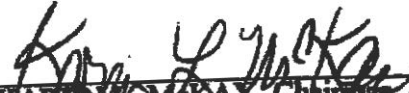






1 DATED this 22<sup>nd</sup> day of December, 2000.

2 LOCAL GOVERNMENT EMPLOYEE-  
3 MANAGEMENT RELATIONS BOARD

4 By   
5 KARINA L. MCKAY, Chairman

6 By   
7 JOHN E. DICKS, ESQ., Vice-Chairman

8 By   
9 JAMES E. WILKERSON, SR., Member

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