determination is final, unless timely appealed. However, we do not agree that the denial of a permit or proposed use creates appeal rights in third parties who have no legal right or interest in the permit or use application. With respect to such third parties (TTNA, as well as individuals), the permit or use denial merely continues the status quo. One cannot be "adversely affected" or "aggrieved" by the denial of something they never asked for in the first place.

We find that the Director's determination that Haven House could not operate as a single family residence or group home were final determinations that only Haven House, as the aggrieved person, could appeal pursuant to CBJ 49.20.110. Unless and until Haven House receives authorization to proceed with a proposed use of its property, there can be no "aggrieved persons" other than Haven House, with respect to that proposed use.

This is in contrast to the Director's determination that Haven House could *apply* for a permit through the use not listed process provided in CBJ 49.20.320. Because with respect to that determination, there is truly *no* aggrieved person unless and until that public hearing process is followed and a Board of Adjustment decision, if not a PC decision on a potential conditional use permit application, is reached. Unless and until a permit is issued or denied there is no actual case or controversy with respect to anyone.

TTNA has urged the PC to give the Tall Timbers residents and neighbors the opportunity to tell their side of the story, by accepting its appeal. Haven House joins in urging the Commission to hear all of the arguments for and against Haven House's proposed use of its property--but doing so through the use not listed hearing process, under CBJ 49.20.320. Haven House argues that a piecemeal approach to the issues causes unnecessary Notice of Decision

July 31, 2014

In re TTNA Notice of Appeal

BLD 20130767

ATTACHMENT B

Page000569 of 001315

والمع والدي

litigation and detrimental delay to Haven House that can be avoided and resolved through the use not listed process.

We agree that through the public hearing process, the PC sitting as the Board of Adjustment, can hear from all sides and can consider the constitutional challenges and competing arguments as to why or why not Haven House should be allowed to operate as a group home, a halfway house, a single family residence, or a boardinghouse or rooming house on the Malissa Drive property. In addition, the PC finds that the use not listed public hearing process provides the best opportunity and the proper forum for TTNA, Tall Timber residents and the public to be heard with respect to Haven House's proposed use of its property.

Moreover, no unfair prejudice will result from allowing Haven House to pursue the use not listed permit process since it will allow for a full public hearing on the proposed use and the issues raised in TTNA's appeal. Haven House will either obtain a permit or use authorization or it will not. Either way a final agency decision will be reached, which final decision in an actual case will be subject to challenge by any "aggrieved person."

The Notice of Appeal filed jointly by TTNA and its individual members, is hereby rejected and dismissed in its entirety. CDD is directed to complete the review and processing of Haven House's use not listed permit application as soon as possible, in order to schedule and hold the public hearing under CBJ 49.20.320, prior to August 25, 2014, if possible, as a courtesy to accommodate Mr. Spitzfaden's travel plans.

This Notice of Decision and the findings in it do not constitute a final agency decision in an actual case or controversy that is appealable under CBJ 49.20.120 and CBJ Notice of Decision

July 31, 2014

In re TTNA Notice of Appeal

Page 7 of 8

BLD 20130767

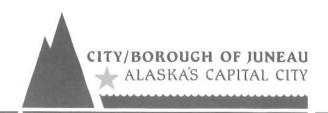
ATTACHMENT B

Page000570 of 001315

01.50. However, this decision an	d its findings may be	challenged in the	e context of a timely
appeal of the final agency decisio	n that will ultimately	be issued, with re	espect to Haven
House's proposed use of its Mali	ssa Drive property.		
Dated this 31 day of July	, 2014.		Drewe
		Presiding Officer	Nicole Grewe
**Commissioner Satre, dissenting finding and conclusion regarding the PC's conclusion and order through the use not listed process	TTNA's status as ar that Haven House's	maggrieved persons use/permit appl	on," but concurs with
Certificate of Service I hereby certify that on July 2014 correct copy of the foregoing document the following via Electronic Mail as fol	was served on		
Attorney for Haven House: Attorney for Tall Timbers: Attorney for CDD: Attorney for Planning Commission:	Mary Alice McKeen Robert Spitzfaden Robert Palmer Jane Sebens	ottokeen û emajl.co spitz û gei.net Robert Palmer û ci Jane Sebens û ci.ju	juneau.ak.us
Courtesy Copy to CDD Personnel: Holly Kveum Holly Kveum a ci juneau Brenwynne Jenkins <u>Brenwynne Jenkin</u>			
Litigation and Civil Support Assistant	*		

Notice of Decision In re TTNA Notice of Appeal BLD 20130767

July 31, 2014 Page 8 of 8



BOARD OF ADJUSTMENT NOTICE OF DECISION

Date: August 26, 2014 File No.: UNL2014 0001

Haven House, Inc. Attn.: June Degnan PO Box 20875 Juneau, AK 99802

Application For:

Use Not Listed determination for re-entry housing for women coming out

of prison in the D5 zoning district per CBJ 49.20.320

Legal Description:

Tall Timbers 1 Block G Lot 3

Property Address:

3202 Malissa Drive

Parcel Code No.:

5-B21-0-142-003-0

Hearing Date:

August 21, 2014

The Board of Adjustment ("Board"), at its special public meeting, considered a request for a similar use determination. CBJ 49.10.210(3); 49.20.320; 49.25.300(a)(2). The Board reviewed the staff report with attachments; reviewed public comments presented prior to the hearing, and considered the public comments at the hearing.

The Board adopts the findings and analysis listed in the attached memorandum dated August 13, 2014, and approves the Similar Use Determination. The Board concludes that transitional housing for people coming out of prison is of the same general character as those uses listed in category 1.610, miscellaneous rooms for rent of CBJ 49.25.300, the Table of Permissible Uses. The transitional housing use is deemed as listed in category 1.610 of the table of permissible uses for the purpose of determining whether a Conditional Use permit should be issued to Haven House.

The Board recommends that Title 49 be amended to include a definition and a specific subcategory in the Table of Permissible Uses for Transitional Housing in the D-5 zoning district with an approved conditional use permit.

Attachments:

August 13, 2014 memorandum from Beth McKibben Community Development, to

the CBJ Planning Commission regarding UNL2014 0001.

This Notice of Decision is not appealable until the Planning Commission makes a final decision on the Conditional Use permit requested for this transitional housing use. CBJ 01.50.020(b).

Haven House, Inc.

File No.: UNL2014 0001

August 26, 2014

Page 2 of 2

Project Planner:

Beth McKibben, Planner

Community Development Department

Michael Satre, Chair Board of Adjustment

Filed With City Clerk

Date

cc:

Plan Review

NOTE: The Americans with Disabilities Act (ADA) is a federal civil rights law that may affect this development project. ADA regulations have access requirements above and beyond CBJ-adopted regulations. Owners and designers are responsible for compliance with ADA. Contact an ADA - trained architect or other ADA trained personnel with questions about the ADA: Department of Justice (202) 272-5434, or fax (202) 272-5447, NW Disability Business Technical Center (800) 949-4232, or fax (360) 438-3208.

Haven House Neighborhood Meeting- Glacier Valley Elementary

March 27, 2014 6:30pm- 7:30pm

	NAME	ADDRESS	PHONE NUMBER
	Guy Hour	\$610 GAIL AVE.	957-1743
	Terri Maruder, Har	SUIC GAIL AVE	723-3099
	Debe Wilson	8612 Manilyn Ave	321-5259
	DUSTIM STOGNER		503-718-7477
ΔTT	LYCLO - JUCKE FAVORING	soog MARILIN ALE	733-6736
AC	Will Am Jusy		723-9199
$HM^{'}$	Brus Muson	Jumes 99601	789 15918
EN	San Bertin	P.O. Box 32993 Junear Al 99803	786-586
ΓD	Darlen Thornton	8621 Gail AVE ' 99801	H62h-985
	Tol GIRE	S more floor	0501-06+
	Lolita Dinan		796 2839
	Paul Duran	3208 Malissa Dr.	7962839
	Sam Las Son	8613 MCGILAN AVE	780-2306
	Dr. DAVID MARVE!	Scile (5Ail Hre	208-4528
	1	3612 Mailin Ave	3215201
	Cheryl Shakespeare	~	789-3397
	Elo-10 MICON	SUBS WAMILYN AVE.	789-4022
	Mandy + Richard Cale	5721 N (000 Way	0259-636
1	J. II.	SIND CON CH. POR BY BY WASTER MINES	-1811-79an

Page000574 of 001315

ATTACHMENT D

Page000575 of 001315

Haven House Neighborhood Meeting- Glacier Valley Elementary

March 27, 2014 6:30pm- 7:30pm

NAME	ADDRESS	PHONE NUMBER
Layry Talley	519 W 9th St Junean	364 3275
Shelly Care	story Marilyn Ame 99801	209.0374
Non h larger	800 Minhy Me 99801	309 0909
8 See Suiton?	POBA 240793 Finglad 99824	586 2085
Kindulakan	# 9206 long pun De. Surrau will	723-9453
Johnso Deaner	3256 Tongess Blud	780-6949
HM		
June Deginan	415 COULBUSHER AND ENTSCOP SINC	907 7 52-0830
Dan Nelson	8606 Marily Ave. Tursan	4950-682
Beck Nelson	8606 Marily Me Jumper	789-0564
TRACE BIR MOLLE	4343 Rivered Way Junean	790 2337
Ssan Boeali	3228 TENDERS BILD, JUNEAU	JOG-7-881
Dixie Hood	9350ViewDr. 99801	2308-686
Dan Hubert	8597 Marilyn Ave 99803	6126-825
Paula Hubert	8597 Manium Ave 99801	523-9719
Scott PEID		723-9993
Mark Page	8527 Jennither Dr. #1	957-3743
Brian Van Kirk	8707 Gail Due 99801	789-1058
	17/11/ 11	

Page000576 of 001315



NOTICE OF NEIGHBORHOOD MEETING FOR USE NOT LISTED AND CONDITIONAL USE PERMITS

Glacier Valley Elementary School Commons Tuesday, May 27, 6:30-8:00 p.m.

May 13, 2014

Dear Resident,

cc:

The CBJ Community Development Department received an application for a Use Not Listed (49.20.320) and an application for a Conditional Use permit for a "Re-entry home for women coming out of prison" from Haven House, Inc. at 3202 Malissa Drive.

The CBJ Community Development Department is hosting a neighborhood meeting to explain the details of each application and the CBJ permitting process. This meeting will be held on Tuesday, May 27, 2014, from 6:30 to 8:00 p.m. in the Commons area of Glacier Valley Elementary School.

The purpose of the May 27th meeting is to provide information, respond to questions, and to get a sense of concerns that the neighborhood might have, so issues may be addressed in advance of the formal public hearing with the CBJ Planning Commission. The project has been scheduled for review by the Planning Commission at the June 27, 2014 Regular Meeting. Prior to the meeting all landowners within 500 feet of the subject property will receive a separate notice with details on how and where to submit comments or testify on the proposal.

If you have questions or would like more information, please contact Beth McKibben, Community Development Senior Planner, at 586-0765 or by email, beth mckibben@ci.juneau.ak.us.

File numbers UNL2014 0001 & USE2014 0008

Haven House Neighborhood Meeting Glacier Valley Elementary School Commons

May 27, 2014

Tall Timbers Neighborhood Association	24
Interested Party	1
Haven House affiliation	6
United Methodist Church	1
Re-entry Coalition	1
Probation Coalition	1
Concerned Citizen	1
Press	2

^{**} More parties attended but were not present for introductions. 37 people signed in. CDD staff counted 42 in attendance, including 3 representatives from Haven House and 2 Juneau Empire reporters.

All attendees introduced themselves and said their reason for joining. The meeting first began with a clarification by Beth McKibben (BM) that the meeting would encompass only the Use Not Listed (UNL) and Conditional Use (CU) permit applications from Haven House, Inc. (HH); not the current appeals.

Q: Are you (BM) part of HH?

A: No, I work with CBJ and I only facilitate the process.

C: Upset that we are sitting through a presentation by HH, this was not communicated to be a part of the evening.

Q: Will these questions and comments be given to the Planning Commission (PC)?

A: Yes, they will be included if a staff report is created for their review if the UNL and CU permits move forward.

Q: Isn't this meeting a waste of our time is these permits haven't been scheduled before the PC and an appeal(s) are currently being reviewed?

A: No, the PC agreed to keep this meeting on schedule during their last regular meeting.

Q: Why?

A: Because it had already been scheduled and mailings had already been processed for owners within 500 feet of the property.

C/Q: I didn't receive a mailing.

Q: Who decision was this meeting to be heard? We have better things to do than attend something like this.

A: That is your opinion. This evening we'll cover the process, the proposal, and then continue to answer and questions and hear everyone's comments. The Planning Commission did not have any concerns about proceeding with the meeting. You are welcome to leave if you don't feel it will provide any information.

Staff then continued to outline the expectation of conduct throughout the meeting; one person speaks at a time, all attendees should be respectful, and no throwing cookies. The agenda for the evening was then read aloud to provide an overview of when particular items would be addressed. BM then continued with the PowerPoint presentation and began to discuss the surrounding zoning areas around the parcel in question, and who and how one can apply for Land Use permits.

Q: How can lessees apply for these permits if they don't own the land?

A: Our code, Title 49, allows for lessees to apply.

Q: Where does it say this?

A: In the code and on the application paperwork.

Q: Did you make this presentation?

A: Yes. There are/were hard copies available for you all on the back table, but they may have all been taken.

The presentation then continued on to discuss how the UNL and CU cases are heard at a Planning Commission meeting and how there are two different, but similar, processes that they follow. They both require a public hearing in front of the PC, will have a large red sign posted on the property in question, neighbors within 500 of the residence will receive a notification in the mail of the hearing, and there will be two notices in the local newspaper. BM then gave an overview of how the internal review is done within the department and how this information is presented to the PC.

Q: Who writes the report?

A: The staff assigned to the case. Most likely this will be me.

C: The CBJ pays for someone to do that...

BM then began to list the other items that will be examined during staff's review such as a Traffic Impact Analysis, lighting, etc. She then listed some examples of other cases that had to be reviewed in this way, such as a childcare facility regarding parking requirements and hours of operation.

Q: Why is there a fee for an appeal? Is it \$250 or \$200?

A: The fee for a Director's Decision within CDD is \$200. A fee of a PC Decision is \$200. In the case of HH and Tall Timbers Neighborhood Association (TTNA), a \$200 fee was assessed.

Q: If the UNL and CU cases move forward and are approved, will an appeal stop them?

2

A: I'm not sure about this; I will have to double check and follow up with you.

BM then continued on with the presentation and explained that while the UNL and CU permits follow similar review, the UNL evaluation is shorter. It is a learning process for all.

Q: I live on the corner of Gail and Tongass and can count 20-30 cars coming through the 4 way stop in an afternoon. I've had my grass driven over and slander graffitied on my fence; there are crimes in all neighborhoods. When do you look at this type of impact?

A: This is reviewed and conveyed in the staff report. Again, the two processes have somewhat different evaluations. There will be notice sent out to property owners with 500 feet of the subject area that will allow for time for questions to be answered and written concerns to be included in the report for the PC to review. This is important as we can make sure address your concerns.

Q: Where and who do we send these comments to?

A: You can send them to me. The notice will show how to do this. I can then put it in the file.

Q: Is there anywhere in Juneau where 3+ felons live together?

A: Yes.

Q: In a D-5 zone?

A: I'm not sure, but I believe so.

C: I'm worried about time; we want our questions to be heard tonight.

BM then explained that a half an hour was left at the end of the meeting just for that, but will make sure to leave staff's contact information. She then said aloud her contact information at the CBJ including her direct phone number and email address. BM then said if there weren't any more questions, HH would present the proposal.

HH then presented a mission slide first to begin their presentation.

Q: Are you a lawyer?

A: Yes, my name is Mary Alice McKeen. I'm also a life-long Juneauite.

Q: Are you doing this pro-bono?

A: Yes.

HH then continued to give info about prison populations and how all sorts of housing are in demand, including re-entry and transitional. HH is modeled after Hope Safe Living House based in Anchorage, a successful transitional home. HH went on to discuss the amount of residents that would be in the house and what the extent of the application process is and what the commitment timeline is like. HH then explained the type of supervision the residents would have while being at the house; nighttime

manager, 24 hour phone line available to neighbors, and that one of two of the co-directors would generally be there Monday through Friday. The house rules were then overviewed, including an extensive visitor policy.

HH continued to discuss the concerns of property value. By their research, they did not anticipate that the house would lower any of the neighbor's property value and felt their organization was in harmony with the neighborhood by people living together in a communal way. Supporters and similar facilities were then overviewed.

Questions directed towards Haven House regarding the presentation were then allowed.

C: This is a great program and I support it. But not in this neighborhood.

Q: If the residents were to come on the premises and be under the influence of alcohol, would they be asked to leave?

A: If they come back to the home under the influence, that is a violation of a rule; we would make it known to the probation officer and have it dealt with by them. If the person were to have alcohol in the house, then they would be asked to leave immediately. These situations are generally dealt with on a case-to-case basis.

Q: Is there supervision in the house 24 hours a day, 7 days a week?

A: No, the program doesn't find this appropriate. During the weekdays one of the two co-directors will be there between 8am and 5pm, and then there is an onsite supervisor in the evening. We use accountability within the women to help keep everyone on the right track.

Q: You mentioned a similar home in Anchorage, where is it at? Is it in a residential zoned area?

A: In a single-family area I believe.

C: No, it's in a Light Commercial zone.

C: I'm unsure of the zoning, all I know is that I saw homes when I went and visited.

Q: Will Haven House consider any male applicants or will they only be women?

A: It's possible, but it's not in our plans as this time.

Q: Will spaces be available to only Juneau residents?

A: It will be available to anyone that wants to live here. That might mean that it was someone who possibly wasn't incarcerated here.

Q: What happens if someone wants to live at the house that isn't on probation? Who or how will they be supervised?

A: Most will be on felony probation and will have an assigned probation officer. If they have a misdemeanor on record and are found to be in possession of either drugs or alcohol, they would be removed from the house.

Q: To clarify, are only women who have drug convictions considered?

A: No, but usually they have had this type of issue at some point. 7 out of 9 beds are reserved for persons with drug convictions.

Q/C: This area isn't the proper venue for this type of establishment, it's a family residence. If our property values do decrease, will you be refunding us the difference?

A: The research regarding property values was my opinion, and no, I will not provide that.

Q: Will there be room checks in the house?

A: Yes, frequently and random. There will also be drug tests- staff is included in this as well.

C/Q: This concept is a great idea. Is Haven House willing to extend the same courtesy to really understand that these women aren't wanted in the neighborhood and will be thrown under the bus? Will you inform them of the situations that they may encounter by moving into this house?

Q/A: What benefit will you get to not welcome them?

Both sides of the room began to become emotional and upset with the subject.

C/Q: You must understand the stigma that comes along with this type of facility. We are also very worried about the traffic impact that nine extra residents will bring and attract into this neighborhood.

Q: Can you imagine any neighborhood that would embrace this type of facility next door? No, there aren't any. This is how we can break the stigma. This is a faith based, people helping people opportunity.

C: We need to look at the bigger picture. See the recovery this can nurture and break this stigma.

BM then interjected and reiterated that this meeting is to ask questions about the process and to stick to questions rather than comments.

Q: What is the screening process for visitors? Can they be relatives, co-workers, ex-boyfriends? I'm less concerned about the women and more so about the visitors. Who do I call if I notice someone is there that shouldn't be? The street is dark, there are no lights- I'm concerned about neighborhood safety.

A: The unknown is scary. We have a visitor policy for this reason. Visitors are required to give 48 hours notice and must be a legal relative. If they arrive unannounced, they will be asked to leave and the police may be called.

Q: If there isn't 24/7 supervision and there isn't someone there are the time that a visitor does come, what do we do?

A: We will give out the cell phone number for the after business hours to all the neighbors. However, from 10pm to 8am, there will always be an evening supervisor present. We trust that this is an engaged community and that people will be observant. The other women in the house also create accountability.

Q: Well how will the women know who is authorized and who isn't?

A: There is a sign-in and sign-out sheet on the front door, we also will have open communication with the women and they will tell us if a visitor comes to the house.

C: But we, as neighbors, won't know who is pre-screened still.

BM: We are getting short on time.

Q: It's apparent that TTNA doesn't support this idea, but HH is still pushing to enter a community that is not welcoming. Why do they continue to push for this specific venue? Community Development's Director decision was taken back when legal information came in from Haven House.

A: The board of HH looked for a house for a long time. It's difficult in Juneau to find a six bedroom house to buy, let alone rent. This is the perfect place for this establishment.

At this point in the conversation, the legal representative for Haven House gave an analogy comparing the current situation to past issues of racism and un-welcoming neighborhoods. The majority of the people then left the meeting.

Q: HH is a business; the residents are required to pay rent, etc. Businesses are not allowed in D-5 zones. Also, there is no on-street parking allowed in this zone; where will the residents park, since there is not enough off-street parking available to them?

BM: There are multiple types of businesses allowed to run in a D-5 zone with a CU; for example, a bed and breakfast or a boarding house. However, homeowners within a subdivision have a conveyance that they can enforce through civil action to not allow these types of business. The CBJ cannot enforce this.

Q: Is this only for persons recovering or not?

A: 7 out of the 9 residents must be in recovery, any felon (not including sex offenders) could apply, but they must have identified with some sort of substance abuse at some time.

C: Thank you for trying to create an environment of structure and safety for these women. I can't understand why people are so upset over this concept.

Q: Has anyone called to help HH find an alternative location? Everyone likes this idea, but just doesn't want it in their neighborhood.

A: Yes, one suggested Shattuck house in the downtown. However, it's already rented and occupied. People are just fighting the idea rather than trying to find an alternate solution. If some different effort had been put in, it could have been a different story.

C/Q: Thank you to who is left of TTNA. We'd like to know how we can be good neighbors to you? We all feel very hurt that this neighborhood association was formed only because of HH.

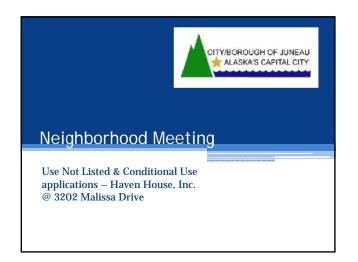
A: This faith based organization has great intentions and I have never seen this side of HH before. However, our neighborhood is zoned a certain way; I'm worried that our zoning laws won't be enforced. How we will handle the extra traffic on the street and excess cars? If the women don't have cars, will they ride the bus? They don't plow the street until late and it can be a struggle getting to public transit.

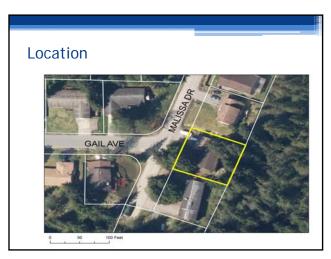
C: We're upset that there was no outreach to the neighborhood ahead of time; HH just came in rather than involving the community from the beginning.

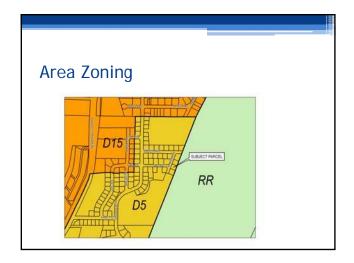
Q: If we supplied an address, can we be added to the mailing list?

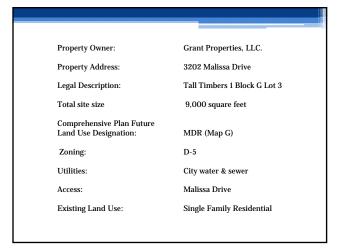
BM: Yes, we can arrange for that.

The meeting ended slightly after 8:00pm.









CBJ 49.20.320 Use Not Listed

After public notice and a hearing, the board *may* permit in any district any use which is not specifically listed in the table of permissible uses but which has been determined to be of the same general character as those which are listed as permitted in such district. Once such determination is made, the use will be deemed as listed in the table of permissible uses.

Use Requested

A re-entry home for women coming out of prison.

2 possible paths

- Use Not Listed is determined to require departmental approval. (1)
- Use Not Listed is determined to be a "conditional use" requiring an approved conditional use permit. (3)

Conditional Use Permit Process

- Agency review
- Public notice sign on site 2 weeks prior to public hearing
- Notices of public hearing mailed to property owners within 500 feet of proposed use
- Staff report written with evaluation and recommended findings (approval/denial) and recommended conditionals
- · Planning Commission public hearing & decision

Conditional Use Permit

CBJ 49.15.330

A conditional use is a use that may or may not be appropriate in a particular zoning district according to the character, intensity, or size of that or surrounding uses. The CU permit procedure is intended to provide the Commission the flexibility necessary to make determinations appropriate to individual sites.

Director's review procedure

CBJ 49.15.330(d)(5)

Even if the proposed development complies w/all the requirements of this title and all recommended conditions of approval the director may nonetheless recommend denial if it is found

49.15.330 continued

- A. Will materially endanger the public health or safety;
- B. Will substantially decrease the value of or be out of harmony with property in the neighboring area;
- C. Will not be in general conformity with the land use plan, thoroughfare plan, or other officially adopted plans.

CBJ 49.15.330(e) the Commission to consider

- (A) Whether the proposed use in appropriate according to the table of permissible uses (in this case decided by the UNL process);
- (B) Whether the application is complete;
- (C) Whether the development as proposed will comply with other requirements of this chapter.

Commission may deny or condition if it finds

CBJ 49.15.330 (f) (1), (2) and (3)

Same language as D(5) Director's determination

Conditions may include

- Development schedule
- Use (restricted to that indicated in the application)
- Owners association
- Dedications
- Performance bonds
- Commitment letter
- Covenants
- Revocation of Permits
- · Landslide and avalanche areas

Continued

- Habitat
- Sound
- Traffic mitigation
- Water access
- Screening
- Lot size or development size
- Drainage
- Lighting
- Other conditions (as may be reasonably necessary pursuant to standards listed in subsection (f) of this section.

Planning Commission Decisions

- Can be appealed
- Notice of appeal must be filed within 20 days of the Notice of Decision is filed with the City Clerk
- Fee is paid