

REPRESENTATIVE POLICY BOARD

APRIL 27, 2023

MEETING TRANSCRIPTION

Mario:

Good evening everyone. I'd like to call the regular meeting of Thursday, April 27th, 2023 of the representative policy board to order. Mario Ricoszi, the chair. This is a hybrid meeting, so welcome to everyone who is here and welcome to everyone who's on the screen. First item of business is our safety moment and our safety moment this month is keeping children safe online and also keeping your adults safe online, and make sure that you're involved in keeping an eye on what they're seeing and not seeing and setting those parental or the grandparental controls, depending on who you're trying to keep safe online. So please review that information. Thank you very much, Jennifer, for putting it together.

Public comment is our next item of business. Is there anyone from the public who wishes to address the RPB? Is there anyone from the public? Somebody has a echo. Is there anyone from the public? Okay, hearing none, I'll move on to the approval of the minutes of March 23rd, 2023. Is there a motion somebody? Thank you very much Greg. And a second. I'll take that as a second, Tom?

Tom:

That's right. Thank you.

Mario:

Okay, no thank you. Any corrections, amendments or additions to the minutes? Hearing none, I'll try your minds. All those in favor of the March 23rd meeting, minutes say aye.

Group:

Aye.

Mario:

Anyone opposing? Anyone abstaining. Thank you very much. And we'll move on to communications. We have a number of items under communications tonight. The first item is there are a number of appointments which are coming up on June 30th. Peter Betkoski, Brian Eitzer, Jamie Young, Ms. Cam-uh-oh. Jay and Michelle. So we'll be sending out letters to your respective mayors and/or first select people advising them of that and you'll be copied on those letters as they go out. If there's any special information that you'd like highlighted in that letter, please don't hesitate to contact me or Jennifer and we will make sure to try and include that to better your chances of getting reappointed.

I will say that we did receive approval and reappointment of Vin Marino, which was a long road, and thank you Vin, for following up on that. Then next item is the volunteers for the RPB nominating committee for RPB officers. So we will need to appoint a committee to fill the vacancy of chair because my term is up, and that committee will meet May to June and report back at the June meeting. So if you are interested in being on that nominating committee, this is for RPB officers, please contact myself or Jennifer and we will put together a nominating committee.

The next is the RPB quarterly dashboard report that was included in your packet. Finance went through this. I want to thank management for making the adjustments and it's giving a little bit better picture or much better picture on some of the topics that we had interest in, so thank you very much for making

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those adjustments. That's for your information. There's also the report of proposed work by municipality, so spring is here. There's a lot more activity that is starting, so please take a look at that so when the first selectman or mayor calls you, you are well aware of what's going on in your particular town.

We heard about the budget presentation. We had a couple of meetings on that. If you have any comments on the budget that you would like reflected in the RPB's note to management and to the authority, please get those to either Jennifer or Tim before the finance committee meeting of May 8th, because Tim will be scribing up a nice little note so that he can read it at our next meeting in May. Thank you for volunteering. Also, just an item of note, there will be some future training for RPB members on being part of a board and confidentiality and a number of other topics that we're going to work out the details on. Those will occur probably at your committee meetings. We're going to be working on details, but we thought that would be helpful. If there is a topic that you think, because many of us have all served on other boards and commissions, that you think, "Geez, it would be really good to get a refresher on that." FOYA is one of the topics we already have. Please contact myself or Jennifer and we will try and work that into the program.

Anything else, Jennifer?

Jennifer:

No, I think that's everything.

Mario:

Thank you. Next is the items for consideration and action, and I will ask Mr. Slocum if he would like to make a motion on behalf of the finance committee.

Tim:

Happy to do so to chair. This is a proposed resolution dated 10th 2023. It's been reviewed by finance. It's address to the RPB, whereas the South central Connecticut Regional Water Authority on March 30th, 2023 filed an application with a representative policy board for the approval of purchase the assets of a confidential plumbing company, the application and whereas the finance committee of the Representative Policy Board reviewed the application and recommended the application be accepted by the RPB as complete, and whereas the finance committee recommended that a public hearing be conducted by a presiding member, and whereas the finance committee proposed a public hearing date of May 25th, 2023 at 7:00 p.m. in accordance with Special Act 77-98 as amended and the RPB bylaws and rules of practice, now therefore be it resolved that the RPB accepts the finance committee's recommendation to consider the authorities application and determined to hold a public hearing to be conducted by the presiding member on May 25th, 2023 at 7:00 PM in accordance with Special Act 77-98 as amended and the RPB bylaws and rules of practice and further, that the chairperson is hereby directed to give notice of said hearing in accordance with section 11 of the rules of practice as amended.

Are you ready for motion?

Jay:

I'll second motion.

Mario:

And Jay seconds. Okay. Discussion on the motion?

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Tim:

So evident I'll be happy to discuss it, but it is what it says. Management wants to proceed with the purchase of a confidential public company.

Mario:

Yes. Should this be approved, there will be a public session on the presentation and then we will go into a closed session to discuss some of the particulars of the application. Hearing no questions, I'll try your minds all. Oh. And Greg Malloy has accepted should the board approve this to move forward and be the presiding member. All those in favor please say aye.

Group:

Aye.

Mario:

Anyone opposed? Anyone abstaining? Okay. Thank you very much. Greg, you got your work cut out for you.

Greg:

Thanks.

Mario:

It will be good. Representative Policy Board first quarter 2023 compensation. Is there a motion to accept a substantially correct as presented?

Greg:

So moved.

Mario:

Thank you Greg. Second Charles. Any additions, corrections, comments? If there are minor items, please contact Jennifer. Hearing none. All those in favor say aye.

Group:

Aye.

Mario:

Opposed? Abstaining. Okay, thank you very much. I don't believe we have any other action items. Good. Thank you Reports The Finance Committee, Mr. Slocum.

Tim:

Thank you Mr. Chair. We actually, I'm going to actually report on two meetings because we have had two meetings I believe since our last RPB meeting. First meeting was April 10th, whereas at that time we discussed this draft resolution which has been approved this evening. We discussed that. Decided it was completed enough to send along to the board and hearing voted on it already. We also discussed the quarterly financial third quarter, that is for 2023. The results are good. Running ahead of schedule and

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we're quite pleased with that as probably you all will be. We discussed the third quarter dashboard, which again is before you tonight and we'll be reviewed that I guess at home. We looked at it today and we decided as a committee that it's most convenient for us to continue to meet remotely. So that was essentially that. And then we also met on the 17th as a joint meeting with consumer affairs.

Steve Mongillo basically ran the meeting and management presented the capital and operating budgets for next year. Again, a very wonderful, easily understood report, I thought, by management, and that meeting concluded after that was taken care of, and our next meeting is May 8th. You are all welcome to attend.

Mario:

Thank you. Any questions for Tim? All right, thank you very much, Tim. The land use committee pinch hitting once again for Peter Betkoski is Robert Harvey.

Robert:

Here we go. We had our meeting on the 19th and Mr. Betkoski was a little late, so Jamie opened the meeting and we then went into executive session where we also had a presentation on the proposed budget. It was for about an hour and a half, but went very well, and then we had our usual information sharing by John Triana regarding several of the things for the land, forestry updates. Talked a little about some recreation that's happening and it was a very good meeting.

Tim:

Okay, it was Peter at that the second half of the meeting?

Bob:

Peter did make it.

Mario:

Thank you. Bob, any questions for Bob? Okay, thank you very much. Moving on to Consumer Affairs committee, Steve Mongillo.

Stephen:

Good evening. As Tim reported, we had a joint meeting with the Finance committee on April 17th. I agree that the budget presentation was really well done, and also, the response to all of our questions was very thorough. Good job there. With regard to the, I can report even though it was held in executive session, with regard to the capital budget, there's three huge projects, the Whitney Dam, the CIS project, and also the potential upgrade of the Long War facility were the areas of questions and the discussion that took place. With regard to operations, we went over a number of things, bottled water, the pipe safe program, Wheeling Water, the self-insurance policy of the company, and the recent excessive cost of chemicals to operate. So that part of it went really well. Jeff, as the OCA reported, he's been working on the budget and also he's been reviewing the application for the plumbing company, and currently there are no outstanding consumer issues fortunately. So that was it for Consumer Affairs.

Mario:

Okay.

Stephen:

I can move on to the Nominating committee, Mario.

Mario:

Let's see if there's any questions. Any questions?

Stephen:

Okay.

Mario:

Nominating committee for filling the vacancy of Authority member Mr. Mongillo.

Stephen:

The Nominating committee has not met, but we set up the ad campaign, we advertised in the papers and we put a lot of energy into online postings too since that's the method of the day and tried to reach different organizations and LinkedIn, et cetera. And we've gotten a pretty good response. Currently, we are accepting the applications that are coming in. Jennifer has been sending them out to all of the members for a preliminary review, and we will be meeting on May 4th. That's a hybrid meeting and we will determine based on what we get, how we're going to proceed to review those resumes and conduct any interviews that we want to conduct. So I'm looking forward to that. That's on May 4th and that's where we stand with the Nominating committee.

Mario:

Okay. Any questions for Steve on the Nominating committee? Okay. Thank you very much, Steve. Appreciate it. The executive committee met April 20th and kind of reported on much of what we did as the nominating committee or RPB officers was discussed as well as, we have term limits on chairs of committees, so that was also discussed. We talked about the conflict of interest language that was part of our form that we have to fill out in order to get the confidential information. And that really brought us around to thinking about training and providing that, although many people have had some level of training in being on a board and commission, especially in a public entity, this refresher will be helpful for everyone, so we're working on that. We actually looked at the authorities' application schedule, just their rough schedule for what might be coming down the pike, and it's pretty lengthy. And we also discussed applications in general and when projects should have an application and when they shouldn't. So that was the gist of what the executive committee did. Any questions?

Stephen:

Mario, this is Steve. I don't have a question, but I just want to bring up something that kind of came up in the process of the Nominating committee. We had a number of applications that were outside the district, and the enabling legislation says the candidates and we advertised it this way, must reside in the district. And that probably made a lot of sense when it was done. However, with the electronic world now and us wheeling water to other towns, we may be limiting the area that we could draw from. So perhaps this is an issue for the Executive committee when any other issues come up that require opening the legislation, just keep it in mind that this is something that might get addressed.

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Mario:

Okay. Good topic. Anyone else? All right. Thank you. Authority and Management, Mr. Borowy and Mr. Bingaman?

David:

Yes. Chairman Ricozzi and members. Thank you very much. We had a long meeting with a lot of important topics that we went over. We had the pleasure of having Mr. Slocum, Finance chair there. And the first item that we did was we met as the Pension and Benefit committee. So Suzanne is ready to give us a report. Oh, you're on mute. Suzanne? Yeah.

Suzanne:

Good evening everyone.

Jeff Bauer, Albert Crater and Jeff Leader of Angel presented the pertinent summaries of the January 2023 valuation reports, assumptions and contributions that will be used for the fiscal year 2024. Excuse me, I'm sorry. There was no change in the mortality tables or in the discount rate used for the calculation of the fiscal 2024 contribution. The approved fiscal 2024 contribution for the pension plan is \$4,750,000. This is consistent with the proposed fiscal 2024 budget and our most recent rate application. This contribution is above the actuarial required contribution or the ARC, and supports the strategic initiative in getting the pension plans to fully funded status. The fiscal year in 2024 VEBA contribution is the actuarial recommendation, cash contribution of \$1,640,907 obviously. And the authority also approved an additional full year 2023 contribution of \$2 million to the pension plans.

In addition to that, Morgan Stanley reviewed the quarterly performance of the pension and VEBA plans. The performance and market values have improved since the last quarter. Returns for the quarter ending March 31st, 2023 for the pension and the VEBA plans were reported to be 3.93%, which is 2.24 percentage points higher than the actuarial return for the quarter of 1.69%, based again on our 6.75% annual return rate. Returns for the 12-month period from March 31st, 2022 to March 31st, 2023 were reported to be -4.75% or 11.5%, excuse me, percentage points lower than the actual return for the period. Excuse me, for the period of 6.1, 6.75%. I'm terribly sorry. I'm just have had a very long day. For the period June 1st, 2022 through March 31st, 2023, our fiscal year to date, the return was a 0.08%, which is 5.55 percentage points lower than the actuarial return of positive 5.63%, based on a 6.75% annual rate.

As additional comparisons over the seven years, March 2016 to March, 2023, which is the same time that our Morgan Stanley advisor has been serving us, returns were reported at approximately 6.17% and for the 25 years, 4.76%. Morgan Stanley also discussed asset allocation in the portfolio given, the market environment and the fiscal 2024 work plan for the committee was reviewed and an update was made to the committee charter, which was also discussed and adopted. So all that said, that's what the Pension and Benefits Committee consisted of today, and I'll be happy to answer any questions anybody might have.

Mario:

Questions? Thank you, Suzanne.

Suzanne:

Very good, thank you. I'll turn it back to David.

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David:

Okay, thank you. We also approved an application for a non-substantial land use plan amendment. It's a relocation of a trail, the New England Trail that's on authority property in Gilford, so you folks will have the opportunity to review that and give your blessing. And then we also approved an application for the Derby Wellfield Chemical improvements, about \$3.3 million, and that will be forwarded to you shortly as well. And with that, I'm going to hand it over to Larry for the business report.

Larry:

Very good. Thank you Mr. Borowy. First, I'll have Liz Calo give an update on the COVID cases, which has been relatively stable. So Liz, do you want to comment in on that?

Liz:

Hi, yes. And it has been stable. We have no reports of Covid and so that's good news. The numbers remain the same, and we still keep following the process and protocols, but there has been no reports of them, so seems to be dying down, which is nice. Any questions for me?

Mario:

Very good, Liz, keep the numbers low.

Larry:

Thanks Liz.

Stephen:

Mario. This is Steve. I was on mute. I'm sorry. I just was wondering, are people back in the RWA now or are they still kind of adhering to some sort of Covid policy?

Larry:

Officially, Steve, all of the office personnel are working remotely, although there are people in the office every day. For instance, the leadership team is there anywhere between two to four days a week, depending on what's going on and we have other people that come in and out of the office, depending on, they might have team meetings. The CIS project team is in the office a couple of days a week, so it tends to vary but our official policy is we're still working 100% remote in the office. Of course, steel personnel are going to their respective jobs every day out in the field, and the treatment plants.

Stephen:

Is that based on the threat still? I mean a lot of places are back to normal kind of in interacting or at least hybrid.

Larry:

Well, right now we are continuing with the 100% remote. We're talking about other ways that we can bring people back in to have some face times so they can better collaborate, and we will get that recommendation, we'll probably consider that within the next couple of months. But over 87% of our employees have said they like the remote policy, and we're meeting our numbers, so we're not falling behind on any of the key business metrics. So every article I've read stresses that you don't bring people

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back in the office just to work in the office if they can do it at home. That said, everybody recognizes the need to have some face time in order to promote collaboration and teamwork, so we're looking at ways that we can do that.

Stephen:

Yeah, I mean, they were there before covid. I'm sure people would like to not come in if they don't have to for a number of reasons.

Larry:

But as long as they're meeting their numbers, I wouldn't arbitrarily say you have to be in the office just to be in the office.

Yeah. Well, okay.

Tim:

Mario, may I? I just had a comment for that. I realize that office personnel are not kids in school, but we have learned from the kids in school, from the test results from the year or so of closure, that these kids are seriously behind. There are unknown problems associated with covid. I don't think businesses should overlook that. And I think it is, who wouldn't say "I'd love to work from home?" A finance committee decided it would be great to be able to do those meetings with six or seven people remotely. I understand all of that. I just don't understand how a business of this scale can operate exclusively from home for the most part without some expectation that people show up for work. I guess I'm just going to have an ongoing, continuing frustration with this, and I guess I have to accept that, but I cannot be silent on it.

Larry:

Well, as long as we're meeting our metrics and their financial metrics or operating metrics or call speed metrics or customer satisfaction metrics, all of which they're meeting or they're better than targets in all the key areas. The people out in the field, they have to be there every day. They report to their job at the RWA, they go out into the field, the treatment plant's working remote, but the people in the office are on a voluntary hybrid schedule. So they're in the office when they need to be, and they're working from home when that works for them as well.

Speaker 15:

Larry, Larry, with the CIS system coming in, will we see more people returning back to the office at that point to help out?

Larry:

Well, certainly the CIS team, they're in the office at least two days a week now, and they're in team meetings to work on the project and then off days they are working on the project or meeting via Zoom or Teams and that seems to be working well and, Prem, maybe you might want to expand on that a little bit about how that's going?

Prem:

Yeah, perfectly. Very well said, Larry. So there are a couple things we are doing in terms of the CIS project. We do recognize the fact that there are faces in the project that requires face-to-face

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conversations, so some of the good examples are requirements gathering and workshops and analysis phase. So we are actually going through that phase right now. So to Larry's point, while the team is meeting two days per week in general over the product course of time, right now during this phase, they are meeting very often in person. So including our partners and vendors just to get an update. We did create, if you remember, we had created a space within our office and also we had some cost savings where we have two specific spaces in the office for the project, between the business, the partners, as well as our employees are meeting and collaborating in those spaces, so those things are happening, but eventually I think the idea is that, for example, during a development phase when there's only coding involved, people don't have to be face-to-face along those lines. So we are kind of monitoring that as well, but we do recognize that there's a whole collaboration that needs to happen and the teams are working towards that.

So I also wanted to mention, since this is a very good topic of discussion, especially some of the comments I heard, there is a whole idea of people talk about great resignation, but there's also a whole concept of great application where future employees or potential employees are looking for flexibility. So there's been a lot of that conversation happening. There's been a lot of churn. I've read many articles where companies are losing employees because there's no flexibility. But again, I go back to Larry's point, we are meeting all the metrics, we are keeping the collaboration going. We have company level events including whole town hall where the employees are coming together. So we are doing all kinds of collaborative approach to make sure that the flexibility is still there, at the same time we are engaging with our employees. So I just want to put it out there because that's been another big challenge where a lot of employee churns are happening with other organizations.

Mario:

Right. Jamie?

Greg:

Larry, this is Greg. What percent of the employees are hybrid working from home?

Larry:

Well, for the office personnel, theoretically it's everybody, but there are people in the office every day, and I don't have an exact number on that, but there are people in the office every day. For instance, in Liz's department, she has two to three people there every day. So it just depends on the department and what works for them. But she's a service department and she makes sure that there's somebody there every day to handle employee questions or concerns.

Mario:

Okay.

Larry:

It's not like we abandoned the business.

Greg:

All right. I'm not saying it's right or wrong. Now, if we continue down this path, and I can see businesses continuing down this path, do we need the size of building that we have right now?

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Larry:

Oh look, I'm sorry. Will you repeat that question, Greg before I respond?

Greg:

Okay, yeah. If we continue down this path and I can see businesses continuing down this path, where employees work from home, do we need the size of building that we're in right now?

Larry:

That will be something that we'll evaluate. But look, I think this work at home policy, this work at home trend that's happening now, we've had employees leave. We've had employees turn down jobs when we were requiring people to be in the office during the pandemic. It's difficult to recruit people now, if we don't offer the flexibility of working at home. However, I think that there's going to be a point in time where businesses are going to require everybody to come back into the office. It happened once before several years ago. I think it'll happen again. So I would be reluctant to significantly reduce the size of the building, because at some point in the future, this may turn. Right now, we're in a period of time when people expect and quite frankly won't go to work for a company that doesn't allow that flexibility. And when people come into the office, they got to have a place to go that they can call their own in order, rather than trying to switch around and trying to find some place to work. And that doesn't work.

Greg:

Thank you

Stephen:

Larry. This is Steve again. A couple of things with, based on what Prem said, I mean I'm not sure meeting the metrics is the only way to evaluate this and I want to ask if there's any issues with the staff from people who have to be there and what their feelings are about people who have the flexibility that they don't have?

Larry:

Well, we actually monitor that. And by the way, we just did a survey and we had a 75% employment engagement and satisfaction rate, but in terms of the operating departments that have to be there every day, those supervisors work to give their employees as much flexibility as they can and still meet the work requirements. And that's different. So there's more flexibility offered for those, I'll say operating employees that have to be on the job every day because of their job, they're offered more flexibility and can work around their schedule more so than they used to in the past.

Stephen:

It sounds like this isn't an issue about Covid. This is an issue about workplace changes.

Larry:

This is work-life [inaudible 00:35:32]. And we're taking that into account and working to determine, matter of fact, Liz and I have regular conversations about what's the cadence for having employees in the office because we realize that there is a benefit to having that face-to-face collaboration that you don't get via Teams or meeting. So we understand that. It's not that we're denying it, and we're trying to

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figure out what's a good policy that can provide employees some of that work-life balance, but also that will help promote face-to-face collaboration and creativity in the office.

Mario:

Thank you very much. Jamie, you had a comment?

Jamie:

I did. Larry, I know that I'm seeing in my hiring, in my role, that people won't take position if they don't have that flexibility. And I know they're seeing it at Yale, they're seeing it at lots of other places. So I can attest it's not just the water authority, and people have lots of options at this point. I guess my question really is, and you were talking about metrics, is have you pre-covid, have you compared complaints from the public or the employees pre-covid to what you're getting now when people are not in the office? It seems to me that if people are working from home, they're probably happier, maybe more. Just be curious if there's been an improvement? And I know there's other variables, we're doing monthly billing now where we've changing things. But have we seen a change?

Larry:

Well, I'll tell you, there's areas of the company, I'm not going to name specific departments, but there is departments in the company, when they were in the office every day there was constant turmoil in terms of grievances or somebody would change a vacation day and it would cause a domino effect. We had to hire somebody specifically to coordinate schedules, it got to be so erratic and a problem, and that doesn't exist anymore. We've essentially eliminated that position. So there's definitely benefits to the business and to the employee work-life balance. Customer complaints are almost non-existent. And when we do get one, we have an individual that's responsible for them, totally. She's the manager of customer experience, and she handles them expeditiously. She works with Justin Oprio or one of the RPB members if there happens to be a complaint, and one just came up recently where she worked with an RPB member in order to resolve that and it was handled quickly and the customer was satisfied so, we're not seeing any greater complaints. As a matter of fact, I think things are better.

Jamie:

I have to say, I guess having to run my own operation, and it's one of these things whereas a manager, I like to see my staff because it's hard to know whether they're working or not. It's hard to see that. But if your metrics are all up and you're receiving fewer complaints and you're seeing less grievances, I think it's difficult for some of us that have been around a while, me included, when you're used to having to go in an office and see people sitting there, but I also see people in my office setting that don't have enough to do and they're no less productive or no more productive necessarily in their office as they are at home. So kudos for making this work. You guys have had a tough few years getting through covid and building these systems around teams and anyway. You've answered my question. Thank you.

Larry:

Thank you. And half of our employees are running the job every day, those that are in the field. So that that's partly to be considered on this as well. So it's not like the entire place is empty. We need the space.

Mario:

Okay. Other topics?

Larry:

So I'll finish with my management's report.

The Authority today considered an approved a loan agreement for system wide Telemetry RTU project, which was a DWSRF loan of about 1.2 million and \$400,000 of that is a grant, and they also approved the preliminary official offering statement for the 37th series bond refunding, which is about \$11 million. It's the last of the 29th series and we're estimating that we'll probably save \$200,000 a year in interest expense by doing that refunding. So the Authority acted on those two items favorably as well. Now under the financial report for the 10 months of actual results through March 31, our operating revenues are about 2.8 million above budget, and that's derived from total water revenues being over budget by about \$2.6 million, and other revenues being above budget by about \$217,000 due to our miscellaneous charges and commercial business activities. Our operating and maintenance expenses are about \$5.2 million under budget and about 2.9 of that is considered permanent or deferred savings with about 2.3 of that being just timing at this point.

And the permanent under run, the good news there is the permanent under run, some of that will be used to make an additional contribution to the pension fund of about 2 million that was approved today as well. And with regard to raw water storage, as of April 17, it was at 97%, which compares to a long-term average of 93% for the same period last year. So with that, that concludes management's report and we'll be glad to take any other additional questions.

Mario:

Very good. David?

David:

I think we're all set. That represents what we did this afternoon.

Mario:

Okay, thank you very much. I'll check with Mr. Donofrio, OCA?

Jeff:

Thank you, Mr. Chairman. Yesterday the OCA issued its letter, my letter to Five Member Authority concerning the proposed fiscal year 24 O&M and capital budgets. I know that Jennifer circulated a copy of that so that should be in everybody's inbox. I previously had submitted with regard to the application that you've scheduled for public hearing on May 25th tonight, I previously submitted my interrogatories related to that application. And other than that, we've got an invitation to remotely attend a New Haven Environmental Advisory Committee meeting next Wednesday and I know that Rochelle and [inaudible 00:42:58] and I think Dave Fox from Raftelis, and I look forward to participating with that group again. Thank you.

Mario:

Okay. Any further business? Hearing none, motion to adjourn.

Tim:

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So moved.

Bob:

Second.

Mario:

All in favor?

Group:

Aye.