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; 02/06/18 1:38 PM
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;;;BOSTON CITY COUNCIL
;;;2/6/2018

>> GOOD AFTERNOON.
I'M MARK CIOMMO, THE CHAIRMAN OF
WAYS AND MEANS.
TODAY IS TUESDAY, FEBRUARY 6.
AND WE ARE HERE TO REVIEW
SEVERAL NEGOTIATED UNION
CONTRACTS.
I'D LIKE TO REMIND FOLKS THIS IS
A PUBLIC HEARING AND BEING
RECORDED AS WELL AS BROADCAST ON
RCN CHANNEL 82 AND COMCAST
CHANNEL 8.
I'D ASK FOLKS TO SILENCE ANY
ELECTRONIC DEVICES.
AT THE CONCLUSION OF THE
QUESTION AND ANSWER PERIOD,
WE'LL TAKE PUBLIC TESTIMONY.
THERE IS A SIGN-IN SHEET BY THIS
DOOR OVER HERE.
WE ASK THAT YOU STATE YOUR NAME,
AFFILIATION AND ADDRESS.
I'D LIKE TO INTRODUCE MY
COLLEAGUES IN ORDER OF THEIR
ARRIVAL.
TO MY FAR LEFT, COUNCILLOR LYDIA
EDWARDS.
THEN COUNCILLOR JANEY.
THEN TO MY IMMEDIATE LEFT,
ESSAIBI-GEORGE.
COUNCILLOR TIM McCARTHY AND
COUNCILLOR FRANK BAKER.
WE'RE HERE TO REVIEW DOCKETS
0130 THROUGH 0232.
I'M GOING TO READ THOSE DOCKETS
INTO THE RECORD.
0130, MESSAGE AND ORDER TO
REDUCE THE FY APPROPRIATION FOR
THE RESERVE FOR COLLECTIVE
BARGAINING BY \$2,610,531 TO
PROVIDE FUNDING FOR THE POLICE
DEPARTMENT FOR THE FISCAL YEAR
18 INCREASE CONTAINED WITH THE
COLLECTIVE BARGAINING AGREEMENT
BETWEEN THE CITY OF BOSTON AND
THE BOSTON POLICE DETECTIVES
BENEVOLENCE SOCIETY.

AND THEN THE MESSAGE AND ORDER APPROVING THE APPROPRIATION OF \$2,610,531 TO COVER THE FY-18 COSTS CONTAINED WITH THE COLLECTIVE BARGAINING AGREEMENTS BETWEEN THE CITY OF BOSTON AND THE BOSTON POLICE DETECTIVE BENEVOLENCE SOCIETY SUPERIOR OFFICER'S UNIT.

THE TERMS OF THE CONTRACT ARE JULY 1, 2016 THROUGH JUNE 30th, 2017 AND A SUCCESSOR AGREEMENT THROUGH JUNE 30th, 2020.

THE MAJOR PROVISIONS INCLUDE BASE WAGE INCREASES OF 2% EFFECTIVE THE FIRST PAY PERIOD OF JULY EACH FISCAL YEAR.

THE AGREEMENTS INCLUDE INCREASES TO EXISTING QUINN BILL/EDUCATION BENEFITS, MODIFIED CUMULATIVE RISK BENEFITS BEGINNING IN JULY 2016 AND INCREASE TO HAVE HAZARDOUS PAY DUTY BEGINNING IN JULY 2017.

DOCKET 0132.

MESSAGE AND ORDER TO REDUCE THE FY-18 APPROPRIATION FOR THE RESERVE FOR COLLECTIVE BARGAINING BY \$97,051, TO PROVIDE FUNDING FOR THE BOSTON HEALTH COMMISSION FOR THE INCREASES CONTAINED WITHIN THE COLLECTIVE BARGAINING AGREEMENTS BETWEEN THE BOSTON HEALTH COMMISSION AND THE AMERICAN FEDDER CASE OF STATE, COUNTY AND MUNICIPAL EMPLOYEES ALSO KNOWN AS AFSME.

DOCKET 0133.

MESSAGE AND ORDER APPROVING A SUPPLEMENTAL APPROPRIATION OF \$97,051 FOR THE BOSTON PUBLIC HEALTH COMMISSION FOR FY-18 TO COVER THE FY-18 COST ITEMS CONTAINED WITHIN THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE BOSTON PUBLIC HEALTH COMMISSION AND AFSME, LOCAL 787.

THE TERMS OF THE CONTRACTS ARE OCTOBER 1, 2016 THROUGH SEPTEMBER 30th 2020.

MAJOR PROVISIONS OF THE CONTRACT INCLUDE BASE WAGE INCREASES OF 2% EFFECTIVE THE FIRST PAY

PERIOD OF JANUARY OF EACH FISCAL YEAR.

THE AGREEMENTS ALSO CONTAIN OTHER BENEFITS INCLUDING NEW STEPS BEGINNING IN 2019 AS ORIGINALLY PRESENTED TO YOU, THE FY-18 BUDGET REQUEST INCLUDED A RESERVE FOR COLLECTIVE BARGAINING, A SEPARATE APPROPRIATION TO FUND PROJECTED COLLECTIVE BARGAINING INCREASES. DOCKET 0231.

MESSAGE AND ORDER TO REDUCE THE APPROPRIATION FOR THE RESURGE FOR COLLECTIVE BARGAINING BY \$134,957 TO PROVIDE FUNDING FOR THE BOSTON PUBLIC SCHOOLS FOR THE FY-18 COSTS CONTAINED WITHIN THE COLLECTIVE BARGAINING AGREEMENTS BETWEEN THE BOSTON SCHOOL COMMITTEE AND THE BOSTON SCHOOL POLICE PATROLMAN'S ASSOCIATION.

FINALLY, DOCKET 0232, MESSAGE AND ORDER A BELIEVING A SUPPLEMENTAL APPROPRIATION OF \$134,957 TO COVER THE FY-18 COST ITEMS CONTAINED WITH THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE BOSTON SCHOOL COMMITTEE AND THE BOSTON PATROLMAN'S ASSOCIATION.

THE TERMS OF THE CONTRACTS ARE SEPTEMBER 1, 2016 THROUGH AUGUST 31, 2017 AND SEPTEMBER 1, 2017 THROUGH AUGUST 31, 2020.

THE MAJOR PROVISIONS OF THE >> THANK YOU FOR INVITING US HERE TODAY.

WE'RE HERE TO DISCUSS SIX DOCKETS RELATED TO COLLECTIVE BARGAINING RESERVES FOR FY-18. DOCKETS 130 AND 131 COVER THE BOSTON POLICE DETECTIVES SUPERIOR OFFICERS FOR \$2.6 MILLION.

132 AND 133 COVERS AFMEE EMPLOYEES AND 231 AND 232 COVER THE POLICE PATROL ASSOCIATION FOR \$134,000.

COUNCILLORS HERE AND NEW COUNCILLORS FOR YOUR UPDATE, WE RESERVE THE BEGINNING OF EACH FISCAL YEAR FOR A COLLECTIVE

BARGAINING COSTS THAT HAPPEN
THROUGHOUT THE YEAR.

THIS PAST YEAR, THE COUNCIL
VOTED ON A BUDGET THAT APPROVED
\$47 MILLION IN 2018 TO FUND
THOSE COLLECTIVE BARGAINING
RESERVES.

SO FAR THERE'S BEEN FIVE
RATIFICATIONS AND RESERVE DRAWS.
YOU MAY REMEMBER THEM.

DETECTIVES, NURSES AT PHC, THAT
LEAVES US WITH A BALANCE IF THE
COUNCIL APPROVES THESE THREE
WITH A BALANCE OF \$18 MILLION
FOR THE REMAINING YEAR WITH THE
COMPLETION OF THESE THREE
CONTRACTS THAT WE'RE DISCUSSING
TODAY, THAT WILL BRING THE WORK
FORCE UNDER AGREEMENT TO 65%.

SO THAT'S UP FROM THE LAST TIME.
I KNOW IT'S NOT A HUGE JUMP.

IT WAS 63% LAST TIME.

A COUPLE SMALLER UNIONS IN THE
GRAND SCHEME OF THINGS.
BUT IT'S TICKING THE PERCENTAGE
UP THERE.

I'M HAPPY TO DISCUSS THE
FINANCIALS.

I'M GOING TO GO TO ANNMARIE TO
TALK ABOUT THE SPECIFICS IN THE
CONTRACTS.

>> THIS ONE CONTAINS SIMILAR
COMPONENTS.

THE 2% WAGE INCREASE IS WHAT
WE'VE TALKED ABOUT.

AN INCREASE IN FISCAL YEAR 17
QUINN BILL, CONSISTENT WITH THE
OTHER GROUPS.

A CHANGE TO THE CUMULATIVE RISK
ENHANCEMENT BEEN -- BENEFIT AND
AN INCREASE TO HAZARDOUS DUTY
WERE AGREEMENT TO BETWEEN THE
PARTIES.

>> THE ECONOMIC TERMS GENERALLY
ALIGN WITH THE SETTLEMENT
REACHED BETWEEN AFSCME AND THE
CITY OF BOSTON AND THE CHANGE
CALLS FOR ANNUAL INCREASES OF 2%
DURING EACH FOUR-YEAR PERIOD OF
THE JACKET.

THAT'S 17, 18, 19, 20, 2020.

IT MAKES A LEGAL SERVICES PLAN
AVAILABLE TO THE MEMBERS
UNDERSTOOD THE SAME GENERAL

TERMS THAT IS AVAILABLE TO THE
CITY OF BOSTON EMPLOYEES
REPRESENTED BY AFSCME.
>> GOOD AFTERNOON.
THE PATROLMAN CONTRACT IS ALSO A
FOUR-YEAR CONTRACT.
VERY GOOD TERMS IN TERMS OF OUR
RELATIONSHIP WITH OUR UNION.
SO WE AGREED TO 2% IN EACH OF
THE FOUR YEARS.
WE ALSO AGREED TO TWO ADDITIONAL
STEPS FOR EACH OF THE YEARS 2017
AND 2018.
SORRY.
2018.
WE ALSO ADDED IN MONEY TO THEIR
PROFESSIONAL DEVELOPMENT
ALLOWING THEM TO GET TUITION
REIMBURSEMENT.
IT'S A VERY GOOD UNION, GOOD
RELATIONSHIP.
>> THANK YOU.
JUSTIN, YOU REPORTED THAT
THERE'S A \$18 MILLION BALANCE.
IS THAT AFTER THESE GET
APPROVED?
>> YES.
>> WHICH IS PRETTY MUCH
CONSISTENT WITH THE 65%.
SO YOU THINK THAT THE REMAINING
\$18 MILLION, IF EVERYTHING STAYS
CONSISTENT WILL COME UNDER
BUDGET?
>> YEAH.
I THINK THERE'S ALWAYS SOME
UNCERTAINTY UNTIL THE CONTRACT
IS FINALLY SIGNED.
WE BELIEVE THAT WILL FUND THE
REST OF THE CONTRACT IN FY-18.
>> AND I READ THE DOCKETS
TOGETHER.
SO IF PEOPLE HAVE QUESTIONS ON
THEM, YOU CAN ASK THEM AS WE GO
AROUND.
COULD YOU GIVE ME THE NUMBERS IN
EACH BARGAINING UNIT STARTING
WITH THE DETECTIVES AND SO ON?
>> SO THE NUMBER OF MEMBERS OR
THE COST?
>> THE NUMBER OF MEMBERS IN EACH
BARGAINING UNIT FOR EACH
CONTRACT.
>> SURE.
MY COLLEAGUES THAT HAVE MORE

UPDATED NUMBERS, THEY CAN JUMP
IN.
THE BOSTON POLICE MEMBERS, ABOUT
140 MEMBERS.
THE PATROL MAN, ABOUT 55
MEMBERS.
>> OKAY.
THAT'S ALL I HAVE.
THERE'S SEVERAL MEMBERS.
LET ME RECKON NICE COUNCILLOR --
>> NO QUESTIONS.
>> THANK YOU, CHAIR.
THANK YOU FOR BEING HERE.
TWO QUICK QUESTIONS.
WITH THE NUMBER OF MEMBERS WE
EXPECT ANY OF THOSE NUMBERS TO
ROSE OVER THE NEXT CYCLE OR
PREPARING FOR THE NEXT BUDGET
CYCLE?
>> I DON'T THINK THERE'S
ANYTHING NECESSARILY THAT WOULD
POINT TO THAT IN THE CONTRACT.
I DEFER TO MY COLLEAGUES.
>> FOR THE POLICE, THAT'S THE
STANDARD.
WE GO BY A RATIO OF OTHER
OFFICERS.
THAT'S PRETTY CONSISTENT.
>> I'D SAY THE SAME.
>> AND THEN SCHOOL POLICE?
>> THE SAME.
>> THE SAME.
AND HAVE THOSE NUMBERS BEEN
PRETTY MUCH THE SAME OVER THE
LAST FEW BUDGET
>> YES.
>> YES.
>> OKAY.
THAT'S ALL I HAVE FOR NOW.
THANK YOU.
>> COUNCILLOR BAKER.
>> GOOD MORNING.
WHY ARE EACH OF THESE
CONTRACTS -- THIS MIGHT BE FOR
YOU, MARK.
WHY DO THEY HAVE TWO NUMBERS
INSTEAD OF ONE NUMBER?
WHY THAT?
ONE EXCHANGES IT?
>> YES.
>> OKAY.
THANK YOU.
ANNMARIE, YOU TALKED ABOUT --
GOOD MORNING FIRST.

>> GOOD MORNING.
>> YOU TALKED ABOUT THE QUINN
BILL CONSISTENT 20 THE OTHER
GROUPS.
WILL YOU RUN US THROUGH THAT
CONSISTENCY?
ARE WE PAYING ANOTHER 25%?
CAN YOU EXPLAIN A LITTLE BIT ON
QUINN AND WHAT WE'RE DOING?
>> SURE.
DURING THE LIFE OF THE CONTRACT
CONSISTENT WITH THE PRIOR TWO
THAT WERE AGREED TO AND FUNDED,
THE CITY HAS AGREED TO GO FROM
IN SOME CASES A \$5 AMOUNT
PERCENTAGE AND IN OTHER CASE AS
PERCENTAGE, TWO OR 400% TO GET
BACK TO WHERE THE STATE
PARTICIPATED IN EQUALLY FUNDED
PLANS.
IN FISCAL YEAR 19 IT WOULD MOVE
TO 100%.
>> QUINN WOULD BE 100% FUNDED IN
THE WAY IT USED TO BE FUNDED BUT
IN THE DOLLARS AMOUNTS?
>> YES.
>> THE CITY WILL MEET THE ENTIRE
FUNDING PORTION.
>> AND THE STATE NO LONGER PAYS
FOR IT?
>> THE STATE IS NOT PAYING FOR
IT.
>> JUSTIN, THE 65%, WE HAVE 35%
OF UNIONS THAT DON'T HAVE
CONTRACTS RIGHT NOW.
WHO ARE THEY?
>> THE BIG ONE IS SCIU AND THE
BIGGEST IS THE FIRE DEPARTMENT.
A COUPLE SMALLER ONES.
>> THE FIRE DEPARTMENT, WE DID A
FOUR-YEAR CONTRACT LAST TIME.
ARE THEY UP NOW?
>> THEY ARE.
>> SO THEY'RE WITHOUT A CONTRACT
SINCE JULY?
SEVEN MONTHS?
>> I BELIEVE THAT'S CORRECT.
THE PARTIES ARE BEGINNING
DISCUSSIONS AND HOPEFUL THAT WE
CAN REACH AN AGREEMENT IN A
TIMELY MANNER.
>> SO ALL OF THESE AGREEMENTS
ARE CONSISTENT EXCEPT FOR THE
MIDDLE -- FOR THE PUBLIC HEALTH,

THAT'S JANUARY TO JANUARY.
WHY IS -- IS THAT JUST -- DID WE
MAKE THAT CHANGE OR -- NORMALLY
IT'S JULY TO JUNE.
DOES ANYBODY KNOW WHY THAT IS
LIKE THAT?
IS THAT A BENEFIT TO US OR --
>> THAT FOLLOWS THE MOST RECENT
PATTERN WITH THIS GROUP.
THE CONTRACT CYCLE GOES FROM
OCTOBER TO SEPTEMBER AND THERE'S
WAGE INCREASES OVER THE MORE
RECENT TEAMS HAVE BEEN JANUARY.
THE LAST INCREASE BEFORE THESE
CONTRACTS WAS JANUARY 2016.
>> OKAY.
SO EVERYBODY WAS ABOUT TWO YEARS
WITHOUT A CONTRACT?
ON THESE THREE HERE.
BECAUSE YOU GO BACK TO JULY 16,
JULY 16, WHICH WOULD BE FY-17.
SO THAT WAS --
>> YEAH.
>> AND WERE THOSE -- WERE YOU
INVOLVED IN THE NEGOTIATIONS,
JUSTIN?
>> NO.
>> OKAY.
>> I WAS GOING TO ASK YOU HOW
THEY WENT.
>> THAT WAS BEFORE MY TIME.
>> OKAY.
THANK YOU, MR. CHAIR.
>> THANK YOU.
>> THANK YOU, MR. CHAIR.
I HAD A COUPLE OF ROUTINE
QUESTIONS.
I KNOW YOU HIGHLIGHTED THE QUINN
BILL.
I KNOW FROM EXPERIENCE WORKING
WITH POLICE OFFICERS AT SUFFOLK
SUPERIOR COURT, THE QUINN BILL
DOES A GREAT SERVICE FOR THE
CITY, FOR THE PROFESSIONALISM OF
OUR POLICE DEPARTMENT AND SOME
ARE GLAD THAT IT'S A MAJOR ISSUE
FOR YOU.
THAT'S SOMETHING THAT I HIGHLY
SUPPORT.
I'M GLAD THAT'S A MAJOR PART OF
THE CONTRACT.
ONE QUESTION I HAD IS DO YOU
HAVE ANYTHING IN THE CONTRACT
THAT IS SPECIFICALLY TOWARDS

RETURNING VETERANS THAT ARE GETTING BACK ON THE JOB AND HOW YOU'RE ABLE TO ASSIST THEM WITH ANY ADJUSTMENTS OR MAKING THE TRANSITION FROM MILITARY TO THE WORK FORCE EASIER ON THE WORKER OR THEIR FAMILY?

>> THE CITY HAS A VERY STRONG EMPLOYEE IMPROVEMENT PLAN AND EMPLOYEES ARE ENCOURAGED TO TAKE ADVANTAGE OF THAT.

DEPARTMENTS ARE REALLY PROVIDED THAT OPPORTUNITY.

THE -- THAT'S NOT SPECIFICALLY SPOKEN TO IN THE CONTRACT, BUT THAT IS AVAILABLE TO ALL EMPLOYEES.

>> ONE THING I THOUGHT OF IS WHEN A -- WHEN A PERSON RETURNS FROM MILITARY SERVICE AND GOES BACK TO THE POLICE DEPARTMENT OR THE FIRE DEPARTMENT, YOU KNOW, I ALWAYS THOUGHT THAT THERE SHOULD BE ANOTHER PART OF SICK TIME THAT IS GEARED TOWARDS, YOU KNOW, GOING TO HELP -- TO THE V.A. MEDICAL CENTER, NOT USING THE TRADITIONAL SICK LEAVE. IS THAT SOMETHING THAT DOWN THE ROAD WE COULD TAKE A LOOK AT, MAYBE GIVING OUR RETURNING VETERANS BACK ON THE POLICE, BACK ON THE FIRE, ANY TYPE OF UNION, GIVING THEM A DIFFERENT PART OF SICK TIME THAT THEY CAN USE, SPECIFICALLY FOR V.A. MEDICAL APPOINTMENTS?

>> YEAH, I WOULD SAY WE'VE GOTTEN THOSE SPECIFIC -- WE'LL LOOK AT THAT SPECIFICALLY IN THE BUDGET OFFICE.

HAPPY TO CHAT MORE ABOUT OTHER CITIES OR TOWNS THAT HAVE DONE THAT.

>> THANK YOU.

>> WE'VE SINCE BEEN JOINED BY COUNCILLOR PRESSLEY.

CHAIR RECOGNIZES COUNCILLOR EDWARDS.

>> I'M SO SORRY.

I HAD SOME QUESTIONS ABOUT THE POLICE PATROLMAN AND THE -- I GUESS THE WORK THEY'RE DOING IN BOSTON PUBLIC SCHOOLS.

I GUESS THIS IS MORE OF AN ORIENTATION ABOUT THAT PROGRAM. I'M PARTICULARLY INTERESTED IN EXACTLY WHAT THE 55 OFFICERS ARE DOING IN THE SCHOOLS. DO THEY HAVE ARREST POWERS OR INVESTIGATING CRIMES OR -- I'M PARTICULARLY INTERESTED IN THAT RELATIONSHIP IN SCHOOLS.

>> THEY PROVIDE SUPPORT TO THE SCHOOLS ON A DAILY BASIS. THEY GET THEIR POLICE POWERS FROM THE BOSTON POLICE DEPARTMENT. I THINK IT'S UNDER RULE 404. 403. THEY DO NOT INVESTIGATE CRIMES. THEY JUST GENERAL SUPPORT IN THE SCHOOLS ON A DAILY BASIS.

>> COULD YOU -- COULD SOMEONE GIVE ME AN EXAMPLE OF WHAT THAT IS?

>> IF THERE'S AN INCIDENT IN THE SCHOOL INVOLVING A FIGHT OR JUST GENERAL SECURITY, SO THEY WILL PROVIDE SUPPORT TO THE SCHOOL LEADER IN TERMS OF BREAKING UP FIGHTS, ENSURING THAT -- IF THERE'S ANY DISRUPTION IN THE DAY, THEY WOULD DEAL WITH PARENTS. THEY FILE REPORTS. IF THERE'S INJURIES, THINGS LIKE THAT.

>> SO DO THEY ARREST ANY OF THE STUDENTS OR DO THEY --

>> I'M NOT SURE IF THEY DO HAVE --

>> I CAN SPEAK TO -- WE ALSO HAVE A COMPONENT OF SCHOOL POLICE THAT WORK WITHIN THE SCHOOLS AS WELL. OBVIOUSLY THEY HAVE FULL ARREST POWERS, ENFORCEMENT POWERS. CAN TELL YOU THAT'S PROBABLY THE LAST THING ON THEIR MIND. THEY DO AN EXTENSIVE OUTREACH WITH KIDS OF ALL AGES, PARTICULARLY YOUNGER KIDS. SIMILAR TO POLICING THAT GOES ON OUTSIDE OF THE SCHOOLS. THEY TRY TO MENTOR THE KIDS, READ TO THE KIDS, PARTICIPATE IN AS MANY PROGRAMS AS THEY CAN.

THEY DO A LOT OF AFTER SCHOOL
ACTIVITIES WITH THE BASKETBALL
AND ALL THE ATHLETIC PROGRAMS.
>> THAT'S WONDERFUL.
I WANTED TO FURTHER DELVE
INTO -- WHEN THEY ARE ARRESTING
A CHILD OR A STUDENT, COULD BE
18, DON'T CALL THEM ALL
CHILDREN, BUT WHAT IS THE
RELATIONSHIP BETWEEN THIS
OFFICER AND IMMIGRATION OR ICE,
OR ARE THEY UNDER THE SAME
UMBRELLA WHEN THE ARRESTS ARE
HEAPING HERE IN BOSTON?
>> YES, THEY OPERATE UNDER THE
SAME UMBRELLA.
>> RIGHT NOW UMBRELLA MEANS NO
CONTACT WITH IMMIGRATION?
>> YES.
>> AND THEN BACK TO NUMBERS.
THANK YOU VERY MUCH.
IN TERMS OF THE -- THERE'S A
\$4,000 STIPEND OR \$4,000 TUITION
REIMBURSEMENT.
I THINK IT'S GREAT.
I'M JUST HOPEFUL THAT PEOPLE ARE
TAKING ADVANTAGE OF THAT.
I DIDN'T KNOW IF YOU HAD NUMBERS
FOR HOW MANY FOLKS HAD TAKEN
ADVANTAGE OF THAT AND GOTTEN
ADDITIONAL EDUCATION BASED ON
THE TUITION REIMBURSEMENT.
>> I DON'T HAVE NUMBERS FOR
THAT.
I CAN LOOK INTO THAT HAND GET
THAT BACK TO YOU.
>> THANK YOU.
>> THANK YOU.
COUNCILLOR PRESSLEY?
I THINK THAT CONCLUDES TODAY'S
HEARINGS ON DOCKETS 0130, 0131,
0132, 0133, 0231 AND 0232.
I WILL BE REPORTING THEM OUT
FAVORABLY.
JUSTIN, I WANTED TO SAY THIS IS
A WHOLE NEW TEAM IN FRONT OF US.
I JUST WANT TO WELCOME EACH AND
EVERY ONE OF YOU.
LOOK FORWARD TO WORKING WITH YOU
ALL IN FUTURE HEARINGS.
WITH THAT, THIS HEARING IS
ADJOURNED.