#### **APPROVED**

#### TOWN OF PELHAM

# BUDGET COMMITTEE – MEETING MINUTES

Thursday, September 21st, 2023

<u>CALL TO ORDER</u> – Ms. Meg Bressette opened the meeting at approximately 6:33 PM.

## PLEDGE OF ALLEGIANCE

Ms. Bressette called attendance:

**PRESENT:** Chair Meg Bressette

Vice Chair Greg SmithSecretary Deborah Ryan

Bob Sherman Ellen Cormier

Garrett Abare – not present at the time of roll-call; arrived at 6:37 PM

Paul Grant David Silva

Selectmen Representative Jason Croteau School Board Representative David Wilkerson

Recording Secretary Heidi Zagorski

**ABSENT:** None

#### **BUSINESS**

2526 Receipt of Correspondence

Ms. Bressette stated that member Mr. Eduardo Martony has resigned from the Budget Committee. Ms. Bressette announced that this will open up a seat on the Budget Committee which will finish out the term for the March 2024 vote. Ms. Bressette said there will be a posting on September 23<sup>rd</sup>, 2023 for the volunteer position. The ballot in March would be a one-year term for a member to be elected. If anyone is interested in joining the Budget Committee to fill out the remainder of the term, the Town of Pelham will put out a posting on the morning of September 21, 2023, and there will be an application in the Board of Selectmen's office at www.pelhamweb/employment. The completed volunteer application can be emailed to mbinette@pelhamweb.com or dropped off in person at 6 Village Green in the Selectmen's office. The volunteer position will remain open until the seat is filled by the Budget Committee.

## MINUTES REVIEW: January 12, 2023 and September 14, 2023

#### January 12<sup>th</sup>, 2023 Meeting Minutes

The Budget Committee had no changes or revisions to the January 12th, 2023 minutes.

**MOTION:** (Sherman/Smith) To place the January 12<sup>th</sup>, 2023 Budget Committee Meeting minutes on file.
43 **VOTE:** (5-4-0) The motion passed.

Ms. Bressette announced for the record that Mr. Garrett Abare joined the Budget Committee meeting at this time.

## 47 <u>September 14<sup>th</sup>, 2023 Meeting Minutes</u>

The Budget Committee had no changes or revisions to the September 14th, 2023 minutes.

**MOTION**:

(Grant/Abare) To place the September 14th, 2023 Budget Committee Meeting minutes on file.

**VOTE**:

(7-3-0) The motion passed.

## OLD/TABLED BUSINESS: Bylaw Review - Numeric tallies RSA 32:5, V-a

Mr. Paul Grant explained when town residents go to vote on town warrants and articles, that they read a blurb, and have discussed how to clarify this because it is not always detailed enough and clear for voters. Mr. Grant recalled how the ballot says 'recommended by' or 'approved by' by the Budget or Selectmen for warrant articles. Mr. Grant said to possibly cause residents to pause before voting, he believed if they saw a numerical tally next to warrant articles, they could take a closer look before voting. Mr. Grant added this would be more transparent.

Mr. Greg Smith said he believed this could help voters to research before voting.

Ms. Bressette said this is discretionary. She said under the RSA unless it has already been voted upon, the legislative body of the town has said you must do the recommended by, then it is up to the Budget Committee, School Committee, and the Selectmen to decide whether or not to do tallies. She added when the bylaws are proposed that they put in the actual RSA language with the information that though it is not required, the Budget Committee can do so on their initiative if they vote to do so. Ms. Bressette said they do have to state if they recommend or not recommend it.

Mr. Bob Sherman said when it comes to the individual department budgets, they vote on the bottom line, the total amount that is going to be requested, not the individual departments. Mr. Sherman agreed with Mr. Grant's suggestion of adding the tallies to the ballot.

Mr. David Silva said he agreed with the concept, and he would be looking more along the line for the public to see who voted no and their reason for saying no, suggesting adding the names to the ballot. Ms. Bressette said it is not recommended by the New Hampshire Municipal Association that the names be listed and it is not in the RSA that names be put on the tally.

Mr. Garrett Abare said it took him a fair amount of time to find the meeting minutes and believed it wouldn't be ideal for a person to find the specific meeting minutes for a specific topic.

Ms. Bressette reminded the Committee that this discussion was to amend the bylaws. She explained there would be wording presented for the Budget Committee to decide whether or not to put tallies on the ballot or keep it as recommended or not recommended. Ms. Bressette said this would include language for future Budget Committees so they are aware that they do not have to, but they can vote to include tallies on the ballots.

Ms. Deborah Ryan said we are a committee, and the committee makes a recommendation and everyone on this committee needs to stand by the recommendation because they are one of this committee. Ms. Ryan said even if you are against it, you shouldn't work against it because this committee as a whole made a decision and recommendation to the townspeople. Ms. Ryan provided an example of a previous School Board Committee situation where people voted no, but then worked against and actively did things against the vote of the School Board Committee.

Mr. Sherman said this body being an independent body separate from the Selectman can by changing its bylaws have the members' vote put on the ballot. He said should the public put a warrant article to eliminate the Committee from doing so, they would then override the Committee.

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Ms. Bresette said the bylaws would be changed so the RSA had the information for the Budget Committee to know that they can vote on whether or not to include tallies or not.

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Mr. Smith said he would like something in writing to understand it and suggested tabling the conversation for the chance to have something on paper to review.

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Mr. Smith said providing the voters with a measure of transparency is helpful and if the Committee is confident in its decisions and recommendations, he trusts the voters.

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Mr. Jason Croteau said the Selectmen adopted the tallies on the ballots last year and his experience at the polls that year was filled with positive feedback. Mr. Croteau said last year the Budget Committee did it as well. He confirmed with Ms. Bressette that the new RSA would be voluntary. Ms. Bressette said it would be determined each budget season. Mr. Croteau said they do send out a voter guide that includes this information and he is in favor of adding tallies to the ballots.

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Mr. Abare said that he thinks it should be something automatic each budget season and if the Budget Committee wanted to opt out of it, then they could. Mr. Abare said he thinks that stating 'approved by' suggests a unanimous vote. He said he thinks it is important for voters to have the opportunity to look at the tallies.

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## **REVIEW TOWN BUDGETS**

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#### **CABLE**

- 120 Mr. Jim Greenwood from the Cable Board introduced himself.
- Ms. Bressette said the operating budget for last year for cable was \$172,837. The department request this year was 121 122

\$172,066 and the Selectmen approved for 2024, \$169,186 which is a 2% decrease.

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Mr. Greenwood started with salaries stating his salary is contractual and his contract ends on March 31, 2024. Mr. Greenwood said the studio production assistant is a union position and the only part-time support staff position has

remained the same. 126

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Mr. Greenwood explained the need for the meetings which can involve eight cameras controlled robotically with a controller. He has a decrease in the Budget Committee meetings due to the meeting schedule being condensed. The town meeting has decreased, and the School Board and the Conservation Committee meetings have increased due to the need for additional technology. Mr. Greenwood said he had included the Forestry Committee however the Selectmen decided post-pandemic that they did not have to broadcast any longer creating a decrease. Mr. Greenwood added there is a decrease in Sherburne Hall productions as well.

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Mr. Sherman asked about the wastewater meetings. Mr. Greenwood confirmed the MS4 (Stormwater Management) meetings are quarterly and fall under the Sherburn Hall production support.

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Ms. Bressette asked about the salary increase last year of \$2/hour. Mr. Greenwood said he starts at \$15/hour as a base and will re-think this next year and maybe increase as the minimum wage continues to go up in surrounding states.

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Mr. Greenwood said there is a decrease in supplies for DVD cases and DVDs. He said he still records every meeting on a DVD as a backup solution. Mr. Greenwood said there is an increase in memory cards to record the meetings.

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Mr. Greenwood said telephones have been removed from his budget and moved into the town building budget.

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Mr. Greenwood said there is a small increase on the internet for a Wi-Fi cable that allows him to broadcast remotely from the school and on the field to broadcast to YouTube.

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Mr. Greenwood said the reason his budget went down substantially even though some items increased is that he signed a contract last year and received an equipment grant. He said they have received \$28,000 already and will receive

\$10,000 each year for the next nine years after that. This allowed him to reduce the repair and new equipment line. 151

152 Ms. Bressette confirmed with Mr. Greenwood that the cable brings in revenue.

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Mr. Greenwood said there are a couple of small increases in expenses.

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Mr. Greenwood said they receive revenues from Comcast. He said they estimate about \$251,000 this year and the budget is roughly \$160,000 so the balance of that goes into the general fund to help offset taxes. Mr. Greenwood said the entire budget is paid for by subscriber fees that the cable subscribers pay. Ms. Bressette confirmed with Mr. Greenwood that the current contract with Comcast is for ten years. Mr. Greenwood said they are at about 3,200 subscribers out of 4,600-4,700 parcels in Pelham.

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Ms. Ryan asked if the capital equipment grant is part of the cable revenue fees. Mr. Greenwood said it is not; it is a fund that he can draw from when equipment is needed. He explained it does come from the subscribers and it is a fee in addition to the franchise fee.

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> Mr. Bob Long introduced himself from the Pelham Transfer Station. Ms. Bressette said the 2023 operating budget was \$1,309,845. The department request for 2024 is \$1,421,329 and the Selectmen approved \$1,333,467 which is a 1.8% increase.

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Mr. Long said the salaries are contractual for all employees and part-time is usually a regular 2% raise.

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Mr. Sherman asked when the vacant position would be filled. Mr. Long said this will be the second year with a need to fill an on-call attendant vacancy.

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Mr. Long said supplies have a small increase because they took over the pest control. The Transfer Station took over the whole bill and in the past, the town was paying half.

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Mr. Long said the telephone and internet are contractual through the town.

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Mr. Long said the diesel and gas have stayed the stay with an annual inspection that did go up \$100.

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Mr. Long said the repairs for the trailers were removed because he has two new trailers now.

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Mr. Sherman asked about the skid steer on the CIP (Capital Improvement Plan) for next year. Mr. Long said the 186 current skid steer is a one-arm 2017 skid steer that cannot handle the weight and has put \$12,000 worth of repairs into 187 188 it within a year and a half. Mr. Sherman asked if the repair budget would go down once the skid steer was purchased.

Mr. Long said yes. 189

Mr. Long said equipment rentals were for the trailer that they now own, so it went down. Mr. Long said they do use a rental occasionally during the holidays for extra storage.

Mr. Long said the solid waste compactor was installed.

Mr. Long said expenses have increased for the MSW (municipal solid waste) and the recycling because they are in a 4-year contract that increases each year. Mr. Long said they have to test the ash four times a year which is a new item. Mr. Long said he also added in brush removal because they were not allowed to burn twice during the year due to dry weather which is about \$1500 per load to remove. Ms. Bressette confirmed they can only accumulate so much before it becomes a hazard.

Mr. Grant asked to explain the process of the recyclables. Ms. Tammy Penny introduced herself as the Finance Director to explain. Ms. Penny said they have to budget the full appropriation. She explained what the Board members see is the number of the cost when they pay the bill and not the revenue netted through.

Mr. Sherman asked about the glass and aluminum cans. Mr. Long said the aluminum cans are usually sent out once a month with a haul fee of \$180 and receive about \$1200-\$1400 per month in revenue. The glass is a large expense at about \$600 per month to haul. Mr. Long said the new truck would allow them to haul the aluminum and glass themselves and cut the haul expenses for both.

Ms. Bressette asked if the MSW hauling fee is under contract. Mr. Long said it is under contract for 4 years and has been in the contract for one year at the end of September. Ms. Bressette asked what the increase is per year. Mr. Long said last year it was \$110/ton, and this year it is \$115.50/ton. Mr. Long said he would send the information to Ms. Bressette for the following years.

## CEMETARY DEPARTMENT

Center Cemetery, and painting projects.

Mr. Sean Cunningham introduced himself as the cemetery foreman and Ms. Lisa Wood introduced herself as the office administrator. Ms. Bressette said the operating budget for 2023 was \$177,573. The department request was \$281,002 and approved by the Selectmen which is an increase of 58.2%

Mr. Cunningham said under salaries the cemetery's sexton's position was eliminated resulting in a decrease. Mr. Cunningham said his salary is contractual. He said it has increased because when they eliminated the sexton's position, they made two promotions within the office. Mr. Cunningham said they are proposing a new union position of cemetery caretaker. Mr. Cunningham explained when he was promoted, he left the position of the cemetery caretaker and moved up into the foreman position, leaving the cemetery caretaker position vacant since December 2022. Mr. Cunningham said he has been covering this position with part-time employees. Ms. Bressette confirmed with Mr. Cunningham that there was not a foreman position previously. Ms. Bressette asked if it was the cemetery trustees who decided to eliminate the sexton stipend. Mr. Cunningham said yes. Mr. Cunningham explained the vacant cemetery caretaker position would start on April 1st, 2024, and follow through until the end of December. He explained filling this position would allow for projects to be completed beyond mowing the grass and weed whacking. Ms. Lisa Wood explained that there are six cemeteries in town and there is always an abundance of work to be done beyond the regular maintenance. Mr. Cunningham said some of the projects that they were not able to complete this year included building a hangar for the sander for the winter trucks, installing a guard rail system between Gibson Cemetery and the

Mr. Smith clarified with Mr. Cunningham that a job description was created, and a budget was put together and taken to the Selectmen, and they agreed to it. Mr. Cunningham said the position was discussed with his Board and they

- voted unanimously 5-0 on the caretaker position. Mr. Sherman clarified with the Budget Committee members that the 239
- Cemetery Board and its five trustees are independent. Mr. Sherman said it was the Cemetery Board that Mr. 240
- Cunningham was talking about. Mr. Smith confirmed with Mr. Sherman that the job description and the request for the 241
- 242 job would go to the Cemetery Board, not the Board of Selectmen. Mr. Smith said it is still coming out of the same pool 243
  - of taxpayers' funds. Mr. Sherman confirmed yes.

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Ms. Bressette said for the 39 weeks that the cemetery caretaker position would take effect, with insurance, worker's comp, clothing allowance, retirement contribution, taxes, dental, and life insurance would be \$64,271.12 and for a full year, it would be \$85,528.15.

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Mr. Smith said previous to this there was a full-time position and several part-time positions and now there would be two full-time positions and several part-time positions. Mr. Cunningham said correct. He said if you go back a few years, there was one position called cemetery caretaker that was a full-time union employee. They hired part-time employees to help with the maintenance. He explained since he was the cemetery caretaker and moved into the union foreman position, that leaves the cemetery caretaker position open to be filled. Ms. Bressette stated the cemetery foreman is the new position.

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Mr. Grant said there is a lot of area to cover and maintain. Mr. Grant asked how often they are interring people in the cemeteries. Mr. Cunningham said he cannot predict the numbers; it varies. He said sometimes it is 52/year and just last month they had close to 30. Mr. Grant said he recognizes there is a lot of maintenance on the existing cemeteries.

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Ms. Ellen Cormier asked what the sexton position was. Mr. Cunningham said it began when the church owned the cemetery, they had a sexton position similar to a maintenance person to take care of the cemeteries. He said from here the position carried on.

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Mr. Smith asked if there was a revenue side to the Cemetery. Mr. Cunningham said there is a cemetery plot charge and there is a burial fee. Ms. Penny from the Finance Department said 60% of plot sales go into a perpetual maintenance fund and 40% goes into a general fund. Ms. Penny said you are not seeing revenue on the sheets in front of you, you are seeing just the appropriations. Mr. Smith asked if the revenues cover the costs of the cemetery. Ms. Penny said she could run revenue reports and send them to Ms. Bressette.

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Mr. Cunningham continued to discuss the vacant caretaker position and the need for the foreman position with the Board. Mr. Cunningham said the foreman position was created to take care of the scheduling needs of all the cemeteries and the part-time employees, and also work with the office administrator, the funeral homes, and the families. Mr. Smith stated in his opinion if there was a promotion and you added someone who is creating a new position, there would be a big scrutiny asking do we have the money for the promotion and the new role.

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277 278 Ms. Penny explained that the reason why there was enough funding in 2022 was because that decision and that promotion came late in the year and the sexton position had already been eliminated and this is why the Cemetery Board was able to promote Mr. Cunningham. Ms. Penny said the Board of Selectmen cannot make any changes to the cemetery budget, but the Budget Committee can.

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Mr. Croteau said Ms. Lisa Wood is a Cemetery Trustee.

- Ms. Wood explained that when they eliminated the sexton position, Mr. Cunningham gained many more duties so that 283 284 is taking him partially into the office, and a lot outside, and he is overseeing the part-timers, scheduling the work to be done, and completing the burials. Ms. Wood explained they are trying to replace the caretaker duties because Mr. 285
- 286 Cunningham has added on more duties from the sexton's elimination. Ms. Bressette asked if the Trustees discussed

eliminating a part-time position to make up for the increase. Mr. Cunningham said there was an eight-hour cut with one of the part-timers. Ms. Cormier asked if filling the vacant position would eliminate the overtime. Mr. Cunningham explained they cannot eliminate the overtime because sometimes burials need to take place on a weekend or holiday. Ms. Cormier asked if the sexton position was non benefitted. Mr. Cunningham said correct.

Mr. Cunningham said you will see small increases in supplies for misc. hand tool replacements, an increase in flowers for Memorial Day and Veteran's Day, grass seed, and lime all due to price increases. He said the fertilizer price decreased. Mr. Cunningham said he decreased the budget for the glue for headstone repairs, and decreased tree replacement.

Mr. Cunningham said the computer leveled out. He said office paper increased by \$100.

Mr. Cunningham said the telephone is contractual but did increase because they added high-speed internet. He said the phone stipend increased because the sexton position was \$40/month, and the foreman contractually is \$45/month.

Mr. Cunningham said gas decreased because the cost went down and oil increased because oil prices went up. He said diesel pricing went down so there is a decrease there.

Mr. Cunningham said under repairs and projects, the water lines constantly need repair and there was an increase in pricing there. He said mowers and tractor repairs were increased because the mowers are getting older and maintenance cost has increased. He also said they have four mowers now and previously had two. Mr. Cunningham said the weed-cutting line stayed the same. He said truck repairs increased. Mr. Sherman asked what year the truck was and how many miles were on it. Mr. Cunningham said they have a 2019 Ford F-550 dump truck with 20,258 miles, a 1996 Ford F-350 dump truck used for a vacuum system for leaf clean-up with 149,000 miles, a 2010 Chevy Silverado 1500 4-wheel drive with 124,742 miles, and a 2015 L-4060 Kubota backhoe loader with 1,531 hours. Mr. Sherman suggested any future equipment replacement that may be needed should be placed on the CIP.

Mr. Cunningham said there is an increase of \$560 in rentals because they have to rent a compressor to blow out the lines at the end of the year.

Mr. Cunningham said under the equipment and tech plan, there is an increase of \$250. He explained they have 5 electric weed whackers that are four years old, and it is time to replace them.

Mr. Cunningham said the only increase under expenses is the clothing allowance if the full-time position gets approved.

Ms. Bressette asked if they are spending \$4000/year on tree pruning. Mr. Cunningham said yes.

 Ms. Wood discussed the columbarium project has been in the works for 2-3 years and is at the stage where they have enough money in the trust funds to purchase the units. Ms. Wood shared photos of the columbarium units. She said they are proposing a large center unit and each small square would hold a cremation. Ms. Wood said in total there would be 242 niches explaining each cremation goes into a niche. Ms. Wood explained that they are running out of land and if a family buys a land lot and only places a cremation on the lot, the cemetery is losing a lot of land. This will provide an option if a family chooses the cremation option. It will be a garden-type sanctuary. Ms. Wood said the actual price for the five units is \$51,740. She said they have enough money in the trust fund to purchase the actual units. She said they needed to develop the area where the columbarium would be. She said the \$44,260 on the budget is to help defray the cost developing of the tree cutting, hardscaping, stump grinding, electrical, water, shrubbery, and

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benches. Ms. Wood said they hope to complete this project by early summer of 2024. Ms. Bressette asked how much a

unit would cost for a family to purchase one. Ms. Wood said it could be \$1200-\$1600 per unit adding that when they are sold it is going to be the same 40% into the general fund and 60% into the cemetery trust fund. Mr. Abare asked what type of maintenance would be required for this. Mr. Cunningham explained it would not require much maintenance.

Mr. Grant asked how many cremations there have been in the past year and what the demand is. Ms. Wood explained that cremation burials are just as popular now as full burials. She made it clear that the amount of \$44,260 would be just for next year and just for this development.

Mr. Silva asked how they would expand to enlarge this particular unit. Ms. Wood said the proposed areas in Gibson Cemetery have three sections in a fielded area. Ms. Wood said if they outgrew the columbarium in years to come, they could add pathways and another unit.

Mr. Smith confirmed with Ms. Wood that they have researched the market to ensure that the pricing for land lots is appropriate. Mr. Smith suggested increasing the price of the land lots to encourage people to buy into the columbarium. Ms. Wood said in her research, that the columbarium niches do exceed the cost of the regular lot in other cemeteries. Mr. Sherman confirmed with Mr. Cunningham that the land lots are only available to the townspeople of Pelham.

### **HEALTH SERVICES**

Ms. Bressette said the operating budget for last year was \$73,700 and the Selectmen approved for this year \$45,800 which is a decrease of 37.9%.

 Ms. Penny explained that these different organizations are non-profits that serve our community. Ms. Penny said her predecessor had written that all of these communities submit their request each year by June 30<sup>th</sup>. She said the first five did get their request in on time. She said there are a few items here where they do not have new support, but she would expect some of these requests to surface a little later on as we may experience an economic downturn. The Board would need to decide if they would pay these or not at that time and then remind these organizations that they need their request by June 30<sup>th</sup> each year.

Ms. Penny explained the reason there is a big decrease is that there was a placeholder for Home Health and Hospice that was intentionally cut because most of the services provided were covered by residents' Health insurance.

#### **HEALTH OFFICER**

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which is a decrease of 20.8%. Ms. Penny said the Health Officer is now Chris Hopkinson. She said Mr. Hopkinson started with the town in May and works in a part-time capacity. He is responsible for infectious diseases, environmental hazards, some emergency response, and some inspections for health-related items. Ms. Penny said the department requested 20 hours per week and the Board of Selectmen reduced those hours to 16 per week. Ms. Penny said there is a deputy officer who is paid quarterly.

Ms. Bressette said the 2023 operating budget was \$7,956 and the Board of Selectmen approved a budget of \$69,652

378379 HUMAN SERVICES

Ms. Bressette said the operating budget for 2023 was \$75,640 and the Board of Selectmen approved \$75,650. Ms.

Penny said this is the budget where the welfare director oversees financial assistance to our residents. Ms. Penny said

the Board of Selectmen did update a policy in June stating that all of the responsibility for the day-to-day

administration of the general assistance program should be vested in the elected or appointed welfare official. Ms. Penny added that it is the Board of Selectmen that approves the welfare guidelines.

Mr. Abare asked where the money comes back if it is paid back. Ms. Penny explained that sometimes it can be paid back for example if a resident demonstrates financial need, they will go to the welfare administrator, they may determine that there is a need for a homeowner to receive temporary assistance and when this occurs the welfare administrator is required to put a lien on the property. Ms. Penny said after about a year, there is a certain percentage of interest that occurs and eventually the party will have to pay back the lien. Ms. Penny explained that you would not see this in appropriations because it would be part of a revenue. She said she would send the name of the revenue account to Ms. Bressette. Mr. Abare asked how often it gets paid back. Ms. Penny said she has worked for the town of Pelham for thirteen months and has seen it paid back once.

## **TOWN CELEBRATIONS**

Ms. Bressette said the operating budget for 2023 has remained flat and approved by the Selectmen at \$24,960. Ms. Penny explained this is the department that includes fireworks and holiday lights. Ms. Penny said they paid \$8,000 for fireworks this year, \$1,055 for the porta potties, and \$14,000 for the holiday lights. Mr. Smith asked if the lights were owned by the town. Mr. Croteau explained that the town owns the Christmas tree but does not own the holiday lights. Mr. Croteau said they are looking into buying lights as well as leasing lights with hiring someone to put them up and take them down.

#### **NEW BUSINESS**

Ms. Bressette announced that the next meeting is September 28th, 2023, at 6:30 PM.

## **ADJOURNMENT**

**MOTION:** (Ryan/Silva) To adjourn the meeting.

**VOTE**:

(9-0-0) The motion passed.

The meeting was adjourned at approximately 8:48 PM.

- 416 Respectively Submitted,
- 417 Heidi Zagorski
- 418 Recording Secretary