Upon roll call, those present and absent were:

Commission Members Present: Alexa Scholl (Chairperson) Greg Facey Jennifer Garcia Nicholas Nieri-Lang Augustin Urquidi Thomas Warne

Commission Members Absent: Laura Dent

Staff Members Present: Suzanne Mesich Rene Figueroa Jesus Acedo

1	MS. MESICH: (Inaudible) system because these meetings are
2	recorded and you just need to press the button on yours when you're
3	speaking so that we could catch your comments. And we'll start with
4	Rene Figueroa from our office calling the roll.
5	MR. FIGUEROA: Okay. And if anybody has correct - if I
6	incorrectly pronounce your name, just let me know, okay? For future
7	reference. Laura Dent. She's absent. Greg Foss Fosse (ph.)?
8	MR. FACEY: Facey.
9	MR. FIGUEROA: Facey. Correct? Jennifer Garcia?
10	MS. GARCIA: Present.
11	MR. FIGUEROA: Nicholas Nieri-Lang?
12	MR. NIERI-LANG: Present.
13	MR. FIGUEROA: Alexa Scholl?
14	MS. SCHOLL: Scholl.
15	MR. FIGUEROA: Scholl. Okay.

1 MS. SCHOLL: Here.

2 MR. FIGUEROA: Thank you. Augustin Urquidi?

3 MR. URQUIDI: Urquidi.

4 MR. FIGUEROA: Urquidi.

5 MR. URQUIDI: Present.

6 MR. FIGUEROA: Thank you. And Thomas Warne.

7 MR. WARNE: Present.

8 MR. FIGUEROA: Thank you. Okay. And with that, we have a 9 quorum, Madam Clerk. Thank you.

MS. MESICH: Thank you. I'll chair the meeting just for a few minutes while we go through our opening remarks and introductions. My name is Susan Mesich. I'm the City Clerk, and I'm very happy to have you all here. Thank you for going through this process with us, the Charter process that's mandated by the voters. And we appreciate your time and attention.

16 We'll go through the binder in a little bit and give you an 17 opportunity to decide what dates, or days of the week, and times work 18 for you. Your work needs to be completed by March 15th of 2023. So, 19 with that, if we can start with Commission Members and introducing 20 yourselves.

MS. SCHOLL: I'll go first, I guess. My name's Alexa Scholl. I'm the Director of (inaudible) Advocacy for the Tucson Metro Chamber. And prior to that, I served a four-year term on the Prescott City Council. And so, I'm happy to be here, especially considering in Prescott the Council Members make \$500 a month. It's definitely not a

1 living wage there. So, looking forward to discussing more about what 2 we think Council Members and Mayors are worth, and I'll put that 3 forward to the voters.

4 MR. NIERI-LANG: Hi. Nice to meet you all. My name is 5 Nico Nieri-Lang. I'm a student here at the University of Arizona. I 6 am excited to be here.

I am the Student Body Vice-President, actually. And
apologies if I ask a lot of questions during this time. So, I
appreciate you all. Thank you.

MR. WARNE: (His microphone only recorded portions of his introduction.)

MR. URQUIDI: I'm Augustin Urquidi. I'm retired. I worked for the State of Arizona as a supervisor and case manager for thirtynine and a half years. Currently serve on the Board of Directors for ENVP. It's Eastside Neighbors Volunteer Program. It serves the senior population and disabled, provides services to them.

Happy to be on the Commission. Look forward to learning a lot and being involved in the decision-making process as far as the recommendations of the Mayor and Council.

20 MS. GARCIA: I'm Jennifer Garcia. I work at the University 21 of Arizona in the School of Plant Sciences in the College of 22 Agriculture. Recently graduated from the U of A with my master's 23 degree in public administration (inaudible) government. And I've been 24 a Tucson resident for 31 years.

1 MR. FACEY: My name is Greg Facey. I work for a non-profit 2 by the name BellXcel that serves underprivileged youth throughout the 3 United States. I served on this same organization or committee last 4 time, so, two years ago. So, happy to be here again.

5 MS. MESICH: We have two Staff Members with us, if you'd 6 introduce yourselves.

7 MR. FIGUEROA: Okay. I'm Rene Figueroa with the City Clerk's Office, and I kind of help out with the BCC's, the Board 8 (inaudible) Committees, Commissions. (Inaudible) loyalty oath 9 virtually. Thanks, thanks for that and thanks for being here, okay? 10 11 MR. ACEDO: Hi, everyone. My name is Jesus Acedo. I'm a manager with the Clerk's Office, and I oversee the Records Section 12 currently. So, Rene - Rene and myself will be providing support 13 14 throughout your term through the Commission and so, you'll be hearing 15 a lot from us.

MS. MESICH: So, the next thing, next item on the agenda is the Open Meeting Law presentation. And I thought before we do that I would just go through the binder that we've given you because there is some interesting information.

It's information we gather based on requests from past commissions and just think it might be of interest to you in, in your decision-making.

You are called the "Citizens' Commission on Public Service & Compensation," but we have shortened that in our office to the Salary Commission". So, if you hear me say that, don't be surprised,

but one of the things in the binder, or I'll just go through tab-by tab very quickly.

Behind Tab One, we have a letter from the City Manager, and a lot of these printouts are directly from the City's Budget Book. So, you can go on line if you're interested in more information. But that's his letter to the, to the community for this fiscal year.

Behind Tab A is a list of who we are in the City Clerk's
Office and how to contact us. And as Jesus said, he and Rene will be
the chief support for your commission.

10 The next page after the list of City Clerk Staff is the 11 list of who you are with contact information. I just want to assure 12 you we don't give out your address and phone number if the public asks 13 for it. So, this is just for you personally.

Behind Tab B, with the typo on top, is the salary history of, of the past ballot issues that have been placed on the, on the ballot regarding Mayor and Council's salaries. As you can see, the one in 2021, it failed pretty close - I mean it was pretty close. We almost did it, but not quite.

Anyway, it's an interesting read, just the history itself, because the voters have not approved a raise for the Mayor and Council since 1999.

Behind Tab C are more printouts from the Budget Book just to show you what's available to you should you want to look on line. Fairly interesting reading, but shows you how the City's budget is growing.

Behind Tab D is information on the Mayor and Council and their offices themselves. You can see the purpose of the Mayor and Council was to act as the policy-making body for the City of Tucson by passing administrative directives, ordinances and resolutions.

5 But the next page over is what their operating budget is 6 for this fiscal year. Each Council Office has its own budget, and so 7 does the Mayor's Office. The Council Offices are budgeted the same 8 amount across the board. The Mayor has slightly more.

9 Behind Tab E is information we gather at the start of each 10 Commission process from the Eller School, and it's got the current 11 inflation rate and the average salaries in the City of Tucson, 12 followed by the Consumer Price Index, updated.

Behind Tab F is a memo that still pertains to this Commission on how you could advocate for or against a ballot issue should you place one on the ballot. It's, it's something I suggest you read. This situation, or questioning comes up every time a ballot issue is placed.

Behind Tab G is information on the County salaries. And I find this very interesting because they will be getting a raise in 20 2025, and somebody here pointed out City Council Members make \$24,000 21 a year. I thought it was interesting that in 2020, the Board of 22 Supervisors will be at 96,600. That's the only editorial remark I 23 will make. I promise.

Tab H is tonight's agenda. And I think we don't have anything until - behind Tabs 3 and 4 are the recommendations of past

Commissions. And then we've given you a copy of the Tucson Charter.
 The first page is - pertains specifically to the Commission, but you
 have the whole Charter, should you like to go through that.

And behind Tab 6 is a memo from Mike Rankin, the City Attorney, regarding the Open Meeting Law and e-mails. It's, it's actually, I encourage you to read it, especially on going through kind of the ifs and thens still in order.

8 And it's followed by a copy of the Open Meeting Law, 9 although I'll make a very short presentation shortly. That's what's 10 in the binder for you to read when you can't fall asleep or something 11 like that.

And I gave you all a printout of a short overview of the Open Meeting Law. I think most of you are probably pretty familiar with it, but for those that aren't, I'll just go over it very quickly.

15 It was adopted in 1962 and has two core concepts that one 16 is that meetings should be public, open to the public with notice 17 posted in time for the public to be informed about the meeting and 18 what's going to be discussed. And then it needs to provide public 19 access to the meeting and ensure all of the people's business is 20 conducted openly.

So, for purposes of the Open Meeting Law, the City Clerk Staff will be the ones that make, you know, post the agendas, make sure they're posted on time. Take care of the Minutes and the Legal Action Report that has to be completed within three working days after the meeting.

But some of the things that come up, what constitutes the meeting, it's the gathering of a quorum of you and you're a sevenmember body. So, four people need to be present for the meeting to be held.

5 If somebody is not able to be present in person, they can 6 appear by phone or on teams if we know in advance. But we have 7 trouble with a lot of people on computers in here with teams and our 8 recording system.

9 We learned that during the pandemic. So, that's why we 10 don't encourage people to be here in person and electronically at the 11 same time in this, in this room.

Some of the things on page two of the printout on the Open Meeting Law, just cautionary actions and activities because there's – every once in a while somewhere in the state somebody's accused of circumventing the Open Meeting Law by not holding a meeting in person, but by e-mailing the whole group, the body, and discussing what is going to become official action.

18 So, you can e-mail each other about the weather, but if you 19 tie that into Mayor and Council need a raise, then it could be a 20 violation of the Open Meeting Law. So, be careful with that.

21 We recommend that if you have information you want the 22 whole Commission to know, you e-mail it to Rene and Jesus and they 23 will disseminate it to you. That way, you can reply to them, but not 24 each other.

1 We have to stick to the agenda topics. We can't wander off 2 and that leads into territory where you're discussing something that 3 wasn't posted for the public.

We also recommend that you don't call each other to say, "Hey. What if I suggest we talk about X, Y and Z." That could lead to a violation of the Open Meeting Law.

And the last page is what can happen if you're found in violation because, for the City Clerk's Office. So, we always say when the, what the violation's going to be if you violate the Open Meeting Law. So, I wanted to make that really click, so, we can discuss the roles and responsibilities of the Committee.

As I mentioned, you need to have a recommendation to Mayor and Council by March 15th of 2023. We're here to support you. However, you need to come to your conclusion and your recommendation.

We can provide additional information. We're here to support you, the City Clerk Staff, and schedule the meetings, schedule the rooms, kind of at your service.

Your role is to review the material, go through, ask questions, get additional material from us if you need, and make that recommendation by March 15th.

If an item goes on the ballot, we can talk at that time about what you're allowed to do. And if we've had City Attorney opinions on how you can advocate for or against ballot issue should you put one on the ballot.

1 I don't like to do all the talking at a meeting like this, so, Item 5 is Election of Officers. And you're welcome to discuss 2 amongst yourselves and see if you would like to elect a Chair and 3 Vice-Chair this evening. 4 5 MS. SCHOLL: I'm happy to be Chair if no one else is interested, but there's others interested. Speak up. 6 7 MR. WARNE: Alexa. 8 MS. SCHOLL: Uh-huh. 9 MR. WARNE: Yeah. I was gonna suggest you. I think this is legal to say, but I think - I've worked with Alexa on being on a 10 11 committee with about EV and so on, but she's very thorough and very 12 objective. 13 But also I think it's important the fact that she's - her 14 position in the Chamber of Commerce. And I think that would bode, bode well for her to be the Chair, as far as, to be quite frank, 15 getting votes. 16 17 MS. SCHOLL: Thanks, Tom. 18 MS. MESICH: So, we hear a nomination for Alexa Scholl. Do we hear a second? 19 MALE SPEAKER: I second. 20 21 MS. MESICH: Thank you. All those in favor say "aye". 22 (Affirmative.) 23 MS. MESICH: Motion passes six to zero. I can now turn the meeting over to Alexa, Chair Scholl. 24

CHAIRPERSON SCHOLL: Okay. So, it looks like we need to do 1 a lot of work in a short amount time, so, we need to pick some future 2 meeting dates. Ms. Clerk, in years past, how many times has this 3 Commission met? 4 5 MS. MESICH: It's been weekly. CHAIRPERSON SCHOLL: Okay. 6 7 MS. MESICH: Unless there's something comes up where you need to meet more than once a week, or even every other week, because 8 you can do your work quickly. 9 CHAIRPERSON SCHOLL: Okay. So, we should probably set it 10 11 on a weekly day and time that works best, okay. MS. MESICH: And we do need elect a Vice-Chair. 12 CHAIRPERSON SCHOLL: Oh, yeah. Sorry. I'm a really bad 13 14 Chair already. Okay. Anyone interested in being Vice-Chair? 15 MR. WARNE: I would like to nominate the gentleman at the end of the table. Non-profit. I think that would be a great 16 17 representation of our community. 18 CHAIRPERSON SCHOLL: I hear a nomination. Do I hear a 19 second? MS. GARCIA: I second. 20 21 CHAIRPERSON SCHOLL: You - are you comfortable with that? 22 Do you accept that nomination? 23 MR. FACEY: I accept. 24 CHAIRPERSON SCHOLL: Okay. We have a motion and a second. 25 All, all those in favor say "aye".

1 (Affirmative.) CHAIRPERSON SCHOLL: Any opposed? Motion passes six-zero. 2 Okay. Now we can move on to future meetings. So, we need to pick a 3 day and a time. Is it prudent to meet in the evening after work hours 4 5 just for the sake of the public, or - okay. 6 Are there days and times that we know do not work, that you 7 have other obligations that we really need to work around? For me, 8 Wednesday evenings are not good. I have another obligation. Okay. 9 MALE SPEAKER: Evenings actually work better for me. CHAIRPERSON SCHOLL: Okay. 10 MALE SPEAKER: Me as well. 11 12 CHAIRPERSON SCHOLL: Okay. MS. MESICH: Madam Chair? 13 CHAIRPERSON SCHOLL: Yes? 14 15 MS. MESICH: May I just state if you want to meet in this room, Mayor and Council meet on Tuesday evening. So, it would be 16 difficult for you to meet in here. 17 18 CHAIRPERSON SCHOLL: Okay. So, no Tuesdays, no Wednesdays. Do Thursdays typically work for you? Okay. 19 MR. WARNE: Yes. 20 CHAIRPERSON SCHOLL: Why don't we meet Thursdays at 5:30 21 22 here in this room? Yes? 23 MALE SPEAKER: (Inaudible) 24 MR. WARNE: Is 5:00 too early for folks at the table? If 25 it's inconvenient, then - you know, 5:30's good.

1 MS. MESICH: I would, I would prefer 5:30.

2 MALE SPEAKER: Okay.

3 MR. WARNE: Thank you.

4 CHAIRPERSON SCHOLL: Any other comments? Do we need a 5 motion for that? Okay. Okay. So, we will pretty much plan for 6 Thursday evenings at 5:30 here in this room, unless we have something 7 urgent that comes up that calls for another meeting at another time.

8 Okay. Moving on to Item 7. Review Data and Develop 9 Commission recommendation. I'm assuming at this point, this is just 10 time for us to have open discussion, kind of about what we're, what 11 we're thinking.

I know this is a lot of material that we, we just got this evening, and so, probably need some time to go through. But I didn't - just open it up to anyone who has initial thoughts or comments that you just want to share that we can work around?

MALE SPEAKER: Yeah. I'm, I'm curious to see if we can get some additional data on which areas voted for.

18 CHAIRPERSON SCHOLL: It looks like there are some 19 breakdowns in some of the earlier data about how many precincts - like 20 percent of precincts that passed it. But that's some good data to 21 have. Other thoughts or questions or data that you'd like?

22 MALE SPEAKER: Personally, I think that's a great 23 suggestion as far as trying to analyze which way to run the campaign 24 and where to go with it to get votes. Also, you know, just thinking 25 about it and going through the book, I would like us to at least ask

for the average salary in the city. It doesn't mean our Mayor and 1 Council folks are average at all. But, you know, I think at least 2 asking for the average salary of whatever we decide and then we can 3 also use that type of thing hopefully to, to get votes. 4 5 CHAIRPERSON SCHOLL: So, you're talking about the median household income? 6 7 MALE SPEAKER: Average. 8 CHAIRPERSON SCHOLL: Average. 9 MALE SPEAKER: Yeah. Excuse me, Alexa. It was just quite a bit higher than the median. 10 11 CHAIRPERSON SCHOLL: Can we get that, that data, then? MALE SPEAKER: It's in here. 12 CHAIRPERSON SCHOLL: Is it? 13 14 MALE SPEAKER: Yeah. MS. MESICH: We should be able to. The average salary 15 versus the median (inaudible) 16 MALE SPEAKER: I, I think it's discussed in here. I think 17 I saw it, yeah. 18 19 CHAIRPERSON SCHOLL: Yeah. I was looking at the - I was just looking below. But, yes, it is there. So, that for Council 20 Members, higher for the Mayor? Is that kind of what you're thinking? 21 22 MALE SPEAKER: That's what I'm thinking, yes. I didn't mean that that's what we should ask. We could ask for more, but 23 24 that's why I said "at least". 25 CHAIRPERSON SCHOLL: (Inaudible)

1 MALE SPEAKER: Maybe the - just take into consideration, last salary increase, present paid salary at (inaudible) things that 2 we (inaudible) determine what the salary is adjusted first. 3 CHAIRPERSON SCHOLL: Do you know, were we allowed to, 4 5 instead of it being a hard number, can it be a formula? MS. MESICH: Recommendation? 6 7 CHAIRPERSON SCHOLL: Yes. MS. MESICH: I would have to say it kind of depends on what 8 the formula is. 9 CHAIRPERSON SCHOLL: Okay. 10 11 MS. MESICH: (Inaudible) get to a number. 12 CHAIRPERSON SCHOLL: I was just thinking like if, if instead of having to choose a number every two years, it's just the 13 14 average salary for the City of Tucson adjusted for inflation. That way it adjusts each year, uh-huh. 15 MS. MESICH: It's just a matter of making sure they're 16 comfortable writing a ballot issue (inaudible) 17 18 CHAIRPERSON SCHOLL: Okay. MR. NIERI-LANG: I have a question and I don't know if I 19 20 saw it in there, but if there's data for like average cost of living in the City of Tucson or projections for the next few years? 21 22 CHAIRPERSON SCHOLL: So, not necessarily data on what people are making, but what they're spending? 23 24 MR. NIERI-LANG: Yes. 25 CHAIRPERSON SCHOLL: Okay.

MR. NIERI-LANG: Average cost of living, either projections
 or currently.

3 CHAIRPERSON SCHOLL: I was looking at the last time this 4 was run was really close, with a - I guess I have to do some quick 5 math here. So, they ran it for the Mayor's salary to be \$54,000 a 6 year, and \$36,000 a year for Mayor and Council. And that was a very 7 close election.

8 I'm wondering if bumping it up too much would make it, 9 again, difficult to run. Like should we just like get an incremental 10 win and that would be something that's more digestible to the 11 community as opposed to a significant jump from, you know, 24, where 12 they are now, up to 56, which was kind of your recommendation, you 13 know, thought.

MALE SPEAKER: I, I - in this room, I think, you know, the logic is good. I'm not sure how many folks out there, or the vote, will remember, that did vote, what the salary that we suggested is.

And, personally, I think it's how we present it to the public, getting back to these, you know, our elected officials, Mayor and Council that run a \$2 billion business now. Are they worth the average salary?

So, you know, how, how do we really campaign and get those votes? I think that that's part of it. But in this room, that logic to me makes a lot of sense, what you just said, Alexa. But I don't know that the voters, you know -

25 CHAIRPERSON SCHOLL: Uh-huh.

MALE SPEAKER: (Inaudible) how we present it to get the
 votes. But that's my feeling, at least.

3 MALE SPEAKER: I would have to agree. I think the voters 4 are ready for a change, and they're probably not necessarily gonna see 5 the last numbers, or remember the last numbers.

6 CHAIRPERSON SCHOLL: Other thoughts or questions that you'd 7 like us to look into, or data that you'd like the Clerk's Office to 8 help us gather?

9 MALE SPEAKER: Is there any thought - this might be a 10 little bit outside the box, but is there any thought of making 11 comparisons like sister cities with comparable budgets and comparable 12 responsibilities? To take a look, not necessarily to go along with 13 same, but to just take a look at what the compensation that is there. 14 CHAIRPERSON SCHOLL: So, maybe we can get some data on

15 population, budget size and Council salary?

MS. MESICH: It's very easy to get from the State of Arizona. Is there any other jurisdictions? Sometimes we're compared to Albuquerque, but other cities? Not that I want to get us more work to do, but we can keep it in the State of Arizona for now. And then you can tell us if you want us to find more information.

21 MALE SPEAKER: Yeah. I, I would agree. I think that down 22 the road we'll probably get more information from other (inaudible) 23 states as well like Nevada and -

24 MALE SPEAKER: (Inaudible) might be a question for the 25 clerk, but is it - or the City Attorney, but you know, it's always

(inaudible) as a part-time job. And yet, at least my interaction with
 the Council, which is pretty often, it's not a part-time job at all.
 Last week I had a meeting that, you know, went to about 8:40 at night
 at a Council Office, with neighbors.

5 And I just think that, you know, we might want to place the 6 fact that it is a full-time job and the constituents, they sure ask 7 for immediate answers. They want - at least they want the answer at 8 least within 24 hours. Lots of times, sooner.

9 So, I, I just don't know, you know. And (inaudible) I 10 don't know it legally, you know, how to address that, Alexa.

11 MALE SPEAKER: I do have a question. Would it be feasible 12 for us to gather some empirical data regarding amount of hours spent 13 by an average Council Member for those same neighboring cities?

14 So, hours spent in the office doing the work for Council 15 Members and Mayors. Is that a feasible number that we're able to 16 gather.

MS. MESICH: It's certainly something we could attempt. If not sure how long it would take because we would have to give them time to respond.

20

MALE SPEAKER: Uh-huh.

21 MS. MESICH: Some cities do designate that their Council 22 are full-time. There's nothing in the Tucson Code or the Tucson 23 Charter that says that Mayor and Council are full-time or part-time. 24

25 MALE SPEAKER: Uh-huh.

1 MS. MESICH: So, it's -

2 MALE SPEAKER: Yeah.

MS. MESICH: I - we could also survey the current Mayor and Council of Tucson and see if they have an average number of hours they spend a week at their jobs, because some of them do have outside employment as well.

7 MALE SPEAKER: Yeah. That, that'd be (inaudible) 8 CHAIRPERSON SCHOLL: I do know at previous Commission 9 meetings, the Council Members have also come and spoken to the 10 Commission on kind of that topic, how much they're doing. How many 11 hours.

So, I don't know. Maybe we can extend an invitation to one of our future meetings to the Council Members if they're interested in coming and sharing their thoughts about what we're working on.

MS. MESICH: Madam Chair, do you want us to extend that invitation for next week or -

17 CHAIRPERSON SCHOLL: Do you guys want them sooner rather 18 than later? Yeah?

19 MS. MESICH: (Inaudible)

20 CHAIRPERSON SCHOLL: Okay. I would say it's just like a 21 rolling invitation if they have thoughts, you know. As we progress, I 22 think we'd be more than welcome to hearing from them.

Are we feeling like maybe we need to digest a little and read some of the, some of the data that we've got in front of us? And

hopefully, we'll get some more data from the Clerk's Office and can 1 kind of put together some thoughts for next week. Yeah? 2 MALE SPEAKER: Yeah. I just have a question. When was the 3 last increase that took place? 4 5 CHAIRPERSON SCHOLL: 1999. Twenty-three years ago. MALE SPEAKER: So, the (inaudible) is gonna have to be 6 7 changes at least (inaudible) As I mentioned before, adjustments for all that? 8 9 CHAIRPERSON SCHOLL: Uh-huh. MALE SPEAKER: Yeah, since 1999. That's quite a few years. 10 11 CHAIRPERSON SCHOLL: Yeah. Well, I'm gonna - the recommendations from previous Commissions, a big piece of their 12 recommendation (inaudible) is their rationale and justifications. 13 14 So, I think an important part of our work will not only be, you know, figuring out what number or formula we land on, but also writing the 15 argument as to why, why folks should support this. 16

And hopefully, that will then be part of, of the campaign as well, those, those points. And so, things like you were mentioning I think would be great to include.

Is it normal for the first meeting to be pretty short? Nokay. Just wanted to make sure we were (inaudible) Any final thoughts or questions that you want to make sure we hear tonight before we take our homework home? Okay. I don't have to have a Motion to Adjourn, right? Okay. Okay.

25 MALE SPEAKER: When will the - I'm sorry to interrupt.

1 CHAIRPERSON SCHOLL: That's okay.

2 MALE SPEAKER: when will the agenda be put out for the next 3 meeting? Is that -

4 MS. MESICH: I can get it out by Tuesday of next week.

5 MALE SPEAKER: Thank you.

6 CHAIRPERSON SCHOLL: Okay. Hearing nothing further, this 7 meeting is adjourned.

8 MALE SPEAKER: Thanks, Staff, for having this so prepared.

9 I think this is really good to start. Thank you.

10 (Meeting was adjourned.)

I hereby certify that, to the best of my ability the foregoing is a true and accurate transcription of the original taperecorded conversation in the case reference on page 1 above. Transcription Completed: 02/16/2023

/s/ Kathleen R. Krassow KATHLEEN R. KRASSOW - Owner M&M Typing Service