going to go next is we are going to talk
13 about putting that self-support reserve
14 in. And the other thing that you will
15 notice from this chart is that, if you
16 look at that \$800.00 to about \$1,200.00,
17 you will see that green line is lower.
18 And that's because we incorporated the
19 self-support reserve into the schedule,
20 the existing schedule. And when we
21 developed these updated schedules, we
22 didn't incorporate a self-support reserve.
23 We do that next. We first figure out what

1 schedule or what economic data a state
2 wants to use, how do you want to adjust it
3 for prices and incomes, and then we figure
4 out the self-support reserve.

5 And what I am going to talk
6 about next is we are going to go back to
7 that memorandum about the self-support
8 reserve, and you can put it in the
9 schedule like Alabama does now or you can
10 put it in the worksheet. And the
11 advantage of putting it in the worksheet
12 is you can -- or you can apply it to both
13 parents and it would be congruent with any
14 parenting time adjustment.

15 So, that's my recap of the
16 schedule. Are there any corrections the
17 Committee wants to make? I am just --
18 just to put it in summary is that where we
19 are going at CPR is we are assuming that
20 the Committee wants to explore using BR5
21 adjusted for Alabama incomes more, so
22 that's the schedule we are going to be
23 working with. And now we are going to be

1 talking about how to update the
2 self-support reserve. And when we talk
3 about updating the self-support reserve,
4 we want it to flow into that BR5 schedule
5 with adjustments for Alabama incomes.

6 So, this is a good point just to
7 make sure that's the direction we, at CPR,
8 should be going.

9 I am going to stop there and see
10 if there are any comments.

11 MS. DAVIS: Okay. Jane, let me
12 make sure I remember correctly. The
13 existing is based on Alabama income. So, if
14 we are called upon to report to the Court
15 regarding this particular issue, then if we
16 choose the BR5 Alabama income, which is the
17 red line, the red dotted line here, then we
18 could correctly say to the Court that we are
19 continuing the existing economic way to look
20 at the prices and the incomes economically
21 as we have now, which is via the Alabama
22 income, but it's just updating the economic
23 figures. Is that a correct statement? Not

1 very well said, but is that a correct
2 statement?

3 DR. VENOHR: I think you said it
4 well. And the reason that we see those
5 decreases is that it has nothing to do with
6 the Alabama incomes. It has to do with the
7 change from BR3 to BR5, and that the
8 consumer expenditure survey has gotten
9 better, and they can measure income better.
10 And they found out that some of those people
11 that they were classifying as low income
12 before actually have more income.

13 So, that's why you see some of
14 the decreases from BR3 to BR5. It is not
15 anything to do with Alabama prices. It's
16 just that survey has improved. They
17 continuously improve that consumer
18 expenditure survey.

19 MS. DAVIS: Okay. Thank you.
20 Bob, do you want to switch back to our Brady
21 bunch, and then we will see if we have
22 anybody with their hand raised.

23 Any Committee member with a

1 question that they would like to ask Jane
2 up to this point on this particular
3 document?

4 (No response) .

5 MS. DAVIS: Okay. Anybody that
6 does not have the capability of raising
7 their hands visually that would like to
8 unmute and speak?

9 (No response) .

10 MS. DAVIS: Okay. Jane, I think
11 we are ready to proceed then.

12 DR. VENOHR: Excellent. So,
13 people have a good memory. So, this is
14 wonderful.

15 I am switching to the
16 self-support reserve memo. And as we go
17 to the first page of that, there are some
18 questions for the Committee. And in the
19 January meeting, we just did an overview
20 and started to discuss these questions.
21 And so, these are where we want to
22 continue. The first question is, "Does
23 the committee favor putting the

1 self-support reserve (SSR) adjustment in
2 the worksheet so it can apply to each
3 parent?" And we will take a deeper dive
4 into that.

5 As explained earlier, the
6 self-support reserve is in the schedule
7 now, and that area where it is, is that
8 blue-shaded area; those amounts have been
9 adjusted.

10 So, if you look at that first
11 line, it has a combined adjusted gross
12 income of \$800.00, and it shows a \$50.00
13 order. Obviously it costs much more to
14 raise a child than \$50.00.

15 So, those amounts are lower than
16 what the BR3 measurements show on how much
17 it costs to raise children. And when you
18 get to \$1,150.00 for one child, you see
19 that it's \$253.00, and it's not shaded.
20 That's because it's no longer adjusted for
21 a self-support reserve. And that's the
22 way it's handled right now, and there's
23 very explicit clean language in Alabama

1 that says there's a self-support reserve,
2 so you have met the federal requirement.
3 That federal requirement does not say how
4 much the self-support reserve says. In
5 fact, if you read the narrative of the
6 federal rule, it says that they
7 essentially respect states' discretion,
8 recognizing that the subsistence needs
9 vary from state to state.

10 So, just to make that very
11 clear, I don't think you have failed that
12 requirement.

13 So, the advantage including it
14 in the worksheet is you could have it
15 apply to both parents. It's very
16 difficult to make that happen in the
17 schedule. So, I will technically show you
18 that in a minute.

19 The second question is, "What
20 should the amount of the self-support
21 reserve (SSR) be?"

22 When we developed the schedule
23 back in 2006-2007, we used the federal

1 poverty level then. It was \$873.00. By
2 the time we adjusted it for Alabama
3 prices, and so forth, it was about
4 \$700.00.

5 The 2021 Federal Poverty
6 Guidelines has come out for one person.
7 It is now \$1,071 -- or I am sorry,
8 \$1,073.00. The 2020 Federal Poverty
9 Guidelines for one person was \$1,063.00.
10 So, it has increased by \$10.00 from 2020
11 to 2021. When you look at these
12 materials, we use the 2020 federal poverty
13 level for one person, which was \$1,063.00.
14 In 2021, it's \$1,073.00.

15 So, that's something really
16 important to keep in mind when we start
17 talking about whether to change that
18 amount.

19 I will say that what I think is
20 an appropriate ballpark for Alabama would
21 be a self-support reserve of about \$800.00
22 to around \$1,500.00, \$1,600.00. I use
23 \$800.00 as the low amount, and I will show

1 you various reasons why, including that's
2 the maximum amount of the SSI, the
3 Supplemental Security Income. I think
4 it's \$791.00 exactly. So, you round that
5 up to \$800.00. North Dakota uses that
6 essentially for their self-support
7 reserve.

8 So, I think that, if you are
9 trying to narrow it down, what that
10 self-support reserve -- I wouldn't want
11 Alabama to go any lower than that \$800.00.

12 With regard to the high range,
13 the highest that any state has, is in that
14 \$1,500.00 to \$1,600.00 range. I don't
15 think Alabama should go any higher than
16 that, I think, because Alabama is lower
17 income than other states. I would
18 actually pull down that maximum amount to
19 about \$1,100.00.

20 So, off the top of my head just
21 to give you a range, I would say anywhere
22 between \$800.00 to \$1,100.00 would be
23 appropriate. And we will take a deeper

1 dive into that in a minute.

2 Question three, "Should the
3 self-support reserve (SSR) be
4 discretionary if the receiving parent's
5 income is below a certain threshold."

6 There's a handful of states that
7 provide for this. So, this is certainly
8 an option that Alabama can explore. Most
9 states, however, apply their self-support
10 reserve presumptively and don't make it
11 discretionary. But that's certainly an
12 option that Alabama can discuss.

13 Four, "Should the SSR adjustment
14 occur after consideration of childcare and
15 other additional expenses," or before.

16 And states are mixed on this. I
17 would say it's maybe a third consider
18 childcare and additional expenses and then
19 the self-support reserve. And this works
20 well if, you know, say that we all know
21 that childcare expenses are really
22 expensive, so let's say let's just keep
23 the math simple. If the childcare

1 expenses for a couple of kids are
2 \$1,000.00 a month, parents have equal
3 income, that means that a noncustodial
4 parent would be paying \$500.00. And if
5 they are low income, that could push them
6 well below the self-support reserve.

7 So, that's the reason that many
8 states are considering that before they
9 calculate the self-support reserve
10 adjustment.

11 On the other hand, other states
12 have said, well, who is going to pay it?
13 I mean, these are real expenses. So, if
14 we don't consider it, then all the burden
15 falls on the custodial parent. So, we
16 will talk about that more.

17 The last question is whether
18 there should be an economic incentive
19 related to the self-support reserve. And
20 this sort of ties into two because it can
21 lower the order amounts if you are -- if
22 you had a self-support reserve. And just
23 to give you a really brief example to see

1 where we are going on this is, if we have
2 a self-support reserve of \$1,000.00 and an
3 obligated parent's income is \$1,100.00,
4 then that would suggest that the maximum
5 order amount would be \$100.00.

6 Now, let's say that obligated
7 parent's income increases by a dollar so
8 now he or she now has income \$1,101.00 and
9 we still have that self-support reserve of
10 a \$1,000.00, that means that order
11 amount -- the maximum amount would be
12 \$101.00.

13 So, even though his income
14 increased by a dollar, all of it goes to
15 child support. The child support order
16 increased from \$100.00 to \$101.00. So, an
17 economic incentive might take 50% of that
18 income increase or maybe 90% of the
19 increase. West Virginia uses 85%. So,
20 instead, it would be, the order amount
21 would increase from a \$100.00 to \$100.85.

22 So, we will take a deeper dive
23 into that, but just to give you a prop on

1 where these questions are going. And,
2 again, I just want to emphasize when you
3 think about two, that if you think an
4 economic incentive is important and you
5 are thinking, yes, to that question five,
6 that there should be one, that it might
7 affect what you think that self-support
8 reserve should be on two.

9 So, once we start talking about
10 where you are landing on these questions,
11 we should look at some case examples and
12 combine two and five.

13 Any comments or questions before
14 I take a deeper dive into some of these
15 issues?

16 MS. DAVIS: I just have a thought
17 on number five. By thinking that you need
18 to have an economic incentive, does that
19 somewhat imply that the parent doesn't want
20 to pay the full amount for child support? I
21 mean, you know, it kind of implies
22 indirectly that they are not going to work
23 because it goes to support their own child.

1 And I kind of hate to have that as a basis
2 for an adjustment, but that may be reality.
3 And that may not be a proper thought on my
4 part.

5 DR. VENOHR: I think I was sloppy
6 in my language, Penny. I was speaking like
7 an economist. And economists are obsessed
8 with economic incentives, meaning that, if
9 somebody works, they are motivated by money.
10 And if they work more, they do it because
11 they want more money.

12 So, when I -- What we don't want
13 is a disincentive to not earn more. So,
14 when I was giving that example of a parent
15 that was earning \$1,100.00 a month and
16 when he or she really have an economic
17 incentive to earn more, let's say, you
18 know, if I do this or take the night
19 shift, you know, I am going to make
20 \$1,200.00 a month, and if by economic
21 incentive I mean that, if we just don't
22 have it in the Guidelines, if we don't
23 provide for it, it means that, well, I

1 know that the way the Guidelines work.
2 And because of my self-support reserve was
3 \$1,000.00, that if I increase my earnings
4 from \$1,100.00 to \$1,200.00, it's just
5 going to make my order increase from
6 \$100.00 to \$200.00, so, you know, I don't
7 get to keep any of it.

8 So, that's what I mean by
9 "economic incentive."

10 MS. DAVIS: Is there any -- No, I
11 thought that's what you intended, and I
12 think you stated it well. I guess my
13 question is: Is there any statistical data
14 that indicates that the noncustodial parent
15 actually doesn't work if all that goes to
16 them, or is that just some sort of an
17 assumption?

18 DR. VENOHR: There are data in
19 studies on -- I am trying to think of how to
20 phrase it. The studies are -- They come
21 from a fragile family survey studies, and
22 it's more on working on the underground
23 economy because they know that they work for

1 an employer that reports income; their wages
2 are going to be withheld.

3 So, there aren't formal studies
4 across the board that gets to the nuance
5 that I am speaking on where it's a
6 reported income and they decide not to
7 work the night shift because they don't
8 want the pay differential, and it's going
9 to go to child support. I can't think of
10 a study that shows that level of detail.
11 There are antidotal evidence, you know,
12 that you hear from child support offices,
13 but it's not formal studies.

14 So, the formal study is much
15 more general in the sense that it looks at
16 that they are not willing to work in the
17 formal economy because of the wage
18 assignment, which is the same point that
19 they are -- they are not getting an
20 economic incentive to increase their
21 earnings.

22 MS. DAVIS: Okay.

23 DR. VENOHR: Does that --

1 MS. DAVIS: Yes, that helps.

2 Thank you.

3 DR. VENOHR: Okay. Good. So,
4 let's go to the next page and just trying to
5 see what we have here.

6 This shows how the self-support
7 reserve can be applied in the worksheet.
8 So, here we have an example of where both
9 parents earn the federal minimum wage of
10 \$7.25 an hour, which is \$1,257.00 a month
11 gross. And I will highlight that there is
12 a bill in Congress right now to increase
13 the federal minimum wage. And it hasn't
14 been increased for about 10 years. Right
15 now the proposal is to increase it to
16 \$9.50 per hour in 2021, and then have it
17 land at \$15.00 an hour by 2025.

18 So, that's something to consider
19 when we talk about this that it's highly
20 likely that there will be a change in
21 federal minimum wage. Whether it will
22 escalate as quickly and to \$15.00 an hour
23 by 2025, that is even high relative to the

1 states that have minimum wages right
2 now -- state minimum wages that are above
3 the federal. So, but, anyway, something
4 to consider.

5 So, in this scenario, we have
6 the parents have equal income. They have
7 one child. So, if we go to line seven,
8 that's the schedule amount, \$500.00. So,
9 before any sort of adjustment, each parent
10 would be responsible for half of that
11 because they have equal income, so
12 \$250.00. So, each parent would be
13 responsible for \$250.00.

14 Now, line 10 shows that amount
15 in the self-support reserve. I used the
16 2020 federal poverty level, which was
17 \$1,063.00. Again, I am recommending that
18 Alabama use anything between \$800.00 to
19 about \$1,100.00 to \$1,200.00 a month for
20 their self-support reserve, and we will
21 talk more about that in a minute. But I'm
22 just using this to illustrate the example.

23 So, if we look at the difference

1 in their income, which is the new line 11,
2 so that would be the \$1,257.00 in their
3 income minus that \$1,063.00, it shows that
4 they only have \$194.00 available. And you
5 can see it's being applied to either
6 parent.

7 So, on that line 13 -- we just
8 look at what's lower -- is that the
9 difference between their income in the
10 self-support reserve, or is it the
11 prorated schedule amount, which is on line
12 eight. And in this case scenario, it's
13 the difference that's lower. So, that
14 becomes the order amount, \$194.00.

15 Now, if I would have used a
16 self-support reserve of \$800.00, the
17 difference would have been more like
18 \$400.00. So, then we would have used line
19 eight. So, this is real important. This
20 matters. And it's that this line 13 that
21 you will see later that they put in a work
22 incentive.

23 So, going to the next line, we

1 will talk about that work incentive later.
2 This shows how that self-support reserve
3 is incorporated now. And one thing that's
4 a little complicated -- and we can go
5 through this, but to save time I am not
6 going to go through the math of this. But
7 what you will see is that there is
8 actually a hidden column that's after-tax
9 income when we calculate the schedule
10 amounts. And that's using the tax filing
11 status of a single payer and assuming that
12 there's no deductions or exemptions for
13 additional dependents.

14 So, it's a tax assumption that
15 favors the obligated parent. The reason
16 that we use that, it's impossible to
17 consider both parents' tax situations in
18 the schedule because, you know, we are
19 looking at combined income. So, it could
20 be that one parent is in the 25% tax
21 bracket and another parent is in the 10%
22 tax bracket, or they could have the same
23 combined income and they are both in the

1 15% tax bracket.

2 So, when we do this, we assume
3 the tax assumption that's most favorable
4 to the obligated parent, and that's
5 assuming all incomes earned are taxed as a
6 single taxpayer. And it's also congruent
7 with the tax code for today which doesn't
8 allow an exemption for deductions of
9 children. Now they use the child tax
10 credit for that. And the tax rates of a
11 single taxpayer actually is the same as
12 head of household. But what is different
13 is if they are eligible for that child tax
14 credit which is a narrow window just
15 because they can't advance the full child
16 tax credit which is \$2,000.00 a year per
17 child, and they can only advance \$1,400.00
18 because, you know, very low income folks
19 don't have the tax liability, and then it
20 phases out at incomes of \$200,000.00.

21 So, I sort of segued in there,
22 but I saw that there was some public
23 comment on the taxes. So, I just wanted

1 to clarify those tax assumptions in the
2 schedule for the benefit of the Committee
3 and the public. And, again, I just want
4 to reiterate that those are tax
5 assumptions that are the most favorable to
6 the obligated parent.

7 But what this means, turning it
8 back to the self-support reserve, is when
9 we did the low income adjustment in the
10 schedule, we used a self-support reserve
11 of \$700.00 net. In the math that I just
12 showed you when we do it in the worksheet,
13 it's gross income. You know, obviously
14 gross income is higher than net income.

15 So, a parent is going to receive
16 more adjustment if you base the
17 self-support reserve on net income. You
18 could put it in the worksheet, but it
19 would be very complicated. It would feel
20 muddy just because, you know, you start
21 the calculation with gross income, and
22 then somewhere you have to put a
23 calculation on net income and explain why

1 you made it and made the difference.

2 If you are really concerned
3 about having a self-support reserve that's
4 equivalent to a net income amount, I
5 recommend just upping the self-support
6 reserve used in that worksheet to account
7 for taxes. And that's something I didn't
8 explain earlier that should have when I
9 was talking about that work incentive.

10 You know, when we were talking
11 about that example where we had an
12 obligated parent, that their income went
13 from \$1,100.00 to \$1,200.00 a month so
14 they had an income increase of \$100.00 a
15 month and the way that I did that very
16 simple worksheet, all of that went to
17 child support. Well, the reality is, some
18 of it is going to go to taxes, right?
19 That even if that obligated parent decides
20 to take the night shift, and he earns a
21 \$100.00 more, he is only going to see
22 maybe \$85.00 of that in his paycheck, you
23 know, because of the payroll taxes. So,

1 that's another reason that it might be
2 good to do a work incentive.

3 I am going to stop there just to
4 see if anybody wants me to go through the
5 math of Figure 3 or we could just move on.

6 (No response).

7 DR. VENOHR: Okay. Hearing none,
8 I'm going to scroll. Let's scroll down to
9 the bottom of the page that summarizes the
10 pros and cons of putting it in the worksheet
11 that incorporated in the schedule.

12 The pros of putting it in the
13 worksheet is transparency. It can apply
14 to each parent. You can easily change the
15 amount without changing the schedule, and
16 you can do that on your own. You don't
17 have to contact CPR and say we need to do
18 a schedule update. And you can put the
19 adjustment before or after the
20 consideration of childcare expenses and
21 other additional expenses. So, it's very
22 flexible.

23 The cons are it's a change of

1 methods, so there's always a learning
2 curve. You will have to explain why these
3 schedule amounts are higher at lower
4 incomes. Another con is that it requires
5 additional worksheet lines. This can be
6 an issue particularly for automated
7 worksheets. There's a lot of testing that
8 goes on. There's another problem with
9 relating it to after-tax income as I just
10 explained. And then there's that economic
11 incentive to increase earnings, like, if I
12 am going to take the night shift, I want
13 to get some reward of it too. You know, I
14 am going to buy a latte instead of
15 bringing a thermos of coffee, you know,
16 and I want to be able to pay for that.
17 You know, and there are some merits on
18 that.

19 With regards to incorporating it
20 in the schedule, the pros are it's
21 consistent with the current method. It's
22 very easy to apply. It's easy to
23 incorporate an economic incentive to

1 increase earnings. We did do that already
2 by considering that, and we are only
3 taking 90% of the difference when there's
4 one child and 95% of the difference when
5 there's six children.

6 So, it's not a huge economic
7 incentive that they only get to increase
8 10%, but at least it's there. And you can
9 apply it to gross or after income.

10 The cons are it is not
11 transparent. I mean, you can't see it on
12 the worksheet. And I think I mentioned
13 this before. We did a study in Vermont.
14 When you see it on the worksheet, we find
15 that parents tend to negotiate and
16 stipulate to the amount that's in between
17 the schedule amount and the self-support
18 reserve adjusted amounts.

19 So, that's a good thing. Any
20 time you can get parents to agree on
21 something, the probability of that
22 payments are going to increase, and that's
23 been substantiated by the research data.

1 There's some anomalous increases
2 when the receiving parent has significant
3 incomes. And I won't go into the math on
4 that. And it could only occur before the
5 consideration of childcare expenses and
6 other additional expenses, because we
7 don't include those in the schedule
8 amounts.

9 Any questions on the pros and
10 cons?

11 (No response) .

12 DR. VENOHR: Penny, do you want
13 to get a read on where the Committee is
14 landing? Are they more interested in the
15 worksheet or in the schedule? Is there any
16 interest in retaining the adjustment in the
17 schedule?

18 MS. DAVIS: I think you were
19 reading my mind. I was thinking that I
20 think we are kind of at the point where we
21 can get a definitive thought from the
22 Committee. I know we talked about it
23 before. The Committee went through sort of

1 a straw poll and seems like they were
2 leaning towards wanting to apply it to both
3 parties, both parents. So, that would mean
4 that we are leaning towards in the worksheet
5 versus incorporating it in the schedule as
6 they do now.

7 But let's go back to our Brady
8 bunch look, Bob, if you would. And then
9 we will let people first ask any questions
10 that you have for Jane regarding the
11 presentation that she just made on this
12 point; and then from that, we will take a
13 straw poll for everybody.

14 So, first, any questions, if you
15 would, raise your hand if you are visible.

16 HON. PALMER: Penny, this is
17 Julie Palmer.

18 MS. DAVIS: Thank you, Judge.

19 HON. PALMER: The only thing I
20 heard Jane say was about a 10%. And, of
21 course, we already have it in our Guidelines
22 that it has to be more than a 10% increase
23 or a decrease or a change. So, is that

1 going to affect anything that she just told
2 us about, her last statement?

3 DR. VENOHR: Oh, I am sorry. The
4 10% was on the economic incentive. It
5 wouldn't be a 10% change in the order
6 amount.

7 HON. PALMER: Okay.

8 MS. DAVIS: So, it didn't relate
9 to modification at all?

10 DR. VENOHR: (Nodding in the
11 affirmative).

12 MS. DAVIS: Okay. Thank you,
13 Julie, for clarification there.

14 DR. VENOHR: And I just want to
15 clarify that we can always go back and put
16 it in the schedule. But for a direction on
17 what we do next, it's good to know, you
18 know, where if you want to do it from the
19 worksheet. And I am not hearing any
20 opposition. So, should we move on?

21 MS. DAVIS: Okay. Let's get kind
22 of a show of hands. Everybody who is in
23 favor of putting it in the worksheet as

1 opposed to the current process of putting it
2 in the schedule, if you would, raise your
3 hands.

4 (Committee members raising
5 hands.)

6 MS. DAVIS: Okay. If you want
7 to -- thank you. It seems like most
8 everybody raised their hand.

9 The judges that want -- and
10 Committee members, not just judges. The
11 Committee members who want to unmute and
12 vote, if you would, do that at this point.

13 MR. STARKEY: Greg Starkey. In
14 favor.

15 MS. DAVIS: Thank you.

16 MS. BALDWIN: Penny, this is
17 Melody Baldwin, by the way. Is this a vote
18 whether or not to include it in the
19 worksheet? Is that what we are --

20 MS. DAVIS: We are voting to --
21 and thank you for clarification.

22 We are voting to put it in the
23 worksheet as opposed to leaving it in the

1 schedule as it is now.

2 HON. PALMER: Where would it go
3 on the worksheet? This is Julie Palmer.

4 MS. DAVIS: Jane, would you like
5 to speak to that issue?

6 DR. VENOHR: I don't think we
7 have a definitive answer yet. You can see
8 from the mark-up on the worksheet on page
9 two where we have some suggestions. But I
10 think for now what we need from CPR is just
11 whether to keep exploring putting it in the
12 worksheet.

13 And so, I would recommend this
14 be -- if you are going to vote a
15 preliminary vote to some -- to give CPR
16 direction, not necessarily the definitive,
17 this is what we are going to do. And that
18 detail of how it's going to be put in the
19 worksheet and where would be ironed out as
20 we give you more examples.

21 HON. PALMER: Thank you.

22 MS. BALDWIN: Penny, I had a
23 comment I think rather than -- I am not -- I

1 liked a lot of the reasons for including it
2 in the worksheet. But one thing I am
3 concerned about is that, if we are concerned
4 with -- and I think we probably are -- with
5 that question number -- I think it was
6 question number five, should there be an
7 economic incentive to the SSR.

8 If it is cumbersome to include
9 it in the -- when we are using the --
10 putting it in the worksheet, I think I
11 have -- I am not real clear on how it is
12 cumbersome, Dr. Venohr. Can you talk --
13 and I know we were going to get to that
14 when we are got to question number five,
15 so maybe I am asking too early, but if you
16 could just let me know.

17 DR. VENOHR: Yeah. And I think
18 it's difficult to sequence it. I think what
19 I am hearing you say is that you are
20 interested in it, but I want to see how it
21 turns out, particularly with that issue for
22 number five, and then I will feel more
23 comfortable saying definitively I want it in

1 the worksheet. Would that be a good
2 summary?

3 MS. BALDWIN: It is. Thank you.

4 DR. VENOHR: And I think that's
5 fine. For our purposes, that's the
6 direction we need to hear just to -- you
7 know, because the next question we are going
8 to ask is the amount of the self-support
9 reserve and you will see there's an
10 infinitive amount, and you can't consider 25
11 different examples. I mean, we need to
12 narrow down the examples that you consider.

13 And what I would recommend as I
14 am listening to you-all is, when we talk
15 about the next question, which I am going
16 to try to narrow down the amount of
17 self-support reserve, what I will do or
18 will do is we will put one in the
19 worksheet and then we will give you a
20 schedule with that same amount of the
21 self-support reserve and the same work
22 incentive that you use now so you can see
23 the difference.

1 And that might be a better way
2 to address that fifth question. You know,
3 because, again, I don't want to give you
4 25 different options. We want to give you
5 a reasonable number of options to consider
6 and ponder.

7 MS. BALDWIN: And, Penny, I
8 didn't jump in, Penny, when you were asking
9 if there was data to support that about, you
10 know, noncustodial parent is not going to
11 want to work another, you know, 10 hours to
12 make overtime if it's all going to go to
13 child support. But I would venture to guess
14 any kind of IV-D prosecutor would tell you
15 that is, in fact, the case. And, of course,
16 Dr. Venohr did say it was anecdotal.

17 And that's why I am concerned
18 about that because you do want them to
19 have an incentive. And we do have parents
20 that will actually quit their jobs when
21 they realize they are not going to keep
22 any of that.

23 So, that's why I am concerned

1 about that. And that's all I am going to
2 say.

3 MS. DAVIS: That's fine. That's
4 helpful.

5 Okay. So, in interest of time,
6 let's just assume that our vote was just a
7 straw vote to give Jane and her group
8 directions as to how we are leaning at
9 this point. And I think Judge Palmer and
10 Melody's comments relating to actually
11 seeing it when Jane gives some examples
12 would be helpful to see if we put it in a
13 worksheet what it looks like.

14 Go ahead, Judge Palmer.

15 HON. PALMER: Oh, can you hear
16 me?

17 MS. DAVIS: Yes.

18 HON. PALMER: Okay. Well, no.
19 It's just kind of like what Melody just
20 said, that yesterday I gave a lady a
21 judgment for \$178,000.00 from 1998. It was
22 a point six or seven. And, you know, the
23 guy had not paid her in all those years.

1 And, you know, there's women out there that
2 don't pay also. I am just making this very
3 gender friendly.

4 But people do, as any judge will
5 tell you and any practicing attorney will
6 tell you, as soon as that income
7 withholding order hits their paycheck,
8 they are gone. They leave. Male or
9 female, they are gone.

10 So, that's my comment on that.

11 MS. DAVIS: And I have seen that
12 too in the years I have been involved in the
13 family law area.

14 Okay. All right. Jane, are you
15 ready to move on then?

16 MS. KING: I have one more
17 question. And I'm sorry.

18 MS. DAVIS: Rachel King has a
19 question.

20 MS. KING: Yeah. If y'all can't
21 hear me through the background, I will
22 cease. I will send it by chat.

23 But I am wondering with that

1 same economic incentive, is it only going
2 to apply to people who are falling at the
3 lowest end of the schedule in terms of
4 income? And the reason I am asking is, I
5 have seen a real high increase due to
6 COVID with nursing patients who are taking
7 on this additional COVID care, and they
8 are getting huge incentives from it, but
9 they are hesitant to do it because of the
10 same reason, that they are going to be
11 penalized in terms of child support.

12 So, are we only applying this
13 incentive to the people at the lower end?
14 Does my question make sense?

15 DR. VENOHR: Yes, it does make
16 sense. And I am trying to think of the best
17 way to answer it. It's very confusing
18 because we are talking about different
19 incomes.

20 And there's an economic
21 incentive inherent and implicit at higher
22 incomes which is the situation of a nurse,
23 I imagine. You know, I don't know the

1 nursing salaries offhand in Alabama. You
2 know, let's just say it's about \$4,000.00
3 gross a month. In there, there's a
4 natural incentive that all their income,
5 if they were to take that pay
6 differential, it's not all going to go to
7 child support. I mean, if they were to
8 calculate their guidelines amount, even if
9 they were the custodial parent, and let's
10 say that their income increased from
11 \$4,000.00 a month to \$4,400.00 a month.
12 If they were to do the Guidelines
13 calculation, it's probably going to be a
14 very nominal change. I am guessing it
15 might be a dollar or two, you know, so it
16 wouldn't be qualifying for a modification.

17 But just the way that it works
18 at the lower income, it gets magnitude.
19 It's just the way to explain it
20 economically is, if the price of milk
21 increases, it's going to affect a very
22 lower income person more than somebody
23 where there's two really high earners, you

1 know, like a surgeon. It's like the price
2 of milk increase, okay, you know, but they
3 are not -- they don't have to rethink
4 about buying milk because it increased,
5 where a low income person would.

6 So, you are absolutely right,
7 that there's still that economic thing
8 going on, the economic incentive. But
9 that's why it's so much more important at
10 the lower income. I don't know. Is that
11 how --

12 MS. KING: Yeah. I mean, I
13 understand that from the practitioners'
14 standpoint. But I do see these people are
15 coming in right now, and their income is
16 doubling at least with a lot of the COVID or
17 even travel nursing. And, I mean, I am
18 talking off the charts substantially higher,
19 and they are real concerned about, you know,
20 if this isn't guaranteed, then what
21 incentive do they have to take that on,
22 which would help the child ultimately if
23 they did.

1 So, I'm just wondering if
2 there's some way we can give them some
3 incentive, as well.

4 DR. VENOHR: Right. I mean, I
5 will have to think about that more. I mean,
6 that's a really interesting point. I mean,
7 as a public policy for the State, I mean,
8 you want nurses to be paid more. I mean,
9 they are taking huge risks on, you know,
10 with this COVID, and, you know, we certainly
11 need more COVID nurses and stuff, you know.

12 So, I mean, I am not sure of the
13 magnitude whether it really -- I hope it
14 is not a disincentive for that. But I
15 think you raised a really interesting
16 point. And let's put it in the parking
17 lot for now. We do know it's much more
18 magnified for the low income. But I think
19 your point is really valid.

20 Are you okay with that?

21 MS. KING: Yeah. Absolutely.
22 Thank you.

23 DR. VENOHR: Okay. Any other --

1 I think this discussion is good. I think I
2 am going to -- if there aren't any other
3 comments, otherwise, I would like to talk
4 about the amount of the self-support
5 reserve.

6 (No response).

7 DR. VENOHHR: Okay. Let's move on
8 to the amount of the self-support reserve.
9 And I'm going to pick it up a little bit
10 because the next time I want to come back
11 with some examples. And right now I know I
12 am going to have to show you that line with
13 that work incentive, and I realize it is not
14 in this document. So, I apologize for that.

15 So, if we look at page four and
16 we look at the center of it, there's a
17 chart there that gives you some
18 self-support reserve amounts. Now that
19 the 2021 federal poverty level is out, I
20 will probably adjust this.

21 And, again, the \$1,063.00 is the
22 2020 federal poverty level. That's now
23 \$1,073.00. If you were to do the one

1 that's most congruent with the schedule
2 that you are favoring, it would be the
3 bottom of that table. It would be \$868.00
4 a month. I would probably bump that up
5 for 2021. So, it would be closer to
6 \$877.00 a month. So, that's one that I
7 want to definitely use.

8 So, just to make this
9 conversation go a little faster, do folks
10 have any interest in considering a lower
11 self-support reserve? Again, I wouldn't
12 recommend anything lower than \$800.00. Is
13 there interest in exploring a higher
14 self-support reserve? And if so, how high
15 do you want to go? Any initial thoughts?

16 MS. COX: Dr. Venohr, this is
17 Amanda Cox. I would be interested in using
18 the one that you said goes with what we kind
19 of preliminarily chosen, the \$877.00. And
20 then also one that went along with how we
21 chose the self-support reserve in the
22 previous schedule, if it's different.

23 DR. VENOHR: Okay. And when you

1 say "the previous schedule," you mean
2 incorporating it in the -- in the schedule
3 rather than the worksheet?

4 MS. COX: No, ma'am. I mean, if
5 we use the different -- did we use the -- I
6 was thinking we used the federal poverty
7 level which would be the \$1,063.00 before in
8 the previous --

9 DR. VENOHR: Yeah. And the
10 difference between what -- it was adjusted
11 for Alabama incomes, but it's also adjusted
12 for Alabama tax rates at that income.

13 MS. COX: Okay.

14 DR. VENOHR: So, what I will do
15 is I will use the \$877.00, or whatever that
16 amount is, and then I will do an amount that
17 is adjusted for taxes at that level. So, it
18 will bump it up probably to -- let me see.
19 It would bump it up to about -- It would
20 bump it up to about a \$1,000.00. Just a
21 little less than a \$1,000.00.

22 MS. COX: Okay. That's just my
23 idea.

1 DR. VENOHR: I think those are
2 good ideas.

3 MS. COX: Okay. Thank you.

4 DR. VENOHR: So, right now, we've
5 got three options we are talking about. We
6 are talking about using -- we will do two in
7 the worksheets. One will be the BR5 Alabama
8 incomes that you see at the bottom line. We
9 will use the 2021 federal poverty level.
10 The second one will be in the worksheet, and
11 it will be that same amount, but we will
12 bump it up to reflect taxes. And that's
13 going to be just under a \$1,000.00, my back
14 of envelope calculation.

15 And then a third approach is we
16 are going to just use the current approach
17 which is in the schedule, but we will
18 update it using the same methodologies.

19 Any interest in a fourth thing
20 to explore?

21 (No response).

22 DR. VENOHR: Okay. We can all
23 circle back. I mean, this is just all

1 preliminary.

2 Let's keep going in the interest
3 of time so we can circle back and see if
4 there's anything else that needs to be
5 explored when we discuss the other issues.
6 I just want to highlight table five -- or
7 the table on page five. And this isn't to
8 make a decision, but this really ties into
9 the federal minimum wage, and it's really
10 important when we start analyzing the
11 impact of this.

12 And if you look at the columns,
13 you will see that Scenario A has that the
14 current federal minimum wage of \$7.25 an
15 hour, which we would get a \$250.00 child
16 support order based on the existing
17 schedule.

18 Scenario B we use income of
19 \$9.23, which is the median earnings of a
20 worker in Alabama who is employed as a
21 food preparation worker, which is
22 generally an occupation that doesn't
23 require much skill or educational level.

1 So, I would like to use that just to gauge
2 what incomes are in this state. That's
3 just for to make it real.

4 Scenario C is \$10.00 an hour.
5 At one time during the Obama
6 administration, this is what was proposed
7 as a federal minimum wage. Again, the
8 legislation that's being proposed in
9 Congress right now is \$9.50 for this year
10 and then it would stagger. It would
11 gradually increase to \$15.00 an hour,
12 which is Scenario E.

13 And as you will see, those red
14 amounts are when the proposed schedule and
15 the various self-support reserves are
16 below what the existing amount would be at
17 a particular wage. So, Scenario E, if we
18 had parents that were earning \$15.00 an
19 hour, the order amount would be \$390.00.
20 And you can see that the self-support
21 reserve would only be effective in
22 reducing that amount for the third
23 scenario when we are adjusting for Alabama

1 prices.

2 So, there's nothing that you
3 need to do with this right now except keep
4 it in the back of your head that, whatever
5 you do, it's going to change it for those
6 30% of those cases where minimum wages
7 were considered. So, we will just -- we
8 are going to run this again when we give
9 you the next set of comparisons.

10 So, let's keep going. There's a
11 bunch of tables here for two or three
12 children.

13 The next question is question
14 three. And we will do a quick little
15 discussion on this. It doesn't affect my
16 case examples that we have to run. So, I
17 don't want to spend too much time on it.
18 But we will at least get some -- an
19 opportunity for the Committee to reflect
20 on this.

21 Most states apply their
22 self-support reserve presumptively.
23 There's a few states that make it

1 discretionary, and the language is of
2 those states are here. If you look at
3 Arizona, the languages they may apply that
4 self-support reserve. So, Arizona has
5 that self-support reserve in their
6 worksheet, but it's "may," it is not
7 "shall." And then they say, "after first
8 considering the financial impact the
9 reduction would have on the receiving
10 parent's income." So, they don't have to
11 apply it.

12 I will say that we are working
13 with Arizona right now, and it's usually
14 applied in 99% of the cases. So, even
15 though they have this language in there,
16 they are not -- they don't use it. It's a
17 pretty much a presumptive adjustment.

18 Now, Georgia has some language
19 where, if we scroll down, it's in red too.
20 Their adjustment is very -- it's a
21 deviation factor, in fact. And it says
22 that they have to consider the relative
23 hardship that a reduction in the amount of

1 the child support paid to the custodial
2 parent would have on the custodian
3 parents' household, the needs of each
4 parent, the needs of the child for whom
5 child support is being determined, and so
6 forth. And I will tell you that Georgia
7 rarely applies their deviation. This
8 never gets applied. It's just rare, but
9 it fulfills the federal requirement. So,
10 it's there.

11 Another state that has an
12 example -- and I don't like this example.
13 It's New Jersey. And it says, "No such
14 adjustment shall occur, however, if the
15 custodial parent's net income minus the
16 custodial parent's child support
17 obligation is less than the self-support
18 reserve."

19 And what I didn't highlight is
20 previous lines above that where it
21 essentially says that if the custodial
22 parent's income is less than 105% of the
23 poverty level, don't apply that

1 self-support reserve, which it doesn't
2 make any sense because chances are the
3 obligated parent is low income, too. And
4 this is the situation where a self-support
5 reserve is most needed, and the federal
6 intent of requiring a self-support reserve
7 was to make those order amounts so they
8 were payable among low income parents so
9 they wouldn't disappear, and they would
10 stay involved in the child's life.

11 So, if we scroll back to the top
12 and the question, question three of this
13 page, it says, "Should a self-support
14 adjustment be discretionary? If so, what
15 should be considered when applying?"

16 I think I want to open it up for
17 the Committee to discuss real quickly and
18 whether you want to explore this more. Is
19 there any interest in adopting language
20 similar to what these three states have?

21 HON. PALMER: This is Julie
22 Palmer.

23 I like the ability to use it or

1 not use it. Like, I think you said
2 Arizona is that "they may" versus "they
3 shall."

4 MS. HALL: This is Mallory Hall.

5 I would just echo what Judge
6 Palmer just said. I kind of like the idea
7 of there being some sort of discretion at
8 least built in and available. Certainly
9 nothing mandatory. But I like that idea,
10 as well.

11 HON. SHERMAN: Well, at the risk
12 of going against my colleague, Judge Palmer,
13 I don't like the discretion. I think it is
14 going to -- they -- we don't have the
15 discretion now. It's built into the
16 schedule. And so, the parties aren't
17 litigating over it. If there's a discretion
18 whether to do it or not, I think it's going
19 to lead to more contested cases over that
20 issue.

21 MS. COX: This is Amanda Cox.

22 If it's presumptive, am I right
23 that you could still deviate and not use

1 it, or would it be not possible to
2 deviate?

3 DR. VENOHR: You could always
4 deviate.

5 MS. COX: I think I like it
6 presumptively then.

7 MS. DAVIS: So, to have it
8 discretionary in terms of ability to
9 deviate, it would need to be in the
10 worksheets, right, not in the schedule?

11 DR. VENOHR: I would think it
12 would work better. You could provide for
13 it, a deviation, if it was in the schedule.
14 But it would be very cumbersome to explain
15 and probably would require you to have more
16 language.

17 I don't think you have to make a
18 decision right now. I think my
19 preference, just because we only have a
20 few more minutes here, would be to keep
21 moving on with the questions but put a
22 place holder on this because this doesn't
23 affect any of the examples. I have to run

1 for the next meeting.

2 Are you okay with that?

3 MS. DAVIS: Yes, ma'am. Go
4 ahead. Thank you.

5 DR. VENOHR: Okay. So, let's
6 move on to the next question, which is
7 question four, "Should the self-support
8 reserve (SSR) adjustment occur before or
9 after add-ons for childcare and other
10 expenses?"

11 And these -- I think everybody
12 understood the case example before that,
13 you know, I was giving -- gave the example
14 of childcare expenses. You know, we have
15 two twins. The childcare expenses are
16 \$1,000.00 a month. They are low income.
17 I mean, I am using a very extreme example.
18 But obviously that's going to tap into the
19 self-support reserve if it's considered
20 later.

21 So, if we scroll down to this
22 first exhibit, this is the self-support
23 reserve, is considered after childcare.

1 And you can see -- let's go to the bottom
2 line. This is the same scenario that we
3 used before. It doesn't make any
4 difference. He is still going to get an
5 order of \$194.00. Even though you see on
6 that line five, there's \$100.00 childcare.

7 Now, if we look at the next
8 example, if you keep going down the page,
9 he would be responsible for \$50.00 of that
10 \$100.00 childcare. And you can see, to
11 keep going to the very bottom of that
12 example, it's going to bump up his order
13 to \$244.00. So, he is going to pay part
14 of that childcare.

15 So, does that make sense on the
16 amount?

17 (No response) .

18 DR. VENOHR: Any -- For the case
19 examples, do you want to see the
20 self-support reserve before or after these
21 add-ons? I mean, obviously we are going to
22 do some without any add-ons, but...

23 (No response) .

1 DR. VENOHR: You know, what I
2 think I am going to do just in the interest
3 of time here, Penny, is that this is an easy
4 one that we can put some case examples with
5 childcare so the Committee can talk about it
6 more next time once they see some examples
7 with those three different self-support
8 reserves.

9 MS. DAVIS: I think that would be
10 helpful to have those.

11 DR. VENOHR: And then let's just
12 move on to the last issue just to see if
13 there's any -- let me get back on this.

14 And there's a chart at the
15 bottom of this that I am going to look at.
16 And our brains might be strained to even
17 think about this, but there's a reason for
18 it.

19 I didn't show all the lines of
20 the worksheet; but if you look at that new
21 line B, income available for support. So,
22 West Virginia, what they do is they take
23 85% of the difference.

1 So, if you look at the New Line
2 11 above that, you will see in the last
3 two columns you will see that \$194.00
4 amount that we've been seeing in all of
5 our examples. And if we used West
6 Virginia's approach, which is to include a
7 work incentive of 15%, the obligated
8 parent has to keep 15%, and the obligee
9 would too. We would see that the order
10 amount wouldn't \$194.00. It would be
11 \$165.00.

12 So, that shows you an example of
13 what that work incentive could do. It
14 could reduce that amount by -- if you use
15 15%, it would reduce that.

16 So, what I am thinking right
17 now, unless I hear anything from the
18 Committee, is I am going to do the two --
19 we are going to have three options. We
20 are going to have two with worksheet, and
21 then we are going to have two different
22 self-support reserves considered.

23 And then for each of those two

1 worksheet options -- I can't speak now --
2 I am going to do one with that 15% and one
3 without that 15%. So, that makes four
4 options with the worksheet.

5 And what I sort of want to
6 hear -- and I am not sure, you know, it's
7 late in the day, so you might be too
8 tired -- is there any interest in using an
9 amount other than 15%? And before I open
10 it up, I will describe that West Virginia
11 came up with that 15% because that's their
12 tax rate at about that income. So, that
13 way all of the child support -- I mean,
14 all that increase in gross income doesn't
15 go to child support. It at least allows
16 that parent to keep some of it to pay for
17 the taxes. And I would say that 15% is
18 pretty close to what Alabama's tax rate is
19 for that income. So, I'll line it with
20 whatever Alabama's income -- you know,
21 their tax rate is.

22 So, now, again, I want to open
23 it up to see if there's any interest in

1 using something other than 15% just for
2 the case examples just to see, you know,
3 maybe use 10%, maybe use 20%. That's what
4 I want to hear. This isn't a commitment.
5 Some states have looked at 40%.

6 MS. DAVIS: Bob, can you switch
7 to the Brady bunch view and let's see if we
8 have anybody with hands raised. Melody?

9 MS. BALDWIN: I have a question.
10 I don't remember what state. But if we use
11 the 15% and tax rate is 15%, and we are just
12 letting them keep enough to pay taxes, is
13 that still an incentive? That's my
14 question.

15 DR. VENOHR: No, not really.

16 MS. BALDWIN: Okay. So, wouldn't
17 we have to look at more than 15% to
18 consider? I mean, not that I want to
19 necessarily, you know, in my position. But
20 you get what I am saying.

21 DR. VENOHR: Right. Uh-huh
22 (positive response).

23 MS. BALDWIN: Okay.

1 DR. VENOHR: And so, I hear a
2 vote to -- and it's not a vote. I should
3 say guidance to us because I don't want it
4 to sound like it's an official vote for the
5 record. This is just to narrow down the
6 case examples.

7 So, what I am hearing is, we
8 should consider more -- is there any
9 interest in considering 50%? I mean, that
10 pretty much says we divide it equally
11 between parents. Is that too high?

12 MS. BALDWIN: What about -- and
13 this is Melody Baldwin again. I am sorry.

14 What about whatever the tax rate
15 is, take that out, and then divide what's
16 left by 50%?

17 DR. VENOHR: Okay. Okay.

18 HON. SHERMAN: I have a comment,
19 if I can. I don't know think it's really
20 answering your question, Dr. Venohr.

21 But it's just -- as a practical
22 matter, it seems to me that the
23 incentive -- I'm not sure that it's going

1 to be the incentive that we would create
2 it to be because it takes a very
3 sophisticated understanding of these
4 Guidelines to even realize that there is a
5 work incentive built in. And I think that
6 for those people that Judge Palmer and
7 Melody, I think, mentioned, you know,
8 sometimes you have folks avoiding
9 additional income to -- out of concern
10 that their child support is going to be
11 increased. I don't think this is going to
12 remedy that. I think they are going to
13 still have that same concern.

14 But, you know, that's not a
15 reason not to do it. I am just saying I'm
16 not sure that it's going to really have
17 the impact that we think it might or that
18 we might design it to have.

19 DR. VENOHR: I think that's a
20 valid point. I mean, you know, when they
21 are profiling voters for the last election,
22 these experts came up with 18 profiles. And
23 I think we probably have more profiles when

1 we talk about parents. Some are more savvy
2 than others. Some are just so intuitive or
3 what motivates them. In fact, there's some
4 research that says, as I am thinking about
5 this, it says that the prior work experience
6 of a parent matters more than the child
7 support arrears in determining their future
8 labor participation. This is recent
9 research.

10 And this crux of finding that we
11 had in our research just says the arrears
12 amounts affects whether, you know, they
13 drop out of the labor market. Well, it's
14 not just child support. There are several
15 factors that influence a parent's, you
16 know, willingness to take the night
17 schedule or stay in the labor market. It
18 is not just child support.

19 So, that goes to what you say.
20 I will say that, if you look at the
21 worksheet on page two, it sort of mirrors
22 what Vermont uses. And Vermont found that
23 parents -- when they see that explicit

1 self-support reserve with both parents,
2 they negotiate something.

3 So, hopefully it will have an
4 impact on some parents. It probably won't
5 on all of them, because, you know, as I
6 made that similarity with the profiling
7 voters, all parents think differently in
8 what influences their decisions, you know,
9 but at least it's transparent policy.

10 But I appreciate your point.
11 And I think I have enough to give you some
12 examples the next time. And I am going to
13 suggest this as an iterative process,
14 because what we will do for next time is
15 we will show you what that whole schedule
16 looks like. We will draft up a worksheet
17 with and without the work incentive. And
18 then we will run a whole bunch of case
19 examples, including ones that use the
20 new -- or proposed federal minimum wage.
21 And I won't be surprised if once you --
22 that you decide to fine tune some of these
23 parameters, if that makes sense.

1 MS. DAVIS: That sounds good to
2 me, Jane. And I do appreciate the Judge's
3 comments and the people on the front line
4 dealing with the child support. Certainly
5 the anecdotal stories are interesting. My
6 only comment with regard to that is, the
7 ones that are dropping -- the underground
8 people, they are trying to avoid making any
9 child support payment by virtue of when, I
10 guess, a child support order hits their
11 company, and they quit and go underground.
12 It is not the increased circumstances. It's
13 just they don't want to pay any at that
14 point. They don't want to pay what is
15 ordered by the court at any rate. But I
16 think that's great.

17 Any other comments before --
18 Jane, do you have anything else in summary
19 you want to do? We are little over our
20 time, but that's time well spent.

21 DR. VENOHR: I think this has
22 been really helpful. And so, it's helpful
23 to us to narrow down what we need to do for

1 the next round of case examples. And I want
2 to thank everybody's patience for listening
3 to it. These are important details. And I
4 think we are getting narrower. And I
5 apologize that the process is so long but I
6 think this --

7 (At which time there was a
8 brief interruption.)

9 MS. DAVIS: Bob, go ahead and
10 mute Rachel.

11 MS. KING: Oh, I'm so sorry.

12 MS. DAVIS: That's all right.
13 You're good.

14 DR. VENOHR: I have another call
15 in seven minutes. Are there any questions
16 for me? Otherwise, I think I have my -- we
17 have our marching orders.

18 MS. DAVIS: Thank you, Jane.

19 Committee, do you-all have any
20 questions for Jane before she needs to
21 leave us?

22 (No response) .

23 MS. DAVIS: Okay. Jane, thanks a

1 lot.

2 DR. VENOHR: Okay. Thank you.

3 Bye-bye.

4 MS. DAVIS: And, Rachel, we don't
5 have to call DHR. You did not say anything
6 inappropriate. Do not worry.

7 MS. KING: I thought to add more
8 stress to my life during COVID I would get a
9 kitten for my daughter. So, I have a kitten
10 at home and a six-year-old daughter who is
11 doing online right now. So, yeah, sorry.

12 MS. DAVIS: That's quite all
13 right. Actually, attorneys need kittens
14 when they Zoom with judges. I think
15 that's --

16 MS. KING: Oh, it's a nightmare.

17 MS. DAVIS: All right. So, at
18 this point, did anyone want to direct any
19 questions? I know Jane had to leave. But
20 we can certainly relay any questions via
21 email to her. So, if any of the Committee
22 members, because of our time constraints,
23 did not ask her a question, if you would

1 either -- if you could forward it directly
2 to her or if you will send it to Bob, then
3 he would be happy to make sure she gets any
4 questions or comments that you would like
5 for her to consider prior to the next
6 meeting.

7 And at this point, we would like
8 to open our agenda item to the public
9 comments. So, Bob, do you have anyone
10 that's asked to speak at this point?

11 MR. MADDOX: Yes. I forgot to
12 ask -- I apologize -- at the beginning of
13 the meeting. I think Clifford Smith joined
14 us during the Zoom. I apologize. I did get
15 him admitted a little late, but he has
16 joined. So, I guess we will just go one by
17 one and they -- members of the public and
18 see if they want to make any comments.

19 MS. DAVIS: Okay. We will have a
20 three-minute comment time for our public.
21 And so, Bob, if you just want to go down the
22 list and just remind the Committee members
23 that we did have two written comments that

1 you can pull out now on your materials if
2 you want to in case you want to refer to
3 that during the public comment time.

4 So, Bob, if you would, go ahead
5 and call the list of the public to see if
6 anyone wants to speak.

7 MR. MADDOX: Ms. Jordan, did you
8 want to make any comments to the Committee?
9 Ms. Jordan?

10 MS. JORDAN: No comments. Thank
11 you.

12 MS. DAVIS: Thank you.

13 MR. MADDOX: Clifford Smith, did
14 you want to make any comments? You can
15 unmute yourself.

16 MR. SMITH: I have no comments,
17 Thanks.

18 MS. DAVIS: Thank you.

19 MR. MADDOX: Thank you. Tiffany
20 Gates, did you want to make any comments to
21 the Committee? You can unmute yourself.

22 (No response).

23 MR. MADDOX: Lisa Clark, did you

1 want to make any comments to the Committee?

2 (No response) .

3 MR. MADDOX: Apparently they are
4 having trouble getting in.

5 In the meantime, Ms. Wood, would
6 you like to make any comments to the
7 Committee? Ms. Lee Wood?

8 MS. WOOD: I sent in a written
9 request. I would just like to bring
10 attention to my number two on the written
11 submission.

12 MR. MADDOX: Sure. Ma'am, you
13 can go ahead. You have three minutes.

14 MS. WOOD: It was just in concern
15 with the Rule 32 where the child is actually
16 allowed to be added to a step-parent's
17 healthcare policy. Of course, we all know
18 that if it's added to a family policy that
19 the policy amount does not change. And that
20 by adding that to the child support formula,
21 how it increases for the noncustodial parent
22 to have extra added to the calculation. And
23 that if that's going be allowed, why is the

1 step-parent's income -- gross income not
2 included in the custodial parent's overall
3 household income.

4 Also, back up on the number one
5 where I had asked about the tax exemption.
6 I know that because of the 2018 tax reform
7 of how it gives the custodial parent the
8 right to claim all -- since the child is
9 with the custodial parent the most, I
10 don't understand why if the -- I
11 understand that the noncustodial parent
12 doesn't get the full benefits that the
13 custodial parent gets, but it still seems
14 like it would be more fair that if the
15 noncustodial parent could be able to claim
16 the child every other year because that's
17 money that they are paying toward taking
18 care of their child. And so, not being
19 able to claim their child at least every
20 other year, that doesn't seem quite fair.

21 MR. MADDOX: Okay. You have one
22 more minute if you want to make some more
23 comments.

1 MS. WOOD: I am good. Thank you
2 for your time.

3 MR. MADDOX: Thank you, ma'am.

4 MS. DAVIS: Does any Committee
5 member want to comment or have any questions
6 for Ms. Wood?

7 (No response) .

8 MS. DAVIS: Okay. I don't hear
9 any comments or see any hands. It does
10 help, Ms. Wood, that you provided us the
11 information ahead of time for us to
12 consider. So, I appreciate your taking the
13 time to provide us written documentation
14 about your issues.

15 Okay. I think maybe one more
16 person. Bob, anybody else?

17 MR. MADDOX: The only person I
18 had on the list was Jennifer Dantzler. I
19 have not seen her on the Zoom meeting thus
20 far. Has Jennifer Dantzler joined us by
21 chance? I don't see her.

22 Okay. That's all I had on my
23 list.

1 MS. DAVIS: Okay. Well, we have
2 no other requests from the public to speak.
3 But we certainly do appreciate the people
4 that listened in and would encourage you to
5 speak. Some people are not comfortable
6 speaking publicly, and we certainly
7 understand that. But if you have any
8 written comments that you would like to
9 submit, then we would encourage you to do
10 that, because we certainly do want to get
11 your thoughts and feelings on the
12 conversations that we have had today with
13 Jane and the considerations that the
14 committees are going through.

15 So, at this point, I'll stop and
16 circle back to the Committee members and
17 ask if any of you have any further
18 comments or questions before we adjourn?

19 (No response).

20 MS. DAVIS: Okay. Well, I
21 appreciate each one of you participating.
22 And our next meeting is, I believe, the 12th
23 also of March. And so, we will "see"

1 everyone at that point will be by Zoom
2 again.

3 Bob, if you could, stay on a
4 moment after the Zoom, and I would like to
5 mention something to you.

6 MR. MADDOX: Certainly.

7 MS. DAVIS: Okay. Any other
8 questions?

9 (No response).

10 MS. DAVIS: If not, we are
11 adjourned. Thank you.

12
13 (Conclusion of Advisory

14 Committee Meeting at 12:16

15 P.M.)
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23

1 REPORTER'S CERTIFICATE

2 STATE OF ALABAMA,

3 MONTGOMERY COUNTY,

4 I, Jeana S. Boggs, Certified Court Reporter
5 and Commissioner for the State of Alabama at Large,
6 do certify that I reported the proceedings in the
7 matter of:

8 BEFORE THE STATE OF ALABAMA

9 ADVISORY COMMITTEE ON CHILD SUPPORT

10 GUIDELINES AND ENFORCEMENT

11 * * * * *

12 on Friday, February 12, 2021, the foregoing 121
13 computer-printed pages contain a true and correct
14 transcript of the statements by the Committee
15 members and other persons via Zoom.

16 I further certify that I am neither of
17 relative, employee, attorney or counsel of any of
18 the Committee members and other persons, nor am I a
19 relative or employee of such Committee members and
20 other persons, nor am I financially interested in
21 the results thereof. All rates charged are usual
22 and customary.

23 I further certify that I am duly licensed

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14 Commission expires: 8/9/2022
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<p>DR. VENOHR: [41] 19/15 23/14 42/20 53/3 54/12 63/5 64/18 65/23 66/3 73/7 76/12 78/3 78/10 78/14 80/6 81/17 82/4 86/15 89/4 89/23 90/7 91/23 92/9 92/14 93/1 93/4 93/22 101/3 101/11 102/5 103/18 104/1 104/11 107/15 107/21 108/1 108/17 109/19 112/21 113/14 114/2 HON. MCMILLAN: [2] 6/6 13/13 HON. PALMER: [9] 6/16 77/16 77/19 78/7 80/2 80/21 84/15 84/18 99/21 HON. SHERMAN: [3] 6/10 100/11 108/18 MR. JEFFRIES: [2] 8/4 12/21 MR. MADDUX: [57] 5/13 5/21 6/2</p>	<p>6/8 6/11 6/14 6/17 6/20 7/3 7/6 7/12 7/15 7/18 8/3 8/5 8/8 8/10 8/13 8/16 8/18 8/20 9/1 9/5 9/11 9/14 9/17 9/22 10/1 10/3 10/7 10/13 10/16 10/19 11/1 11/4 11/8 11/11 11/15 11/20 12/10 12/13 15/2 16/19 41/13 41/16 41/22 115/11 116/7 116/13 116/19 116/23 117/3 117/12 118/21 119/3 119/17 121/6 MR. SMITH: [1] 116/16 MR. STARKEY: [3] 7/14 13/16 79/13 MR. WHITMIRE: [1] 7/11 MR. WILSON: [1] 9/16 MS. BALDWIN: [9] 8/12 79/16 80/22 82/3 83/7 107/9 107/16 107/23 108/12 MS. BLACKBURN: [2] 9/13 14/19</p>	<p>MS. BUSH: [2] 16/23 17/5 MS. COX: [8] 7/2 91/16 92/4 92/13 92/22 93/3 100/21 101/5 MS. DAVIS: [67] 4/17 11/12 11/22 12/15 12/17 12/22 13/3 13/11 13/14 13/17 13/22 14/10 14/15 14/21 16/5 16/20 17/2 18/13 18/17 19/1 23/5 41/15 41/17 41/23 42/6 52/11 53/19 54/5 54/10 62/16 64/10 65/22 66/1 76/18 77/18 78/8 78/12 78/21 79/6 79/15 79/20 80/4 84/3 84/17 85/11 85/18 101/7 102/3 104/9 107/6 112/1 113/9 113/12 113/18 113/23 114/4 114/12 114/17 115/19 116/12 116/18 119/4 119/8 120/1 120/20 121/7 121/10</p>
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	\$1,071 [1] 57/7	\$194.00 [5] 68/4
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