

ECFSA  
Finance Committee  
January 8, 2009

Chairman Goodell: “Good afternoon, this is a meeting of the Erie County Fiscal Stabilities finance committee. We are here to evaluate several requests for efficiency grants. Before getting into that I would like to ask for approval of the minutes of the last meeting. The minutes have been transmitted to you. Do I hear a motion to approve the minutes?”

Director Kruly moved to approve, Director Johnson seconded, and the Directors voted unanimously to approve the minutes of the previous committee meeting.

Chairman Goodell “We have several efficiency grants in front of us here. I would like to take the libraries request first and would like to ask a representative to come up and give a quick description of what this is.”

Executive Director Vetter: “Mr. Chairman, this is Bridget Quinn Casey who is the Director of Library system. I believe also Mr. Stone and Ms. Jakubowski are here today as well.”

Chairman Goodell: “Bridget Quinn Casey are you the new kid on the block?”

Bridget Quinn Casey: “I am the new kid. I started in March so I am almost at the end of my new status but I think I can claim it for a few more months.”

Chairman Goodell: “Well we are delighted to see you again. The Library is something that we all really want to see succeed.”

Bridget Quinn Carey: “Thank you, I appreciate that. The grant you have in front of you represents a true fundamental change in our ability to manage our materials handling, processing our inventory, patron service; some of the fundamentals that we do on a day to day basis. We are working right now on a fairly antiquated system that requires a huge amount of hands on time, a lot of handling by staff at multiple points along the process of our product cycle and it is incredibly labor intensive. What we are proposing is a total revamping of how we handle that system using an established technology that is only gaining in popularity in library usage. Right now and will try to explain that we do have some information and there is some in your packet but the RFID project.”

“So right now when materials come in to the library they are handled and two things happen they are given a barcode ID tag as well as security strip ID tag or some form of security. What an RFID allows us to do is not only handle the inventory put it also handles material handling as well as improve patron services. I just want to note to, that this a project that we have always wanted to or planned implement over time. We didn’t just plan to create this project but it has certainly moved up in the chain of priorities because it will enable us to save money so dramatically and this comes at a time when we are facing an almost 10% reduction for 2009 between or county funding and proposed state cuts that are coming down. So it enables us to move forward without having to make some fairly dramatic service cuts. So as you see in the power point that I gave you. Basically RFID is not a new technology. It has been around for years and been used in many different variations for industry, for all kinds of identification. You probably know it best for EZ-pass or for people running marathons have it as a chip in their shoe. It is used when you wave that gas card. It’s all over. IT is not new in libraries. Many libraries have been using it all over the country. We are, in fact, traveling to Queens. They are on their third version of this since there are many other libraries that have this in place. It can be a barcode reader that will be a smart shoot and return them it turns them in automatically automatic it enables us to cut doen on the amount of handling that so basically the benefits, I feel that this project and makes a dramatic improvement in a way that would maximize the as well as circulating for doing those systems first. We are projecting a huge savings with this we can start by this spring.”

Director Kruly: “Physically putting the tags on the book. Rfid tags we would need a team to come in basically the tag has to coordinate wit the inventory item that there are about relatively quickly.”

Director Kruly: “Can you discuss the savings that are?”

Bridget Quinn Carey: “Reducing the number of staff.”

Ken Stone: “The staff positions that would be eliminated through attrition on page 3 of 8 clerical and the savings in terms of efficiencies and time ant that is a combined. The central library branch has a combined salary of we are not filling as vacancies occur now the sooner we can get these going the sooner we can get other functions in the case of pages we will be able

Director Johnson: What would be the

Bridget Quinn Carey: “Barcode and a security strip what that means as is outlined in the proposal they will get security the rfid tag essentially it is not very disruptive we would not see any closing and perhaps installing the security stae grant construction grant set aside.”

Ken Stone: The implementation is on the

Ken Stone: “They are typically high school and college students that cost to implement that at this phase is roughly.”

Executive Director Vetter: “We are looking at savings to the County its self in terms of savings there.”

Ken Stone: “The County has already ensured us this will allow us to eliminate the counties realized savings going forward already

Chairman Goodell: “That makes it hard for us.”

Ken Stone: “Well it is half a million most assuredly.”

Director Kruly: “We do like this idea of savings to the county and have a dilemma on how this relates to the document how this might work and if it looks like it will clear mustard.”

Chairman Goodell: “I agree your description may convince me it is a good project and believe it if we could see a copy of the savings.”

Ken Stone: “We did turn it in.”

Director Johnson: “Like my colleagues here we see it as being a major asset I would like to tag on one piece of information when you come back could you add a piece of parts to the PowerPoint.”

Executive Director Vetter: “I guess if the committee feels that this is a good idea. That approval contingent upon the full board.

Chairman Goodell: “Moves to approve.”

Director Kruly moved to approve, Director Johnson seconded, and the Directors voted unanimously to approve the library efficiency grant.

Chairman Goodell: “Hocus pocus that we are legally required to do.”

Bridget Quinn Carey: "Thank you."

Chairman Goodell: "Let's take the mileage issue."

Peter Vito: "Good afternoon thank you, I am the Commissioner of EC there are a number of the mileage issue sir we currently exceed 80,000 a year while making home calls in Erie County we have required other the request is that the this dovetails would exceed 30,000 a year the vehicles would be rotate on 12 hour day conducting home visit and we would ensure that the vehicles were minimized."

Director Kruly: "How many vehicles are?"

Peter Vito: "Alternatives to incarceration."

Director Kruly: "The functions you have here."

Chairman Goodell: "It would be easy to tell me how many miles."

Peter Vito: "There is approximately \$80,000 with out a calculator."

Director Johnson: "County vehicles with GPS tracking system."

Peter Vito: If in fact that we go

Director Johnson: "Are the current cars equipped with it now?"

Executive Director Vetter: "Chairman if I could and may I suggest that we revisit that analysis based on current the IRS updates their mileage rates on a quarterly basis. The paradigm may shift sometime I guess that I would like to suggest that."

Chairman Goodell: "I just have a problem with believing that the taxes on the gas. I have a little trouble."

Executive Director Vetter: "Case load explorer what it is a from the both the victims or the

Peter Vito: "Breaking down on an ireerit has been recommended highly by the director of the program. The system will save very conservatively per year going forward the cost to maintain our current system is up every time the system goes down and clerical staff has to work overtime."

Chairman Goodell: "It sounds like a good effort."

Peter Vito: "Some of those the system was not purchased because of the current conditions."

Director Kruly: "There is one less is that going to be eliminated from the budget. There are actually. As we go through our graph being very conservative. There will be the elimination of at least one."

Director Kruly: The RPT eliminate the deed for them going forward

Chairman Goodell: "You have 5 people there?"

Chairman Goodell: "This program that is affected by case load explorer?"

Peter Vito: "Each of the officers in addition to cashiers office essentially our entire staff."

Chairman Goodell: "We are trying to understand where you derive cost reductions."

Peter Vito: "Personnel and overtime."

Executive Director Vetter: "There is a reimbursement for every position and function that some of the savings was

Peter Vito: "In my letter to you I stated the reimbursement amounts."

Director Kruly: "Is that county money or is that gross dollars"

Peter Vito: "County."

Director Kruly: "So you are factoring the projected revenues, is that correct?"

Peter Vito: "Yes"

Director Kruly: "That is a problem because we don't know actually where the savings are."

Peter Vito: "That is actual county savings so I misspoke this is actual county dollars that would be saved in my letter dated are actual county dollar savings."

Director Kruly: "That is how many positions?"

Peter Vito: "Two positions."

Chairman Goodell: "I am still trying to get at the number of people. Compared to what you have today in 2010 provided you get this money."

Peter Vito: “We will have one less clerical person for each of the years going forward.”

Chairman Goodell: “It is one in than 2 in 2010.”

Peter Vito: “It is one each year.”

Director Johnson: “That position is not on your payroll?”

Peter Vito: Well did you say

Director Johnson: “You paid for it out of the grant dollars?”

Peter Vito: The position would be eliminated.

Chairman Goodell: “Everyone who stands here give us conservative projections. I read here that one of the parts of implementation begin a reverse order in historical information. When do they reach a certainly in reduction?”

Peter Vito: “In three years.”

Chairman Goodell: “Ahhhh is there a point when entering in historical data is obsolete”

Peter Vito: “We are looking at five years.”

Chairman Goodell: “I would ask you to get with Executive Director Vetter for something that we can sink our teeth in there have been a whole lot of questions with savings. We are not convinced on the saving and I think Executive Director Vetter could help you put it in an array that we can agree with.”

Chairman Goodell: “Next on the list are bulletproof vests and some pistols. Can you explain the cost savings?”

Peter Vito: “There is no cost savings. Unfortunately my predecessor did not purchase weapons radios so that is why we have submitted the request.”

Director Kruly: “Regardless of the merits, the law requires we don’t have any grounds to do that at all here. I am not sure why this is being presented to us.”

Chairman Goodell: “Maybe you could get together with the budget office together to come up with this for you.”

“The next is a request for 200,000 to help the county with the change in the nurse’s contract with ECMC and the County. The recent contract that was negotiated with changes to health insurance and retiree costs.”

Director Kruly: “This is not the approval of the contract?”

Executive Director Vetter: “This is for upfront maintenance that benefits the workers.”

Joe Murphy: “We met with them in caucus so that they can pass the contract this particular to close the cost to us. This contract was this contract does have many this one was the first one that was negotiated both employees hacked in will be contributing towards their health insurance while they are active this agreement has all current employees paying 15% any new hires anyone that retires in the future will have no retiree insurance. What I passed out to you the there are 49 nurses, 46 in the health department. 200 the agreement is to payment. It will receive what their premium is today. A 3% raise what we brought back with that money. Most nurses don’t take a 60 minute lunch. Future nurses will not have 60 minute lunch, page three

“For our total request of why we are asking for that is to pay 2009 because we didn’t budget for it and we will see significant savings. What are the savings in? The average cost of a nurse will be that these people start to retire and dramatically drive savings.”

Chairman Goodell: “We are enthusiastic about what has been accomplished here and keep our fingers crossed. My feeling is that I find it very difficult to come up with to use these funds to facilitate the labor negotiations. We are willing to facilitate these agreements with a substantial amount of our money but we have been turned down three times without any discussion. If there are any other requests that are retroactive. If you feel a need for it. Some kind of an idea that can be done quietly again we stand ready to do that. I support this I want to show that it is worth working with the administration. I am doing this against some of my better principles.”

Chris Putrino: “Mr. Chairman the Counties request is for \$369,000.”

Chairman Goodell: “Is the request \$200,000?”

Executive Director Vetter: “I would suggest that if the committee feels that the concrete is a good idea to work through the numbers that are here and if the committee would like to vote favorably

on this is something that changes the work schedules and health benefits so I would suggest at this point that we get the opportunity to go through this, match up the numbers and put it in front of the full board.”

Director Kruly: “Would the intention be rather than to leave positions unfilled to eliminate them if this program were put in to place and proved to be successful?”

Peter Vito: “Yes sir.”

Director Kruly: “The RPT positions, there is some minor savings shown their. Is that because those people would work less hours? Where would those savings becoming from?”

Peter Vito: “Well both; less hours and an elimination of the need for them eventually.”

Chairman Goodell: “You have 5 people there and 5 people in 2008. You show no savings in terms of a head count for the RPT.”

Peter Vito: “Are you referring to the budget?”

Chairman Goodell: “I’m referring to what I assume this is your cost savings.”

Peter Vito: “Yes they are.”

Chairman Goodell: “How many people are in these functions today?”

Peter Vito: “We have a staff of over 150 officers and support staff.”

Chairman Goodell: “I want to know about the staff that is affected by this program case load explorer which you say in 2008 had 20 people.”

Peter Vito: “Right. Actually every single person in our office is effected because of the system failures. Each of the officers uses the program on a daily basis, as well of course as record room and transcriptionist. In addition to the cashiers office, so when the system goes down essentially our entire staff is lulled until the system is back up and running.”

Chairman Goodell: “We are trying to understand where you derive cost reductions/”

Peter Vito: "We have derived it in the elimination of transcriptionists and also in the elimination of records room personnel. That is the \$65,000."

Executive Director Vetter: "Maybe to follow up from the meeting that we had, I think Mr. Goodell was on the phone maybe three or four weeks ago. There were two things that we were looking for from that meeting if I recall correctly. One was an update on the reimbursement rates for these position and other relative items determine some kind of a net cost of the savings. In Probation, there is a reimbursement for virtually every function and every position."

Chairman Goodell: "Is this State reimbursement?"

Executive Director Vetter: "Yes and then secondly, if I recall correctly, that some of the savings was with regard to support that would have to be provided by DISS because it requires a significant amount of support just to keep the system up and running right now, I don't know if anyone from the information services department has really better set out and quantified those savings at this point."

Peter Vito: "Yes, we have Mr. Vetter and in my letter to you dated December 8, 2008 it quantifies the savings for DISS, the estimated savings in 2009 is \$21,600, the savings for 2010 would be \$25,200 and in 2011 would be \$28,800. That is DISS alone, not to mention."

Director Kruly: "Is that net county money or is that gross dollars on what Mr. Vetter was talking about in state reimbursements?"

Peter Vito: "This is net County money sir."

Director Kruly: "So you are factoring, I'm assuming, the projected increase in revenue as part of the overall savings for payback, is that correct?"

Peter Vito: "Yes."

Director Kruly: "Then that presents a problem. Under the rules of our legislation, efficiency grants can't be granted when they show current savings."

Peter Vito: "Excuse me, I misspoke. This is actual county savings that we will be receiving. I'm sorry I thought when you were talking about revenue, Probation gets State reimbursement by 12% at this current point in their operating budget, so I misspoke this actual county dollars that we would be saving. All the savings stated in my letter dated December 8, 2008 are actual county dollar savings."

Director Kruly: "That is what again please?"

Peter Vito: "There would be 2 positions eliminated in 2009 so it would be \$21,000, in 2010 there would be \$90,000 and in 2011 it would be \$93,000."

Chairman Goodell: "I am still trying to get at the number of people. Compared to what you have today, what will you have head count in 2010 providing you get this money?"

Peter Vito: "We will have conservatively, one less clerical/record room person for each of the years going forward."

Chairman Goodell: "So does it mean one in than 2010 and two in 2011 or is it just one each year."

Peter Vito: "Conservatively sir, I would say again one per year."

Chairman Goodell: "And that one person costs \$65,000? That is a clerk?"

Peter Vito: "Correct that is a clerical person at \$65,000."

Director Johnson: "That position is not on your 2009 personal service count right now?"

Peter Vito: "That is correct. "

Director Johnson: "Well what I am trying to find out is that the one person less you are paying for it in 2008 but once you get that grant you will not be paying it our of County dollars it will be paid for it out of the grant dollars. Is that right?"

Peter Vito: "No. The position would be eliminated."

Director Johnson: "Okay so the position would be eliminated. So that is where you would recognize the cost savings. Are there any other savings you might anticipate or is it just that position?"

Peter Vito: "Well sir I was very conservative in my estimation. If we can eliminate additional positions we will certainly do so going forward."

Chairman Goodell: "Mr. Vito, everyone who stands up in front of us here give us conservative projections. Thank you."

Peter Vito: "Thank you."

Chairman Goodell: "I read here that one of the parts of implementation is to have the record room and clerical staff begin a reverse order of entering historical information. When they reach a certain point of doing that are those folks then redundant?"

Peter Vito: "Absolutely."

Chairman Goodell: "And what year is that?"

Peter Vito: "The way we project it Mr. Goodell is that we estimate that in three years we will be current."

Chairman Goodell: "Okay so it will take you three years to input historical data?"

Peter Vito: "Yes."

Chairman Goodell: "Ahh is there a point when entering in historical data has very little value? For example, stuff that is 10 year old or 8 years old? There is a break point in there somewhere. What is your estimate on that?"

Peter Vito: "We are looking at five years. We are going to input data going back five years."

Chairman Goodell: "It will take two people over three years to do that?"

Peter Vito: "We handle over 5,000 cases a year and the cases are very voluminous. Of course if we achieve that sooner there will be additional reductions."

Chairman Goodell: "I still have a problem despite our telephone conversation, of seeing this presented in a way that we can understand, at some point in the whole process we will go back and audit as we will with everyone of our efficiency grants and we will want to see and maybe if it is a year from now, yes that position has not been filled."

"So I would ask that you to get with Mr. Vetter and give us something that we can sink our teeth in terms of the savings. There have been a whole lot of questions with regard to the savings and I think we are all a little uncomfortable. We are not convinced they are real although it does sound like a great project and I think Mr. Vetter could help you put it in an array that we can understand, agree with and put it into action rather quickly when you do that. "

“Next on the list is public safety enhancement, the purchase of 92 bulletproof vests, 65 portable radios and some pistols for \$175,000. Can you explain the cost saving with that?”

Peter Vito: “Well sir there actually is no cost savings other than to be able to send unequipped officers out into the street at his point. Unfortunately my predecessor did not prepare properly for new officers and consequently a number of officers were sent out into harms way without having the proper officer equipment such as vests, weapons, radios, etc. so that is why we have submitted the request because we would like to get those officers out into the community being able to do exactly what they are paid to do.”

Director Kruly: “Regardless of the merits, the law requires us to demonstrate the current savings in order to approve an efficiency grant and I don’t think we don’t have any grounds to do that at all here. I am not disputing the need and the validity of what you are requesting here but the law requires us to show savings and if we can not prove it then we cannot approve of it, so I think we are going to have to say no to this one.”

Chairman Goodell: “I look at guns, vest and radios for peace officers kind of how I look at staples, paper, paper clips, supplies and copy machines as items that your office should secure. I don’t think that this board should be securing these things that are items that are just part of the job. We certainly see the need but I hope you can beat on those that put the budget together to come up with this for you.”

Peter Vito: “We will certainly try. Thank you.”

Chairman Goodell: “Thank you.”

“The next is a request for \$200,000 to help the county with the change in the nurse’s contract with ECMC and the county. The recent contract that was negotiated which includes changes in the work hours, negotiations in holiday payments and health insurance.”

Executive Director Vetter: “Yes Chairman Goodell, I believe that Mr. Murphy is coming up and also Mr. Putrino who is the director of labor relations is here. This is an initial request to follow up because a formal request has not been submitted yet but the legislature is considering this right now and really this changes the nature of this changing the work force and the benefits structure for the county. It is something that is seen as very timely to have a presentation on

and to look at the authority potentially funding some of the up front money that this contract that does make some significant changes.”

Director Kruly: “So this is not the approval of the contract.”

Executive Director Vetter: “This is not the approval of the contract. It is my understanding that the County Legislature is considering that right now and at a subsequent ECFA meeting the full contract will come before the entire body for their review and approval but this is in consideration of up front payments that were necessary to change the benefits and work hour structure. “

Joe Murphy: “If you will, we may be putting the cart in front of the horse a little bit but I will explain why. The EC Legislature is in session right now. We met with them in caucus this morning so that they can pass this contract. We left their confident there were plenty of votes to pass the NYSNA contract. We will be coming to you at your next session to request that you pass this contract. In this particular request we are asking to close the cost to us. As Mr. Vetter had said, this contract was negotiated late in December. It was ratified by the nurses union on the 23 of December. Over 50% of the union membership voted and they approved it by a 3 to 1 vote overwhelmingly to accept this contract. This contract does have many structural changes in it for a municipal contract,. This was the first one that was negotiated inside Erie County government since 2005. The fundamental change that is being made here is that employees both active, future hires and future retirees will be contributing towards their health insurance. Currently anyone that retires under the system has 100% of their insurance paid by the County during retirement and while they are active. This agreement has all current employees paying 15% going forward of any growth in premiums and any new hires will pay 15% of the full premium from the date of hire. Anyone that retires in the future will pay 50% of their health insurance as a retiree. Anyone hired in the future will have no retiree insurance as a county employee when they leave service.”

“What I passed out to you is a fact sheet of the NYSNA contract. This only deals with the County side of the contract because the hospital is not looking for any efficiency money. There are 49 nurses; 2 work in the department of social services, 1 works at senior services and 46 in the health department. Eleven of those are RPT and 35 are full time employees. From 2005 the contract will have zero financial impact. In 2006 the agreement is to make a one time payment of \$2,000. For 2007 each nurse will receive a

one time \$2,000 payment. In 2008, the nurses will go up one step in their pay grade and receive a 10% raise. They also will receive a monthly stipend that is based on what their insurance premium is today. In 2009, they will receive a 3% raise as well as in 2010 and 2011.”

“What we brought back with that money is the elimination of summer hours. Most nurses for the Erie County Health Department don’t take summer hours so they negotiated an additional three days off. They eliminated two holidays out of their contract; Columbus Day and Election Day. Going forward they will pay 15% of their insurance premium. Current employees will pay 50% upon retirement. There is a five year grandfather clause so anyone that can retire in the next five years will stay under the current agreement. Future employees will not have a retiree health plan. Future hires will have a 30 minute paid lunch versus that 60 minute paid lunch. Page two of this hand out I just gave you is a break down of every job in the county that falls under this agreement and what the reimbursement rate is for those jobs. Page three continues with that break down and at the bottom of page three you will see what our request is. We have the Erie County payroll on the left, the reimbursements in the middle and the County share on the right. At the bottom, this is what it is going to cost us to buy back these benefits from these employees. In 2008 it will cost of \$56,000 In 2009 it will cost us \$140,000, in 2010 \$170,000 for a total request of \$369,000 and why we are asking for that is to pay the 2008 retro and for 2009 because we didn’t budget for it and for the money in 2010 because we want to keep the four year plan in balance. We will start to see significant savings in 2011.”

“What are the savings? In 2009 we will start to see an additional 2,000 hours of productivity from the employees. In 2010, there will be an employee contribution of \$8,640 to the insurance premiums and an additional 2,110 hours in productivity, in the year 2011 the employee contribution will be \$14,500 and we will see an additional 2,200 hours of productivity. At 2,200 hours of productivity, that is the equivalent of one FTE with proper scheduling they should be able to remove a nurse from the schedule. By 2011, the average cost for a nurse with fringe benefits will be close to \$100,000. So in 2011 is when the significant savings will start to come back. The biggest savings we will see is when people start to retire and they start paying towards their health insurance and the new people coming in having no insurance in the future will dramatically drive down our GASB 45 numbers.”

Chairman Goodell: “I think all of this and all of the Board members, even those that are not here right now are enthusiastic about what has been accomplished here and keep our fingers crossed that these concepts can be extrapolated elsewhere. My feeling is that I find it very difficult to come up with funds retroactively. I have made offers to the County Executive on at least three occasions to use these funds to facilitate the labor negotiations. We are willing to facilitate these agreements with a substantial amount of our money but we have been turned down three times without any discussion. Mayb there is a change in attitude but if there are any other requests that are retroactive I will be a very noisy in opposing it. We would like to sit down with you , if you feel a need for it and come up with some kind of an idea of what money might be necessary to upfront funding to get a really good contract. That can be done quietly and doesn’t necessarily have to be done open but again we stand ready to do that. I support this \$200,000 because I want to show that we are willing to work with the administration and want to show that it is worth working with the administration. I am doing this against some of my better principles.”

Chris Putrino: “Mr. Chairman, I just want to make a clarification, the Counties request is for \$369,000 of that amount only \$56,000 is a reto amount. The remainder of that goes to funding the contract in the out years; 2009, 2010 and 2011.”

Chairman Goodell: “What I meant in terms of retroactive was asking us for the funds after the agreement was reached.”

Chris Putrino: “I understand.”

Chairman Goodell: “Now is the request for \$200,000 or is it for \$369,000.”

Chris Putrino: “The request is for \$369,000.”

Executive Director Vetter: “Mr. Chairman if I could this is the first time we have seen this document. So I think the County has gotten more information since we previously spoke.”

Chairman Goodell: “So it is \$369,000.”

Executive Director Vetter: “I would suggest that because this is a new document if the committee feels that funding this as a concept is a good idea, we can take a minute between now and the Board meeting to work through the numbers that are here to make sure that this is something that is fair. If the committee would like to vote favorably on this contingent on final review of the numbers and

final review of the agreements. This is something that changes the work schedules and health benefits significantly, in the short term it does tend to cost more money but in the long term it will save additional dollars. I would suggest at this point that we take the opportunity to go through this, match up the numbers and bring any recommendation of this committee that requires approval of the full board.”

Chairman Goodell: “The full board will have to take up the whole contract. So we can take this up at the time the full contract is submitted.”

Executive Director Vetter: “If it is the committees pleasure to look upon this favorably than we can recommend approval at the full board meeting contingent upon review of the final numbers.”

Chairman Goodell: “Nothing after the fact and nothing retroactive.”

Chris Putrino: “I agree and can assure you that nothing going forward will include that and I will reach out to Mr. Vetter on regular basis to apprise him of negotiation dates and status.”

Chairman Goodell: “I would hope that it would be before the game plan for negotiation going forward so that you would have an idea of what you have in hand and what you can negotiate with.”

“Could we vote on conditional approval of the \$369,000?”

Director Johnson moves and Director Kruly seconds.

Chairman Goodell: Do I hear a motion for adjournment

Johnson and Director Kruly seconds