



**VILLAGE OF BARTLETT
BOARD MINUTES
NOVEMBER 5, 2024**

1. CALL TO ORDER

President Wallace called the regular meeting of November 5, 2024, of the President and Board of Trustees of the Village of Bartlett to order on the above date at 7:00 p.m.

2. ROLL CALL

PRESENT: Trustees Deyne, Gandsey, Gunsteen, Hopkins, LaPorte, Suwanski, and President Wallace

ABSENT: None

ALSO PRESENT: Village Administrator Paula Schumacher, Assistant Village Administrator Scott Skrycki, Assistant to the Village Administrator Sam Hughes, Economic and Development Coordinator Tony Fradin, Human Resources Director Janelle Terrance, Finance Director Todd Dowden, Assistant Finance Director Matt Coulter, Director of Public Works Dan Dinges, Assistant Public Works Director Tyler Isham, Public Works Engineer Nick Talarico, Planning & Development Director Kristy Stone, Head Golf Professional Phil Lenz, Deputy Chief Will Naydenoff, Village Attorney Kurt Asprooth, and Village Clerk Lorna Giles.

3. INVOCATION – Pastor Alex Culpepper from Renovation Church

4. PLEDGE OF ALLEGIANCE

5. TOWN HALL

Diane Murray, 241 S. Main Street

Ms. Murray stated that she lives in the Loop Apartments above Issa's. She went on to say that she did her due diligence in researching all the retail units in the building. She went on to say that after she moved on, Issa's was granted a liquor license and are now open until 2am on Fridays and Saturday nights. The DJ plays music until 2am every Friday and Saturday night and that the level of base the DJ uses causes the walls to shake their furniture and vibrate. She went on to say that the baby next door cannot sleep in the room where the crib is. She stated that her heart races due to the level of music and that the music can be heard from outside the building even as far away as across Main Street. Ms. Murray went on to state that there is no need for this level of music in a small space that is maybe 500-600 feet inside the restaurant. She stated that she wrote to the Village Board who kindly who kindly referred her e-mail to the Deputy Police chief, who she promptly received a call from. She went on to say that she called 911 at least twice and that several of her neighbors have also called. She went on to say that unfortunately, every single person she spoke with seemed to tell her something different. It all comes down to the Police Department cannot enforce the noise ordinance as it currently stands. Ms. Murray stated that she wants to come to a mutual agreement so that the restaurant can succeed and we as residents can have some peace and rest relaxation in our homes. She went on to say that she's here to ask to amend the noise ordinance so that the police can enforce it.



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She stated that she loves living and working in Bartlett and that she has faith that we can come to an agreement regarding this issue.

Joel Mercurio, 226 Burnside

Mr. Mercurio stated that he's been a resident of Bartlett for 22 years. He went on to say that on October 10th, he almost got into an accident at 2:30am trying to get home using Oneida. He stated he almost got into a head on collision due to the cars parked on the street. He stated that he wants the citizens who live there to be accountable due to the way that they park and not following the restrictions of the Village. He also asked that the Police Department enforces parking. He stated that he's spoken to friends who live there, and they mentioned that there's 10 plus cars that park there every night. He asked that the Board take a look at it and make adjustments. He went on to suggest giving those residents a parking permit near the parking space by Metra. He stated that he hoped that the Board would have answers at the next Board meeting.

Deputy Chief Naydenoff stated that to add some perspective, there are restricted overnight parking hours that are from 2:00 to 6:00 AM. However, built within the ordinance, there's a 30-minute grace period. He went on to say that our enforcement period is from 2:30 to 5:30 in the morning. He stated that they did pull some numbers in that general area, and that he understands the concerning incident that the gentleman had was in October. However, in the last three years we've had two crashes, and one of them was weather related. He went on to say that in the past six months, they've had 36 parking citations issued on Oneida with 118 overnight parking requests. So sometimes the cars may be visible out there or seen out there, but there are a lot of these vehicles that have been within the ordinance receiving approval for parking and just in general in a three-month period. Deputy Chief Naydenoff stated that in the Village, we get over 2500 overnight parking requests so that can lead to a perspective that there's a lot of vehicles that are parking against our ordinance, however there were over 230 overnight parking citations were issued in that three-month period. He went on to say that this is a priority for the Police Department and that they are always willing to reevaluate and look at the Ordinance. He did reiterate that based on the numbers; they don't see anything that's showing that there's significant crashes because of the overnight parking that's allowed on Oneida.

Trustee Gandsey wanted to go back to Ms. Murray's concern. She stated that the noise ordinance has been in place for about six months now and they are scheduled to review it. She went on to say that it sounds like there's two problems here; one it's after 11pm but also even before 11pm the bass is causing an issue. Ms. Murray clarified that was correct.

6. CONSENT AGENDA

President Wallace stated that all items marked with an asterisk on the agenda are considered to be routine and will be enacted by one motion. He further stated that there will be no separate discussion of these items unless a board member so requests, in which event, that item will be removed from the Consent Agenda and considered at the appropriate point on the agenda. He



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asked if there were any items a board member wished to remove from the Consent Agenda, or any items a board member wished to add to the Consent Agenda.

Trustee Deyne stated that he would like to add item 12.F. 1 & 2 to the Consent Agenda – Resolution 2024-110-R, A Resolution of a Professional Services Agreement between the Village of Bartlett and Hampton, Lenzini, and Renwick, Inc. for the Country Creek Streambank Stabilization Phase II Engineering, and Resolution 2024-111-R, A Resolution Waiving Advertising for Bids and Approving the Oak Avenue Watermain Lining Agreement with Fer-Pal Construction USA, LLC of Elgin, IL.

Trustee Gunsteen stated that he would like to add items 12.A 1 to the Consent Agenda – Ordinance 2024-107, An Ordinance Granting a Special Use Permit for an Animal Hospital at 792-794 West Bartlett Road.

President Wallace then recited each item that was on the Consent Agenda, including the nature of the matters being considered and other information to inform the public of matters being voted upon. He then stated that he would entertain a motion to Amend the Consent Agenda, and the items designated to be approved by Consent therein.

Trustee Suwanski moved to Approve the Amended Consent Agenda and that motion was seconded by Trustee Deyne.

ROLL CALL VOTE TO APPROVE THE CONSENT AGENDA AND CONSENT ITEMS THEREIN

AYES: Trustees Deyne, Gandsey, Gunsteen, Hopkins, LaPorte, Suwanski
NAYS: None
ABSENT: None
MOTION CARRIED

Trustee Deyne moved to Approve the Amended Consent Agenda and that motion was seconded by Trustee Hopkins.

ROLL CALL VOTE TO APPROVE THE AMENDED CONSENT AGENDA AND CONSENT ITEMS THEREIN

AYES: Trustees Deyne, Gandsey, Gunsteen, Hopkins, LaPorte, Suwanski
NAYS: None
ABSENT: None
MOTION CARRIED

7. MINUTES – Covered and approved under the Consent Agenda.
8. BILL LIST – Covered and approved under the Consent Agenda.
9. TREASURER'S REPORT - None



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10. PRESIDENT'S REPORT - None

11. QUESTION/ANSWER: PRESIDENT & TRUSTEES

Trustee Deyne had some recognitions regarding staff anniversaries and birthdays.

Mayor Wallace asked for an update regarding Merry and Bright.

Village Administrator Paula Schumacher stated she would turn it over to Chief Elf Assistant Village Administrator Scott Skrycki. She did mention that there were updates about tree delivery and making things bigger and brighter. Assistant Village Administrator Scott Skrycki stated that they've started rolling out advertising including radio ads. They did meet have a meeting with the fire department regarding getting a brand new tree. Village Administrator Paula Schumacher stated that they have over 30 stops for the cocoa crawl.

Trustee Suwanski wanted to discuss Issa's and finding a balancing act between helping a business stay successful but recognizing that the residents who live above those businesses are not disturbed by nuisances like this. She went on to say that when Issa's was first brought to the Board, it was discussed as a restaurant; And while she understands that things change it was it presented as a restaurant, not as a bar.

Trustee Hopkins stated he finds it hard to believe that they're allowed to have amplified music in their business and disrupt neighbors since it's a residential area. He went on to say that there has to be something in our ordinance that protects these residents. He asked if there was anything in the PUD when it was planned.

Village Administrator Paula Schumacher stated that when the building was first built with the PUD, there was a four AM liquor license. She went on to say that she doesn't think the PUD is the place to look for a solution there, but that there are a couple of things that we can do through the noise ordinance allowing for mixed-use zoning places because it's unique. She went on to say that Town Center is the only place that we have like that, and our ordinance doesn't speak to that. She went on to say that the business noise levels require EPA monitoring and a different kind of metric. She stated that it was geared toward noise coming from the business park, not loud music from a restaurant or a bar. She went on to say that the second thing is that we do have the ability to create a liquor license for a mixed-use location that maybe has some shorter hours than what we have now with the 2:00am for a Class A liquor license. She also stated that the other thing that we will continue to do and step up is the enforcement where we have the discretion to issue a citation. She went on to say that we focused on enforcement because that's what we heard from the board when reviewing the noise ordinance. She stated that we want to get compliance from people but there is a limit to giving that grace period when there's no compliance and/or they refuse to turn it down or when we have repeat offenders.



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Trustee Hopkins asked if they are able to write a citation to Issa's.

Deputy Chief Naydenoff stated that they are not able to do so on the noise ordinance, but they can be based on the amplifier regulations. He went on to say that their first steps were to mitigate the situation and try to gain compliance. That's been the first goal over the weekend, one of our Sergeants brought out a light. He stated that the detector that shows the distance to show whether it's 50 or 100 or 75 or 150 feet. At that point, they were able to gain compliance with the music which they turned down. He acknowledged that they have to find that balance of the business performing their function, but obviously our residents needing to be able to have peace in their own homes. He reiterated that their first attempts and when we talked about updates to the noise ordinance, is trying to mitigate to find some reasonable agreement between all parties. He did state that it does seem that this is getting beyond that point and through that amplifier regulations ordinance, they can issue a citation.

Trustee LaPorte asked if we've had any issues with La Dolce Vita and O'Hare's when they were there as those are both bars.

Village Administrator Paula Schumacher stated that La Dolce Vita is the one that had the 4am liquor license. She stated O'Hare's we did receive complaints when they had their larger events, such as St. Patrick's Day, or they had things that were out in the parking lot we did have some noise complaints. She went on to say that they did get some noise complaints from Pasta Mia when they have live entertainment, and their doors are open. She stated that it was the same kind of situation that we had years ago with Bannerman's when they started having live bands it would carry over to the next block. She stated the Village has always tried to work with all of those businesses to reach compliance so that the residents and businesses can coexist.

Trustee Suwanski stated that she likes the idea of looking at a separate liquor license for mixed-use businesses. She went on to say that if we're looking at our Lake Street TIF, there is a possibility that we may have some development there that is mixed-use, and this may also affect that in the future. She stated that it's one thing to be in the next block, it's another thing to be on top of somebody.

Trustee Hopkins stated that a liquor license doesn't mean you can play amplified music and disturb residents and having a liquor license doesn't entitle a business to do that. He went on to say that they should not be able to even at 2:00 in the afternoon. He stated that if you're creating noise outside the space that you rent, they should be cited and there should be something on the books already. He stated that this should be something that should be immediately done at our next board meeting, because it's unacceptable.

Trustee Gunsteen stated that we only have one building like this in our town, and other municipalities have probably dealt with this. He stated he would like to know what Arlington Heights, Schaumburg, and other towns have done to alter or amend their Noise Ordinance to accommodate the residents that live above them. He stated that there's enough data out there that we can revisit this. He went on to say that if it means this restaurant has to soundproof their ceiling more aggressively, than they should to keep the noise decibels and base levels down.



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He reiterated that it's in our best interest to find out what other municipalities have been doing to curve this.

Trustee Hopkins asked if another Trustee would agree with him to take a look at this at the next meeting since some of the things he requests take time to get to the next committee meeting.

Trustee Suwanski and Trustee Gunsteen agreed and stated that they need some follow-up from other Villages to bring to the next Committee Meeting.

Trustee Gunsteen had some questions regarding the audited numbers from the Golf Course and stated that it looks like things have been going well this year. He asked if that's attributed by the weather.

Head Golf Professional Phil Lenz stated that good weather is always helpful, but we also have a really good product to offer.

Trustee Gunsteen stated that the banquets have 201 events planned throughout the remainder of the year. He went on to say that he did meet with staff and there's an area of Bartlett Hills that is currently the locker rooms and I would like staff to look into seeing if we can generate either revenue or expand other services through remodeling or looking into what the cost is and what ROI would be because it is 1200 square feet of unused space. He stated he doesn't expect this to be done right away but wanted to discuss it before we get into the next budget.

12. STANDING COMMITTEE REPORTS

A. BUILDING & ZONING COMMITTEE, CHAIRMAN GUNSTEEN

Trustee Gunsteen stated that Ordinance 2024-107, an Ordinance Granting a Special Use Permit for an Animal Hospital at 792-794 West Bartlett Road, was covered and approved under the Consent Agenda. Trustee Gunsteen presented Ordinance 2024-108, an Ordinance Declaring a Surplus in the Bartlett Quarry TIF Cash Reserve Account.

Trustee Gunsteen stated that it has been determined that there is a surplus in the Bartlett Quarry TIF Cash Reserve Account. An Ordinance has been prepared for the Village Board's consideration that declares a surplus in the Cash Reserve Account. The total balance of the Cash Reserve Account as of April 30, 2024, was \$2,781,176. Approximately 1% of the overall taxes received in the TIF, or \$860,000, will be retained in the Cash Reserve Account to cover potential tax refund liabilities. The remaining amount in the Cash Reserve Account, \$1,820,000, will be distributed to the taxing districts in accordance with the TIF Act as surplus funds. Based on the total tax contribution to the Brewster Creek TIF District, \$54,600 will be sent to Cook County for distribution and \$1,765,400 will be sent to DuPage County for distribution. After the property tax appeals for tax years while the Brewster Creek TIF District was active have been resolved, any remaining amounts in the Cash Reserve Account can likewise be distributed to the taxing districts as surplus.



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Trustee Gunsteen moved to approve Ordinance 2024-108, an Ordinance Declaring a Surplus in the Bartlett Quarry TIF Cash Reserve Account. That motion was seconded by Trustee Deyne.

Trustee Hopkins stated that in the TIF Ordinance you're allowed to loan other TIF Districts money. When it closes are you still eligible to hold it and loan it to another TIF District?

Village Attorney Kurt Asprooth stated that unfortunately we are not. He went on to say that we have to obligate the TIF funds during the life of the TIF. We had some obligations that were incurred that extended beyond the life of the Brewster Creek TIF which expired in 2023. But after the TIF expires, you can't obligate that money any further, including sending it to any other TIFs. He went on to say that we can only loan money between TIFs that are adjacent to each other or separated by a roadway or a forest preserve.

Trustee Hopkins asked if there was any way to use this money inside the TIF district or if it was too late.

Village Attorney Kurt Asprooth stated that we can't obligate it for anything besides the expenses that were incurring during the life of the TIF. He went on to say that we're able to hold that money to pay those prior previously incurred expenses during the life of the TIF. Once that TIF expires, we can't spend that money or obligate in any new way.

Trustee Hopkins stated that he asked because when the downtown TIF district expired, there was money leftover that was sent to other municipalities when it could've been used on Site E.

Village Attorney Kurt Asprooth clarified that it was sent to other taxing districts not municipalities.

ROLL CALL VOTE TO APPROVE ORDINANCE 2024-108, AN ORDINANCE DECLARING A SURPLUS IN THE BARTLETT QUARRY TIF CASH RESERVE ACCOUNT.

AYES: Trustees Deyne, Gandsey, Gunsteen, Hopkins, LaPorte, Suwanski
NAYS: None
ABSENT: None
MOTION CARRIED

B. COMMUNITY & ECONOMIC DEVELOPMENT COMMITTEE, CHAIRMAN GANDSEY

Trustee Gandsey stated that there was no report.

C. FINANCE COMMITTEE, CHAIRMAN LAPORTE

Trustee LaPorte stated that Resolution 2024-109-R, Resolution Approving an Intergovernmental Agreement with the Bartlett Fire Protection District Concerning the Lake Street Corridor TIF was covered and approved under the Consent Agenda.



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Trustee LaPorte presented the Classification, Compensation, and Benefits Study Agreement. He stated that to achieve the Village's mission and goals, attracting and retaining key talent is crucial, especially for positions that require deep technical and skilled expertise along with advanced project coordination and team-building skills.

A solid compensation philosophy and strategy are integral to managing one of the Village's largest budgetary expenditures, its staff. This strategy not only supports the alignment of organizational needs with fiscal responsibility but also ensures predictability and stability in budgeting and staffing.

MGT has conducted more than 270 classification and compensation studies in the past 10 years. All of these studies included the use of public-sector data and included recommendations such as new classification and compensation plans to ensure internal equity, job title changes where appropriate, how to deal with specific problems such as compression issues, internal equity issues and market equity issues and pay plans that were tied to performance.

Trustee LaPorte moved to approve the Classification, Compensation, and Benefits Study Agreement, that motion was seconded by Trustee Deyne.

Trustee LaPorte stated that the \$33,500 was the lowest bid and was quoted for 16 weeks of work, which is 172 hours which comes to about \$195 an hour.

Trustee Suwanski asked if we had done this type of study before?

Village Administrator Paula Schumacher stated that we have not in the last 20 years.

Trustee Suwanski asked why the Village felt we needed to do this study now?

Human Resources Director Janelle Terrance stated that they had asked if we could send out an RFP for this type of study and the board said that they thought it was a good idea. She went on to say that every year we do a comparable study of communities and that currently we have a list of 17 communities that we use as comparable. She stated that this gives us a broader spectrum to look at not only public sector employers, but also private sector employers and make some comparisons regarding compensation and benefits not only in our community, but in expansive search of other industries so that we can look at as well.

Village Administrator Paula Schumacher stated that they've been noticing some compression within their ranks and that there are some positions that need to be re-evaluated. She went on to say that she thinks it needs to be done in a broader scope and an overall alignment that makes sense and that is a little more sustainable. She stated that the other thing to look at as well is the job market and as an employer to be the first choice. She went on to say that we want to find those people with the skills that we want to attract and make sure that we're as competitive as we can be.

Trustee Suwanski asked if this was analyzing positions for new hires or our current positions and



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salaries that are allocated to those positions, not personnel but the positions.

Mayor Wallace stated that it's a comprehensive study of what an employee does inside the Village, outside the Village, and how it compares including benefits.

Trustee Suwanski stated that she would've liked to see this on a committee before the board so that there would've been some time to digest the importance of this before taking a vote.

Trustee Hopkins stated that he agreed and would like to look at the actual different companies because I don't think that if a company's charging \$33,500 or if that was the budgeted amount, he stated that he wanted more input on actually what company we actually deal with, because that could actually make a different outcome in this scenario.

Trustee LaPorte referenced page 80 and listed the different municipalities and stated that there's multiple municipalities that have used this organization. He went on to say that it was good enough for these communities to use, why would it not be good enough for us to use it, especially if it will help staff.

Trustee Hopkins stated he wasn't talking about cost; he wanted more input on what they actually do or have a presentation.

Trustee LaPorte stated that everything he is asking for was in the packet. Mayor Wallace agreed.

Trustee Gunsteen asked if during this process, when both companies said they would bid this, if we had extensive interviews with both companies.

Human Resources Director Janelle Terrance stated that they didn't. She went on to say that they felt that the packets spoke for itself as well as the organizations that used these services. She stated that they did reach out to some of those communities and elicited feedback from them and it was all very positive.

Village Administrator Paula Schumacher stated that had some concerns since Gallagher's previous experience had been in the Midwest. MGT had more local references that were checked. She went on to say that they did do an RFP that was published for two weeks as required.

Trustee Gunsteen asked if this included every entity within the Village.

Village Administrator Paula Schumacher stated that it would include all positions within the Village.

Trustee Gandsey stated that every place she's worked with has done a study like this. He wanted to know if besides being an employer choice, will there be a statement of work including our value proposition of what it is to work for Bartlett.

Trustee LaPorte and the Mayor stated that it gives us a baseline to introduce what Bartlett is



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looking for.

Trustee LaPorte stated that staff have been winging it for the past 20 years. He went on to say that much like the bike path plan, it gives a 5, 10, 15-year plan and it gives them a road map.

Mayor Wallace stated that he's been asking or this for the past 10 years in order to work on efficiency. He went on to say that he think it's a good tool for efficiency as well.

Trustee Suwanski asked if any of the Communities share what their changes were.

Human Resources Director stated that it varied among each community. She went on to say that the compensation for their employs and the positions that they had was within their pay plans and that's what it was based on. She went on to say that that it's an interactive process where they will present the data an report what they found, what they recommend and will also involve a report back to the board.

Trustee Suwanski asked about an agreement we had entered into with NIU, she wanted to know how this differed from that study.

Village Administrator Paula Schumacher stated that it was limited in scope and that they only looked at our use of technology.

Trustee LaPorte stated that this has to be looked at as a \$33,000 investment saves us money over the next 5 or 10 years that it's money well spent.

Trustee Gunsteen agreed and stated that it's an opportunity to save the taxpayers money long term.

Trustee Hopkins asked what stopped them from doing a study like this before.

Human Resources Director Janelle Terrance said she was using comparable from other communities. Mayor Wallace stated that he wanted more than just comparables from the pubic sector.

Trustee Gandsey stated that it's also giving the Board data to utilize the marketing and branding too so it's not just words and pictures but we'll have some good data behind it.

**ROLL CALL VOTE TO APPROVE THE CLASSIFICATION, COMPENSATION, AND BENEFITS
SSTUDY AGREEMENT.**

AYES: Trustees Deyne, Gandsey, Gunsteen, Hopkins, LaPorte, Suwanski
NAYS: None
ABSENT: None
MOTION CARRIED



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D. LICENSE & ORDINANCE COMMITTEE, CHAIRMAN HOPKINS

Trustee Hopkins stated that there was no report

E. POLICE & HEALTH COMMITTEE, CHAIRMAN SUWANSKI

Trustee Suwanski stated that Purchase (1) Ford Interceptor Police Responder was covered and approved under the Consent Agenda.

F. PUBLIC WORKS AND GOLF COMMITTEE, CHAIRMAN DEYNE

Trustee Deyne stated that Resolution 2024-110-R; A Resolution Approving of a Professional Services Agreement between the Village of Bartlett and Hampton, Lenzini, and Renwick, Inc. for the Country Creek Streambank Stabilization Phase II Engineering, and Resolution 2024-111-R, A Resolution Waiving Advertising for Bids and Approving the Oak Avenue Watermain Lining Agreement with Fer-Pal Construction USA, LLC of Elgin, IL were covered and approved under the Consent Agenda.

13. NEW BUSINESS

Trustee Hopkins asked staff to look at ways to lower water and sewer rates. He asked them to look into what other communities have done. He went on to say that he knows we've transitioned to Lake Michigan water which he understands is a better product but stated they are high.

Mayor Wallace asked what Trustee Hopkins was specifically looking for. An information sheet that public works puts together or getting Finance involved or a committee meeting.

Trustee Hopkins stated anything that can be done and asked what it would take to lower them.

Trustee LaPorte stated that everything has gone up due to inflation, including groceries.

Trustee Hopkins asked Public Works Director Dan Dinges what he thought. He stated that he'd have to do some research on it to look at and see which communities are actually lowering their rates. He stated that he hadn't seen that happen. He went on to say that there's a committee meeting as well as discussions on capital coming up, they will be discussing these at those meetings.

14. QUESTION/ANSWER PRESIDENT & TRUSTEES - None



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15. ADJOURNMENT

President Wallace stated the meeting will adjourn. There being no further business to discuss, Trustee Deyne moved to adjourn the meeting, that motion was seconded by Trustee LaPorte.

ROLL CALL VOTE TO ADJOURN

AYES: Trustees Deyne, Gandsey, Gunsteen, Hopkins, LaPorte, Suwanski

NAYS: None

ABSENT: None

MOTION CARRIED

The meeting was adjourned at 7:50 p.m.

Jackie Cardoza
Executive Assistant