

Agenda
City Commission of the City of Neodesha, KS
October 14, 2026 4:00 p.m.

Item 1: Opening Session

- Call to Order
- Roll Call
- Invocation
- Pledge of Allegiance
- Additions/Deletions to the Agenda
- Civic Organization Reports
- Mayor's Report
- Commissioner's Reports
- City Administrator's Comments
- Community Development Director Report
- Financial Reports Distributed

Item 2: Public Comments

(Public comments are invited at this time. Each speaker is limited to three (3) minutes. Prior to speaking, individuals **must** provide their name, address, and phone number to the City Clerk for the record and in case follow-up is needed. The Governing Body may or may not choose to respond to comments; however, no formal action will be taken during this portion of the meeting.)

Item 3: Consent Agenda (Routine agenda items can be approved with unanimous consent of the City Commission. Any item can be removed and placed in items of business.)

- Approval of September 23, 2026 Minutes
- Appropriation (2026) 18

Item 4: Business Items to Consider

- A. Public Hearing: CDBG Brown Hotel Project – Final Performance Review
- B. Discuss Personnel Policy; Police Department Leave

Item 5: Additional Public Comments

(Public comments are invited at this time. Each speaker is limited to three (3) minutes. Prior to speaking, individuals **must** provide their name, address, and phone number to the City Clerk for the record and in case follow-up is needed. The Governing Body may or may not choose to respond to comments; however, no formal action will be taken during this portion of the meeting.)

Item 6: Date/Time of Next Regular Meeting

Wednesday, October 28, 2026, 4:00 p.m. – Regular Meeting, City Hall

Item 7: Executive Session

Item 8: Adjournment

AGENDA COMMENTS
CITY COMMISSION MEETING
October 14, 2026

Additions to the Agenda

RECOMMENDED MOTION: *I move to approve the agenda as presented.*

Consent Agenda

RECOMMENDED MOTION: *I move to approve the consent agenda as presented.*

Business Items to Consider

4A: Public Hearing: CDBG Brown Hotel Project- Final Performance Review

The CDBG-funded Brown Hotel project has been completed. This public hearing is the final step in the grant process and provides an opportunity to review the project and grant activities. Garrett Nordstrom of Governmental Assistance Services will be present to provide an overview of the project and the scope of the grant process.

RECOMMENDED MOTION: *No motion needed.*

4B: Discuss Personnel Policy: Police Department Leave

Sam has requested a discussion about the 24 hours of personal leave provided to City of Neodesha employees. He would also like the Commission to consider increasing personal leave for patrol officers, so their benefit is more comparable to that offered to other City employees.

RECOMMENDED MOTION: *No motion needed.*

The Board of Commissioners met in regular session at 4:00 p.m., on Wednesday, September 23, 2026, in the Commission Room at City Hall with Mayor Johnson presiding and Commissioners Banzet and Truelove present. The meeting was recorded via Zoom platform.

Commissioner Banzet moved to approve the agenda as presented with the addition of Business Items 4G: Approve Use of Parking Lot Adjacent to Eagles Club; and 4H: Resolution: Authorize Fish Fry with Alcohol Sales. Seconded by Commissioner Truelove. Motion carried.

Civic organization reports were invited and heard.

Commission reports were heard.

City Administrator reports were heard.

Community Development Director reports were heard.

Financial reports were distributed.

Public Comments were invited and heard.

Commissioner Truelove moved to approve the consent agenda as presented consisting of minutes from the September 9, 2026 Meeting; and Appropriation (2026) 17. Seconded by Commissioner Banzet. Motion carried.

Mayor Johnson read a proclamation designating the week of October 4th through October 10th as Fire Prevention Week 2026. The proclamation urges all citizens of the City of Neodesha to take note of this year's theme, "Charge into Fire Safety: Safe Charging is a Superpower".

Administrator Jones addressed the Commission regarding the November Commission Meeting schedule to discuss and determine alternative meeting dates. Both regularly scheduled meetings conflict with holidays that month. Discussion held.

Commissioner Banzet moved set the 1st Commission Meeting in November for Monday, November 9, 2026 at 4:00 p.m. and the 2nd Commission Meeting in November for Monday, November 23, 2026 at 4:00 p.m. Seconded by Commissioner Truelove. Motion carried.

Administrator Jones addressed the Commission regarding a resolution that addresses setting a public hearing for the Dangerous Structure dwelling located at 806 Osage Street. Discussion held.

RESOLUTION NO. 26-17

A RESOLUTION FIXING A TIME AND PLACE AND PROVIDING FOR NOTICE OF A HEARING BEFORE THE GOVERNING BODY OF THE CITY OF NEODESHA, KANSAS AT WHICH TIME THE OWNER, HIS AGENT, LIENHOLDERS OF RECORD AND OCCUPANTS OF THE STRUCTURE LOCATED AT 806 Osage Street LEGAL DESCRIPTION: Lots Six (6), Seven (7) and Eight (8), Block Four (4), City of Neodesha, Wilson County, Kansas MAY APPEAR AND SHOW CAUSE WHY SUCH STRUCTURE SHOULD NOT BE CONDEMNED AND ORDERED REPAIRED OR DEMOLISHED AS AN UNSAFE OR DANGEROUS STRUCTURE.

WHEREAS, Brogan Jones, the Enforcement Officer of the City of Neodesha, did on the 31st day of March, 2026, file on behalf of the Governing Body of said City a statement in writing that certain unoccupied structures hereinafter described are unsafe and dangerous; **NOW, THEREFORE, BE IT RESOLVED** by the Governing body of the City of Neodesha that a hearing will be held on the 23rd day of November, 2026, before the Governing Body of the City at 4:00 p.m. in the Commission Room of City Hall, 1407 N. 8th; at which time the owner, his agent, any lien holder of record and any occupant of the structure located at **806 Osage Street** may appear and show cause why such structure should not be condemned as an unsafe or dangerous structure and ordered repaired or demolished.

BE IT FURTHER RESOLVED that the City Clerk shall cause this Resolution to be published two consecutive times and shall give notice of the aforesaid hearing in the manner provided by law.

Commissioner Truelove moved to approve Resolution 26-17 as presented, setting a public hearing for the dangerous structure located at 806 Osage for November 23, 2026, at 4:00 p.m. Seconded by Commissioner Banzet. Motion carried.

Administrator Jones addressed the Commission regarding a resolution that addresses setting a public hearing for the Dangerous Structure yard abatement located at 409 S 2nd Street. Discussion held.

RESOLUTION NO. 26-18

A RESOLUTION FIXING A TIME AND PLACE AND PROVIDING FOR NOTICE OF A HEARING BEFORE THE GOVERNING BODY OF THE CITY OF NEODESHA, KANSAS AT WHICH TIME THE OWNER, HIS AGENT, LIENHOLDERS OF RECORD AND OCCUPANTS OF THE STRUCTURE LOCATED AT 409 South 2nd Street LEGAL

DESCRIPTION: Description of Address Including Legal Description: The South 50 feet of the following described tract: Beginning at the Northwest Corner of that part of Block Seventy-Five (75) lying South of Mill Street in Neodesha, thence East 100 feet, thence South to the South line of Block 75, thence West 100 feet, thence North to beginning, Wilson County, Kansas AND (c) A tract beginning 100 feet East of the Southwest Corner of Block Seventy-Five (75), City of Neodesha; thence South Fifty (50); thence West Sixty-Five (65) feet to the Point of Beginning, Wilson County, Kansas AND (e) Commencing at a point 100 feet East of the Northwest corner of Block Seventy-Five (75) South of Mill Street, City of Neodesha, thence East 100 feet, thence South 185 feet; more or less, thence West 100 feet, thence North 185 feet; more or less, thence West 100 feet, thence North 185 feet, more or less, to Point of Beginning, LESS THE FOLLOWING TRACTS: Commencing at a point 175 feet East of the Northwest corner of Block Seventy-Five (75) South of Mill Street, City of Neodesha, thence East 25 feet, thence South 185 feet, more or less, thence West 25 feet, thence North 185 feet, more or less, to Place of Beginning AND: A tract beginning 100 feet East of the Southwest corner of Block Seventy-Five (75), City of Neodesha, thence North 50 feet, thence East 65 feet, thence South 50 feet, thence West 65 feet to the Point of Beginning, Wilson County, Kansas, MAY APPEAR AND SHOW CAUSE WHY SUCH PROPERTY SHOULD NOT BE CONSIDERED UNSAFE OR CAUSING A BLIGHTING INFLUENCE AND DIRECTING THE VIOLATION TO BE ABATED OR REMOVED AND THE PREMISES MADE SAFE AND SECURE. (cont on next page)

WHEREAS, the Enforcement Officer of the City of Neodesha, did on the 17th day of September, 2026, file on behalf of the Governing Body of said City a statement in writing that the property was found to be unsafe and/or causing a blighting influence;

NOW, THEREFORE, BE IT RESOLVED by the Governing body of the City of Neodesha that a hearing will be held on the 9th day of November, 2026, before the Governing Body of the City at 2:00 p.m. in the Commission Room of City Hall, 1407 N. 8th; at which time the owner, his agent, any lien holder of record and any occupant of the structure located at 409 South 2nd Street may appear and show cause why such property should not be considered a blighting influence and/or an unsafe property and be ordered to abate the property and be made safe and secure.

BE IT FURTHER RESOLVED that the City Clerk shall cause this Resolution to be published two consecutive times and shall give notice of the aforesaid hearing in the manner provided by law.

Commissioner Banzet moved to approve Resolution 26-18 as presented, setting a public hearing for the yard abatement located at 409 S 2nd for November 9, 2026, at 4:00 p.m. Seconded by Commissioner Truelove. Motion carried.

Administrator Jones addressed the Commission regarding a resolution that addresses setting a public hearing for the Dangerous Structure yard abatement located at 547 S 5th Street. Discussion held. Agenda item died due to lack of a motion.

Administrator Jones addressed the Commission regarding a resolution that addresses setting a public hearing for the Dangerous Structure yard abatement located at 907 Wisconsin Street. Discussion held. Agenda item died due to lack of a motion.

Administrator Jones addressed the Commission with a request from Michelle Lever representing Twin Rivers Aerie #3448 (Eagles Club), to hold a fish fry with alcohol sales in the parking lot adjacent to the club located at 113 S 4th Street, for Saturday, September 26, 2026. Discussion held.

Commissioner Truelove moved to approve the use of the parking lot adjacent to the Eagles Club located at 113 S 4th Street for a fish fry with alcohol sales. Seconded by Mayor Johnson. Commissioner Banzet abstained from the vote. Motion carried 2 ayes with one abstention.

Administrator Jones addressed the Commission regarding a resolution that authorizes the Eagles Club to conduct the fish fry with alcohol sales in the parking lot and permits the temporary closure of the lot for the event. Discussion held.

Mayor Johnson moved to approve Resolution 26-19 as presented, authorizing a fish fry with alcohol sales for September 26, 2026, 3 p.m. to 10 p.m. Seconded by Commissioner Truelove. Commissioner Banzet abstained from the vote. Motion carried 2 ayes with one abstention.

Administrator Jones addressed the Commission regarding the ratification of an immediate hazard property located at 513 N 10th Street. This property was the site of a structure fire on September 12, 2026. Discussion held.

Commissioner Truelove moved to ratify the enforcing officer's decision to demolish the remaining structure at 513 N 10th Street pursuant to Ordinance No 1647. Seconded by Mayor Johnson. Commissioner Banzet abstained from the vote. Motion carried 2 ayes with one abstention.

Administrator Jones addressed the Commission regarding the purchase of electric poles for ongoing maintenance and an upcoming project planned for 2027. Discussion held.

Commissioner Banzet moved to approve the bid from Thomasson Company for the purchase of utility poles in an amount not to exceed \$14,500. Seconded by Commissioner Truelove. Motion carried.

Administrator Jones addressed the Commission regarding a board appointment to the Rankin Memorial Library. This agenda item was tabled from the August 23, 2026 meeting pending clarification of policy on members within the city limits and members outside of the city limits. Discussion held.

Commissioner Truelove moved to appoint Cheryl Hearn to the Rankin Memorial Library Board with a term expiration date of 04/30/2026. Seconded by Commissioner Banzet. Mayor Johnson abstained from the vote. Motion carried 2 ayes with one abstention.

Public Comments were again invited and heard.

The next regular meeting of the Governing Body will be held at City Hall on Wednesday, October 14, 2026, at 4:00 p.m.

At 5:48 p.m. Commissioner Banzet moved to adjourn. Seconded by Commissioner Truelove. Motion carried.

ATTEST:

Devin Johnson, Mayor

Stephanie Fyfe, City Clerk

APPROPRIATIONS REPORT**APPROPRIATIONS NO 18****10/14/2026**

<u>VENDOR</u>	<u>REFERENCE</u>	<u>AMOUNT</u>	<u>CHECK NO</u>	<u>CHECK DATE</u>
ACRISURE MIDWEST TRUST	NOTARY BOND	50.00	77814	10/14/2026
ALTEC INDUSTRIES INC	PARTS & SUPPLIES	5,733.42	77815	10/14/2026
BLESSED BLOSSOMS	CATERING - FIRE CHIEF MEETING	274.70	77816	10/14/2026
BLUE ROCKET SEO	AIRPORT MONITORING SERVICE	479.85	77817	10/14/2026
BORDER STATES INDUSTRIES INC	ELECTRIC SUPPLIES	6,553.20	77818	10/14/2026
CALLTOWER	PHONE CHARGES	326.39	77820	10/14/2026
CANON FINANCIAL SERVICES	PRINTER LEASE	211.71	77821	10/14/2026
PATRICK CHRISLIP	CONSULTING SERVICES	25.00	77822	10/14/2026
CINTAS	FIRST AID SUPPLIES	677.68	77823	10/14/2026
MATT CLAIBOURN	CPR CLASS INSTRUCTION	120.00	77824	10/14/2026
CORE & MAIN	PARTS & SUPPLIES	2,503.02	77825	10/14/2026
SHELBY CULBERTSON	CLEANING SERVICES	300.00	77826	10/14/2026
CULLIGAN OF INDEPENDENCE	OCTOBER WATER SERVICE 2026	303.77	77827	10/14/2026
DCF-LIEAP	REFUND OF LIEAP MONIES	730.88	77828	10/14/2026
EAGLE RESEARCH CORP	DATA PUBLICATION FEE	45.00	77829	10/14/2026
ECX SYSTEMS LLC	BARRACUDA EMAIL SECURITY 10/26	50.00	77830	10/14/2026
ENCORE ENERGY SERVICES INC	SEPTEMBER BILLING	1,631.75	77831	10/14/2026
FREDONIA NAPA PARTS & SERVICE	CHAIN	26.99	77832	10/14/2026
FREDONIA OUTDOOR EQUIPMENT	CHAIN/BAR/AIR PURGE	89.58	77833	10/14/2026
FREDONIA TRUE VALUE HARDWARE	FILTERS	23.95	77834	10/14/2026
G & W FOODS	WATER	105.85	77835	10/14/2026
GALLS LLC	UNIFORMS	919.52	77836	10/14/2026
HARMONY LODGE	4TH QTR LEASE 2026	1,200.00	77837	10/14/2026
HAWKINS INC	CHEMICALS	6,615.60	77838	10/14/2026
INLAND TRUCK PARTS CO	STARTER	714.44	77839	10/14/2026
KANSAS MUNICIPAL UTILITIES	4TH QTR TRAINING GROUP 8 DUES	2,243.00	77840	10/14/2026
KANSAS ONE-CALL SYSTEM, INC	SEPTEMBER LOCATES	39.90	77841	10/14/2026
NKC Tire	TIRES	4,115.49	77842	10/14/2026

KMEA - MID-STATES	FUSE MOUNTING	1,721.97	77843	10/14/2026
LEASE FINANCE SERVICES	COPIER LEASE	435.21	77844	10/14/2026
LAKELAND OFFICE SYSTEMS LLC	COPIER MAINTENANCE	265.02	77845	10/14/2026
LANDIS+GYR TECHNOLOGY INC	SEPTEMBER 2026 AMR	1,655.00	77846	10/14/2026
LANDSCAPE DESIGN BY NICOLE	MAIN ST LANDSCAPE MAINTENANCE	3,330.00	77847	10/14/2026
TAMMIE MCCLEARY	CIVIC CENTER DEPOSIT REFUND	200.00	77848	10/14/2026
MEDICLAIMS INC	AMBULANCE COLLECTION FEES	195.20	77849	10/14/2026
MERIDIAN ANALYTICAL LABS LLC	WWTR AMMONIA/SAMPLE KIT	101.30	77850	10/14/2026
MIDWEST COMPUTER SALES	IT SERVICES	2,468.67	77851	10/14/2026
MODERN MARKETING	PROMOTIONAL ITEMS	368.50	77852	10/14/2026
MURPHY TRACTOR & EQUIPMENT CO	TOGGLE/ROCKER SWITCH	47.98	77853	10/14/2026
NEODESHA AUTO SUPPLY	AUTO PARTS & SUPPLIES	2,459.93	77855	10/14/2026
NEODESHA DERRICK NEWS	PUBLICATIONS	391.00	77856	10/14/2026
NORTH AMERICA FIRE EQUIP INC	UNIFORM REPAIR	98.45	77857	10/14/2026
O'REILLY AUTOMOTIVE INC	PARTS & SUPPLIES	186.58	77858	10/14/2026
PETTY CASH	PETTY CASH REIMBURSEMENT	169.40	77859	10/14/2026
PRIORITY POWER	OCTOBER BILLING	1,000.00	77860	10/14/2026
QUALITY MOTORS	AUTO PARTS	1,359.04	77861	10/14/2026
QUIKRETE CONSTRUCTION MATERIAL	ROCK	69.49	77862	10/14/2026
QUILL LLC	COPY PAPER	87.98	77863	10/14/2026
RANKIN MEMORIAL LIBRARY	TAX DISTRIBUTION	9,811.34	77864	10/14/2026
SALT CREEK VETERINARY CLINIC	VET SERVICES	58.96	77865	10/14/2026
SHERWIN WILLIAMS INDEPENDENCE	PAINT	288.64	77866	10/14/2026
STERICYCLE INC	DISPOSAL SERVICE	300.88	77867	10/14/2026
STUDEBAKER REFRIGERATION INC	ICE MACHINE RENTAL	95.00	77868	10/14/2026
TBS ELECTRONICS INC	RADIO SERVICE & REPAIR	181.00	77869	10/14/2026
TRUCK CENTER COMPANIES	PARTS & SUPPLIES	2,422.90	77870	10/14/2026
UNIFIRST CORPORATION	RUG & CLEANING SUPPLIES	219.72	77871	10/14/2026
US POST OFFICE	PRESORT MAILING FEES	390.00	77872	10/14/2026
WESTERN AUTO	PARTS & SUPPLIES	147.68	77873	10/14/2026
WILSON MEDICAL CENTER	SEPTEMBER TAX DISTRIBUTION	31,343.16	77874	10/14/2026
WOODS LUMBER COMPANY	SUPPLIES	591.56	77875	10/14/2026
ZOLL MEDICAL CORPORATION GPO	ELECTRODES & REPLACEMENT COVER	258.63	77876	10/14/2026

CASH	EMPLOYEE BIRTHDAYS	140.00	77639	9/14/2026
SPARKLIGHT	INTERNET SERVICE	201.11	77640	9/14/2026
KANSAS STATE TREASURER	MUNICIPAL COURT FEES	2,420.28	77641	9/14/2026
DAVID CASHMAN	UTILITY REFUND	206.00	77642	9/14/2026
RWD #4	AIRPORT RURAL WATER	30.73	77643	9/14/2026
SPARKLIGHT	INTERNET SERVICE	113.66	77644	9/14/2026
SPARKLIGHT	INTERNET SERVICE	215.59	77734	9/29/2026
A T & T	PHONE CHARGES	1,358.60	77735	9/29/2026
LABETTE HEALTH	AUGUST EMS SALES TAX	65,977.18	77736	9/29/2026
VISA	SUPPLIES,UNIFORMS,MEMBER DUES	9,316.65	77737	9/29/2026
WEX BANK	FUEL	10,467.86	77738	9/29/2026
A T & T	FIBER OPTIC SYSTEM	602.64	77739	9/29/2026
MIDWEST COMPUTER SALES	IT SERVICES	7,336.00	77740	9/29/2026
A & C AUTO GLASS	WINDSHIELD REPLACEMENT	525.00	77741	9/29/2026
CLEAR CHOICE AUTO GLASS	WINDSHIELD REPLACEMENT	325.00	77742	9/29/2026
SPARKLIGHT	INTERNET SERVICE	201.11	77743	9/29/2026
CASH	EMPLOYEE BIRTHDAYS	80.00	77744	9/29/2026
TOTAL		198,348.29		

Quality Places
915 SW Harrison St., Suite 250
Topeka, KS 66612



Phone: (785) 296-3481
Fax: (785) 296-3490
TTY: 711
KansasCommerce.gov

David C. Toland, Secretary

Laura Kelly, Governor

September 29, 2026

The Honorable Devin Johnson
Mayor, City of Neodesha
1407 North 8th Street
PO Box 336
Neodesha, KS 66757

RE: City of Neodesha - 24-CR-011

Dear Mayor Johnson,

On August 11, 2026, I met with Garrett Nordstrom of Governmental Assistance Service (GAS) to monitor the above-referenced CDBG Project. This final monitoring should be viewed as a cooperative effort between the Community Development Block Grant (CDBG) staff and the grantee. The field staff makes observations by reviewing project files and performing site visits.

The final monitoring covered the following areas such as program progress, financial management, environmental review, procurement, labor standards, equal opportunity, quarterly progress reports, Section 3, BABA, and citizen participation.

The following observations have been made:

Program Progress: The commercial rehabilitation project, located at 519-525 West Main Street, is 100% complete after 16 months. There were no time extension requests for this project.

National Objective: The project meets the national objective of eliminating blight on a spot basis. The grantee completed a Blight Resolution designating the building as blighted and citing the conditions that were detrimental to health and safety. The scope of work for the building addressed the conditions cited in the Blight Resolution.

Financial Management: As of monitoring, the grantee had requested and expended \$298,000 of the total \$300,000 in CDBG funds. The local budget overspent \$404,272.56 of their \$334,000 in local matching funds. Funds were expended within the three-day rule.

Environmental Review: The grantee correctly determined and completed a "Categorically Excluded Subject To" review, and the release date was March 6, 2025. The environmental review record is available to anyone wishing to review the document.

Procurement: The grantee showed compliance with federal and state regulations in the procurement of general contractor Mitchell Markowitz Construction Company Inc. There have been three contract change orders reducing the contract amount to \$944,858.16.

Labor Standards: The grantee submitted the Verification of Contractor Eligibility forms on all contracts used on this project. This project utilized Davis-Bacon General Wage Decision KS20250044 dated

06/20/2025, Mod #5, for Building. Weekly payrolls from Mitchell Markowitz, Burnap Bros, Wray Roofing, and Mid-Continental were reviewed and noted no concerns. There have been three employee interviews conducted, two from the general contractor and one from a subcontractor. The files contained the Certificate of Understanding & Payroll Authorization forms.

Equal Opportunity:

Fair Housing: The 2026 Fair Housing activity was the creation of an FH poster Knowing Discrimination and placed it in city hall.

Beneficiaries: The project beneficiary demographic data, as it appeared on the grantee's CDBG application, has been verified and approved.

Certifications: The administration, architect, and construction contracts all complied with appropriate civil rights certifications and requirements.

Quarterly Progress Reports: All Quarterly Progress Reports were submitted on time.

Citizen Participation: The required pre-application public hearing was held before grant submittal. The advertisement publishing and public hearing were conducted properly. A second public hearing will detail proposed activity and completed activity to review grant performance and must be held before fiscal closeout of the project.

Section 3: The project is subject to Section 3 requirements. The project included 1,908 labor hours worked. Of those labor hours, 742 labor hours were worked by Section 3 workers and zero hours worked by Targeted Section 3 workers. Based on the labor hour benchmarks, the project does not meet Safe Harbor. However, the grantee and contractor conducted sufficient qualitative efforts to meet Safe Harbor.

BABA: The project is subject to BABA for iron, steel, specifically listed and not listed construction materials, and manufactured products. The grantee has completed and submitted the Project Items BABA Status Worksheet, and they did not seek any waivers.

Conclusion: The grantee has complied with the state and federal program requirements. The cooperation of the grantee and the grant administrator during this monitoring is greatly appreciated. The grantee may now conduct its performance public hearing and process closeout of this project.

The project can closeout fiscally. However, the project will not be finalized until the renovated commercial space is occupied and operational. Commercial operations are required to commence within one year of the project's Certificate of Completion. Please provide documentation on commercial operation commencing to your Project Manager to finalize the project.

If you have any questions or concerns, please feel free to contact me at tim.parks@ks.gov or by phone at 785-480-8072.

Sincerely,



Timothy Parks

cc: Garrett Nordstrom, GAS