

Tompkins Consolidated Area Transit, Inc.

Meeting of the Board of Directors

January 26, 2023 | 4:00pm via Zoom

Attendees

Board Members: Deborah Dawson; Lisa Holmes; Laura Lewis; Ducson Nguyen; Frank Proto; Gary Stewart; Denise Thompson; Kelley Cooper

Absent: Jennifer Dotson

TCAT Staff: Susan Brock; Scot Vanderpool; Erik Amos; Julie Ellis- Grove; Doug Jensen; Taylor Hessler; Gian Fountain; Erinn Brainard; Curt Parrish; Gina Lord; Patty Poist; Phil Smith; Mike Smith; Nate Wells; Dameon Allen; Sam Nicholson; Chris Westling

Public Attendees: Dan Klein; Bridgette Brady; Jimmy Jordan

Call to Order

2023 Board Chair D. Thompson called the meeting to order at 4:00 pm.

Board Member Items

There were no extra Board member items.

Public Comment

There was no public comment made.

Approval of minutes

The October 27, 2022 minutes and Special Meeting November 11, 2022 minutes were moved together by L. Lewis, with a second from F. Proto and approved 7-0-0.

Chair's Report

D. Thompson gives her first Chair's report as the Chair of the 2023 TCAT Board of Directors. She said, 'As a long-term rider for many years, when I first joined the Board, I was so excited as I felt and hoped I'd be a positive addition to the organization. Today, I'm honored to serve as the TCAT Board of Directors Chair for the 2023 term. The world as we know, it has definitely changed. And we have to accept that we have changed as well. Before the pandemic, our goals and direction were very clear. Now we need to regroup, reimagine, and move forward to help create a healthy and strong transit system. As you know, it is really important to find the balance needed to support TCAT, Scot, and his staff to provide service for all mass transit-dependent communities. This year, we will have challenges as all years do. But with our time and talent, I know we can assist, lead and respond as needed. Going forward, I want to ask our Board, what is our identity? What does each of us bring to the table? What talents do we have? And what can we do to help make TCAT successful?'. She is going to continue asking these questions throughout the year and at the various meetings. She thanks everyone for their continued participation to help TCAT become successful.

GM Report

S. Vanderpool starts off by introducing the new Manager of People Operations (formerly known as Manager of Human Resources), Douglas Jensen. He also introduced Data Analyst Chris Westling, who has been doing a phenomenal job.

Systems report – December 2022 reported 141,000 riders compared to a little over 184,000 riders in December 2021. It's a difference of 43,000 riders and a 24% decrease. A full year's comparison shows 2022 at 2.5M riders and overall, 19% above 2021 (2M riders). S. Vanderpool mentions that it is not a great comparison since ridership has still been significantly lower post-pandemic. A line graph comparing 2019-2022 ridership showed the close levels in 2021 and 2022 but highlighted the vast separation from 2019's ridership. 2022 saw only 41% of 2019's ridership levels. Another contributing factor to this is service levels reductions. A new graph was introduced illustrating missed trips and the causes, bus shortage or driver shortage. Bus statistics saw diesel buses averaging 4.2 miles per gallon, while electric buses averaged 17.3 miles per gallon equivalent. Preventative maintenance was reported at 63% completed and brake inspections at 90%. Road calls were higher in December at 27. L. Lewis asked about any commonality in the higher road calls in August, September, and December. S. Vanderpool theorized it had to do with the lower PM completion percentage, however TCAT will be bringing in contracted mechanics to help get this back on track. Diesel fuel averaged \$3.95/gallon; he noted it had a high of \$5.06 in June. The annual cost for diesel fuel for TCAT was just about \$1.3 million. November and December stats were given for the safety report, only a total of 3 collisions for both months. They were preventable but there were no injuries for any of them. Year to date saw 37 collisions/incidents, and in 2021 there were 48 total. Human Resources notably will have a larger class of 6 operators starting in February, some with CDLs already.

D. Thompson had a question about the preventable accidents. If it is a preventable accident and caused by one of TCAT's drivers, is there education that comes into this? What do we do to make sure it doesn't happen again? Safety, Security, and Training Manager P. Smith explains whenever there is a preventable accident, there is a retraining process that takes place. They talk with the operator to find the root cause and what could have reasonably been done to prevent the accident and then training will work with the operator to reduce the risk of it occurring again. D. Thompson asked if this is effective. P. Smith responded that it is effective. The accident trend over the past 5 years has decreased; not solely due to retraining, but also recruiting, hiring, initial training, safety promotions AND retraining. P. Smith looks for trends in accidents and ways to address them.

The maintenance department is seeing bigger changes. Two mechanics have accepted positions, along with a contracted mechanic that has been at TCAT for a few weeks, with an offer extended to a third mechanic. Consequently, the shop met the required number of buses needed for pullout each morning of the past week, with buses to spare. HR-related tasks still include training and recruiting. Marketing and Communications: Patty and Jenn worked on FreeRyde distribution, ADA maps, holiday schedules, ride guides, and press releases. The IT list continues to grow, the farebox system remains at the top along with cybersecurity support and TSI. A major accomplishment of IT is the completion of the Motorola radio project.

Action Items

Chair Thompson introduces the first of many resolutions for the meeting; **Resolution 2023-xx Election of Director Kelley Cooper**. Moved by F. Proto, seconded by D. Dawson. There was no discussion, the resolution was adopted with a vote 7-0-0 as follows:

RESOLUTION 2023 - 05 ELECTION OF KELLEY COOPER AS DIRECTOR FOR TCAT, INC.

WHEREAS, Bridgette Brady resigned as a Tompkins Consolidated Area Transit, Inc. (“TCAT, Inc.”) Director, effective January 3, 2023, and the remaining term of her Director position is through December 31, 2023, and

WHEREAS, Cornell University originally recommended to the TCAT, Inc. Board that Bridgette Brady be appointed as a Director, and TCAT, Inc.’s bylaws state that a Director elected to fill an unexpired term until the next annual meeting at which the election of Directors is in the regular order of business shall be an individual recommended by the departing Director’s recommending party, and

WHEREAS, on January 9, 2023, Cornell University recommended that Kelley Cooper be elected to fill Bridgette Brady’s unexpired term; as provided in TCAT, Inc.’s bylaws, Kelley Cooper’s term would begin immediately upon her election and continue until TCAT, Inc.’s December 2023 annual meeting, and until her successor to fill the remainder of the unexpired term (until December 31, 2023) is elected and qualified,

THEREFORE, BE IT RESOLVED, the TCAT, Inc. Board elects Kelley Cooper as a Director to fill Bridgette Brady’s unexpired term beginning immediately and continuing until the December 2023 annual meeting, and until her successor to fill the remainder of the unexpired term is elected and qualified.

Adopted by the TCAT Board of Directors on this the 26th day of January 2023.

D. Thompson explains that K. Cooper will finish out B. Brady’s term, as B. Brady stepped down. K. Cooper thanked the Board for their confidence and is excited to bring 30 years of Finance and Business Administration experience to see where she can help.

The next resolution was the **Appreciation of Bridgette Brady**. D. Dawson moved the resolution and D. Nguyen seconded. The Resolution passed as follows with a vote of 8-0-0:

RESOLUTION 2023 - 06 IN APPRECIATION OF BRIDGETTE BRADY

The undersigned secretary of Tompkins Consolidated Area Transit, Inc. (TCAT, Inc.) does hereby certify at a meeting of the TCAT, Inc. Board of Directors on January 26, 2023, at which time a quorum existed, the following resolution was unanimously approved:

WHEREAS, as a member of the TCAT Board of Directors since January 1, 2015, Bridgette Brady has generously contributed her time and shared her vast experiences as a longtime leader in the field of sustainable transportation, and

WHEREAS, Bridgette capably served as Chairperson of the TCAT Board of Directors in 2020, at which time the public transportation industry faced one of its gravest challenges in modern history with the onset of the coronavirus pandemic, and

WHEREAS, with the initial escalation of the pandemic in spring 2020 and thereafter, Bridgette helped advise and lead TCAT with calm, strength and wisdom, and

WHEREAS, throughout her eight years of service on the TCAT Board of Directors, Bridgette ably served on nearly all of its committees and as Chairperson of the following: Budget (2019, 2021 and 2022), Human Resource (2017 and 2019) and Transit Service (2016), and

WHEREAS, TCAT and its riders have benefited greatly from Bridgette's strong leadership, equilibrium and extensive expertise, and

WHEREAS, TCAT Board members and staff are confident that Bridgette will continue her advocacy of public transportation in her role as Senior Director of Cornell University's Transportation and Delivery Services,

NOW, THEREFORE, BE IT RESOLVED that the TCAT, Inc. Board recognizes the many contributions Bridgette has made to TCAT, Inc. and all of its stakeholders, and be it further

RESOLVED, that the TCAT, Inc. Board extends its deepest appreciation to Bridgette for her dedication to TCAT, and wishes her all the best with her future as a leader and innovator in the field of sustainable transportation.

Adopted by the TCAT Board of Directors on the 26th of January 2023.

B. Brady thanked the Board for the kind words and says her leaving the Board was not on a spur of the moment. She explained how her skillset was in analytics, logistics and operations. Whatever business acumen came from K. Cooper's counsel and so she feels confident having K. Cooper aid TCAT in her place. B. Brady commends D. Thompson on her 'kind approach to leadership'. She still will collaborate with TCAT and be a helping hand, believing she can be more helpful on the other side of the Board.

The next resolution presented was **Resolution 2023-xx Resolution for Bus Lift Repairs**. S. Vanderpool explained that two of TCAT's bus lifts were in desperate need of repair. The repair costs climbed towards \$50,000 and thus needed Board approval. S Vanderpool explained that the two lifts are TCAT's main DOT inspections lifts, and now that more mechanics have been hired, workspace has become an issue. L. Holmes moved and L. Lewis seconded to open the resolution for discussion.

L. Lewis asked to clarify, there is more than one lift that needs repairs? M. Smith said the one bay, bay 11, has been inoperable for quite a while and it is a critical lift to have. Its sibling lift is operational but is aging and needs parts. They want to make sure it remains operational. L. Lewis also asked if TCAT anticipated any delay in receiving the parts? How quickly can the lifts be repaired? Assuming the Board approves the resolution, which she is very happy to support. M. Smith said it depends on the vendor but is hoping they will know in the next day or so what the timeframe will be.

S. Vanderpool said getting the lifts back to operational status would help immensely and especially with PMs. D. Thompson asked if bay 11 specifically affected the percentage. M. Smith replied that it affects the overall workflow; having a lift down, for as long as it has been, definitely affects everything.

The resolution was adopted as follows with a vote of 8-0-0:

RESOLUTION 2023 - 07 RESOLUTION FOR LIFT REPAIRS

WHEREAS, TCAT, Inc. (TCAT) has a maintenance bay that consists of three (3) in-ground Rotary lifts in bays nine (9), ten (10), and eleven (11), and

WHEREAS, TCAT has been without the use of the lift in bay 11 for an extended period of time due to needed repairs, and

WHEREAS, TCAT also needs to make repairs to ensure the lift in bay 9 will remain operable so as to not interrupt the daily work in the shop, and

WHEREAS, these repairs will ensure that TCAT is able to make timely repairs and services to the fleet, prepare buses for DOT inspections, and change tires in a timely and efficient manner, and

WHEREAS, TCAT staff have determined through research that the Filtrec Corporation is the only lift repair company capable of repairing Rotary maintenance lifts that will come to the TCAT facility, and

WHEREAS, TCAT has received a quote for repairs in the amount of Fifty-Seven Thousand Two Hundred Six Dollars and Four Cents (\$57,206.04) from Filtrec Corporation, and TCAT staff has determined through research that the quote is a fair and reasonable price, therefore be it

RESOLVED, that the TCAT Board of Directors selects Filtrec Corporation as the sole source vendor for the Rotary lift repairs as described above, and authorizes the Chairperson of the Board and the General Manager to execute a purchase order or contract with Filtrec Corporation in an amount not to exceed Fifty-Seven Thousand Two Hundred Six Dollars and Four Cents (\$57,206.04) for the repairs of the maintenance lifts in bays 9 and 11, subject to the approval of TCAT's attorney.

Adopted by the TCAT Board of Directors on this the 26th day of January 2023.

Chair Thompson then asked the TCAT staff to introduce themselves so new Board member K. Cooper could become familiar: M. Smith, Assistant General Manager; D. Allen, Operations Manager; D. Jensen, People Operation Manager; C. Westling, Data Analyst; C. Parrish, Procurement Coordinator; T. Hessler, Admin Assistant/Recording Secretary for the Board; E. Amos, Service Development Manager; J. Ellis-Grove, Controller, P. Smith, Safety and Security Manager; E. Brainard, Payroll Coordinator/HR Assistant; G. Lord, HR Generalist/Recruiter; N. Wells, Maintenance Shop Supervisor; P. Poist Communications & Marketing Manager; S. Nicholson, Accounting Assistant; G. Fountain, IT Manager.

P. Poist also introduced intern Trevor Jensen, who has been an intern for 2+ years. D. Thompson noted his work on interactive maps. P. Poist explains he has done many maps and created a map specifically for North Campus (incoming) students. He helps with orientation with new students and RA's and has been a great addition to TCAT.

The next resolution is **Resolution 2023-xx Adopting the Capital budget**. J. Ellis-Grove outlined the many projects planned for the year including upgrades to the Drivers' Lounge, garage floor repairs, the Farebox project, and server room upgrades, totaling around \$2.4 million. F. Proto moved the Resolution and L. Lewis seconded.

K. Cooper asked about the Farebox system. J. Ellis-Grove explained the Farebox has already gone through the RFP and a vendor was selected and TCAT is working on moving forward to get those replaced. She also explained for the overall Capital Expenditure Plan there is a local share portion, which is split between the three underwriters, which for 2023 is \$95,249.

The resolution was adopted as follows with a vote of 8-0-0:

RESOLUTION 2023 - 08
ADOPT THE TCAT, INC. 2023 CAPITAL EXPENDITURE PLAN

WHEREAS, each year the Tompkins Consolidated Area Transit, Inc. (TCAT, Inc.) Board adopts an annual Capital Expenditure Plan, and

WHEREAS, TCAT, Inc. attempts to maximize the use of all federal and state funds available for necessary capital equipment purchases and projects, and

WHEREAS, after reviewing current capital needs and considering all federal and state funding available for 2023, a Capital Expenditure Plan of \$2,545,747 with Tompkins County, City of Ithaca and Cornell University each making contractual payments of \$95,249 for the 2023 fiscal year ending December 31, 2023 has been prepared and reviewed,

THEREFORE, BE IT RESOLVED, the TCAT, Inc. Board adopts a Capital Expenditure Plan for the fiscal year ending December 31, 2023, totaling \$2,545,747.

Adopted by the TCAT, Inc. Board of Directors on the 26th day of January, 2023.

The next resolution presented was **Resolution 2023-xx Adopt the 2023 Operating Budget**. D. Dawson moves, L. Holmes seconds, and the resolution passed with a vote of 8-0-0 as follows:

RESOLUTION 2023 – 09
ADOPTING THE TCAT, INC. 2023 OPERATING BUDGET

WHEREAS, each year the Tompkins Consolidated Area Transit, Inc. (TCAT, Inc.) Board adopts a fiscal year Operating Budget, and

WHEREAS, TCAT, Inc. attempts to maximize transportation service to Tompkins County residents by utilizing all federal, state and local funds available for the twelve-month period ending December 31, and

WHEREAS, after reviewing 2022 operations and considering all federal, state and local funding available for 2023, an Operating Budget that projects revenues of \$19,240,105 and expenditures of \$19,240,105 for the 2023 fiscal year ending December 31, 2023 has been prepared and reviewed,

THEREFORE, BE IT RESOLVED, the TCAT, Inc. Board adopts an Operating Budget for the fiscal year ending December 31, 2023, that projects revenues totaling \$19,240,105 and expenditures totaling \$19,240,105.

Approved by the TCAT, Inc. Board of Directors on this the 26th day of January, 2023.

The next Action Item was for the Board **Acceptance of the Fare Free Report** done by the 2022 Planning Committee. D. Dawson explained that the Planning Committee undertook this task at the direction of the Board and has accepted the report as a committee. The report asks the Board to consider the question of going 'Fare Free' if and when the criteria that are outlined in the report are met. She says it is particularly important to take some formal action to accept the report and acknowledge the work of the Planning Committee, especially in view of the Fare Free initiatives that have been getting public attention. There were members of the public who spoke about the initiative at the 2022 Annual TCAT Board meeting, and D. Dawson said they have also come to several County legislature meetings. She said, "It is important that the community understand that we're hearing them; we're working on it, but we're simply not in a position right now to move forward with it." She then makes a verbal motion to accept the plan and asks for a second. L. Lewis seconds the motion.

K. Cooper asks to clarify if they are accepting 'the plan' or 'the report'. D. Dawson answers: the report. There is not a set plan yet.

F. Proto asks that in accepting the report, the Board accepts it with all the attachments? So that if the Board decides to investigate Fare Free again, they have a semblance of a starting point. D. Thompson confirms it is all the attachments as well.

L. Lewis thanks D. Klein for all his work on the report and his leadership throughout. She said there has been a lot of community input, adding there have been public comments made at city council meetings as well. She wanted to express her appreciation to D. Klein for his work. D. Dawson seconds the sentiment. D. Nyguen thanks him as well and said D. Klein has been a Fare Free proponent for a very long time. He had even done previous work and calculated what the potential cost to each household in the county would be to support free fare.

The Planning Committee's Report is accepted with a vote of 7-0-1, with G. Stewart abstaining, and the Board's acceptance will be kept in the records as **Resolution 2023-10**.

A verbal motion was made to approve the Board Committee assignments and Committee chairs, and the TCAT representatives to ITCTC committees selected by Chair Thompson. F. Proto moved and D. Dawson seconded. The assignments were accepted with a vote of 7-0-1, with G. Stewart abstaining.

Discussion Items

G. Stewart said he thinks the Board is doing some good work but wasn't sure if people knew the Board existed. He asked how TCAT handles questions and deals with the public. P. Poist explained that TCAT's website has a page with all the Board members' names and the committee assignments as well, and she is currently working on a press release for the new year. The media does reach out to both P. Poist and sometimes various Board members individually. P. Poist and T. Hessler are looking to improve the website and include more transparency/ease of access for the meetings.

F. Proto asked about the decision of meeting dates/times for the various committee meetings and how that occurs. D. Thompson said the dates/times would remain the same as 2022 for the first meeting, and then the chair of each committee will work with the other members if the date/time needs to be moved. A list of the committees and the current meeting date will be sent to Board members after the meeting.

Committee Reports

- **Executive Committee** – Executive Committee met the day before the meeting, January 25. They discussed the NYSEDA grant, and TCAT's fund balance policy. D. Dawson also attended the meeting and shared some information from the County. They are planning to have more information in February to share with the Board about how the policy will be set up. D. Thompson asked D. Dawson to provide some documentation from the County that will help TCAT create the policy. S. Vanderpool thanks L. Holmes who has also sent information from the County.

S. Vanderpool updates the Board on UAW negotiation progress. A tentative agreement has been reached. The next steps include a Q&A on Friday (January 27), and ratification voting will happen on Monday the 30th, and Tuesday the 31st. He explained one of the bigger differences in the contract is the tiered approach for Operators. Operators who have zero to two years of seniority have a lower percentage increase, which allowed for a higher percentage

increase for those with seniority three to nine years. The 3–9-year operators make up much of the voting force and then there is also a significant increase for operators who have been with TCAT for 10+ years.

They also discussed the Electric Mobility Grant from NYSDOT. The biggest piece of that for TCAT is the On-Demand services. TCAT is currently looking for an On-Demand project manager who will be responsible for the bulk of the work on the project, help hire other support staff, oversee the project itself, hire on-demand drivers, create the on-demand training program, and be the go-to person for any questions or concerns that come up with UPI, who is a community-based group working on this project as well. The On-Demand services will target the Flats area of downtown and the West Hill area, where UPI is located. The goal is to start the on-demand process in the fall of 2023, but our driver situation will be important for this as well. TCAT is currently working with E-Lightning motors to procure four electric vans. The vans are eight passenger vehicles: seven passengers plus accommodation for one passenger with a mobility device.

F. Proto asked about the HR manager's search. S. Vanderpool replied that D. Jensen was hired. Some of his qualifications were discussed during the Executive Committee Meeting including being a chair of the Labor Union; he's been on both sides of labor negotiations, which was a major quality TCAT was looking for.

- **Audit Committee** – The Audit Committee did not meet.
- **Budget Committee** – The Budget Committee did not meet either, but J. Ellis-Grove went over some of the Budget information. She said projections and actual is all about the same as the Board has seen before. November saw a revenues projection of \$2.7M over budget which rose to \$3.192M at year end because of Federal Operating assistance. The \$3.1M is from year over year, J. Ellis-Grove explained that at the very end of 2022 we received CRRSAA funding of \$2.1M. This was not a part of the original budget for 2022. For expenses, TCAT was only \$50,000 overall over-budget. Though the fuel expense was \$381,000 over-budget, due to severe staffing shortages the difference was balanced. We had budgeted for about 80 operators and TCAT is currently running 66-70 operators. Another factor J. Ellis-Grove pointed out was with our contracted ADA services, Gadabout. Gadabout did an audit and found they had not billed TCAT during previous years. They billed TCAT at year-end to make up for things that had been missed which pushed TCAT over-budget by \$141,000 in that area. Insurance was higher than budgeted, but parts purchasing was under \$270K. Accounting has been working with the shop about spending coupled with supply chain issues at the beginning of the year. Lastly the mechanics & fuelers' wages & benefits were \$130K under budget, as well as the accounting dept under \$130K all due to unfilled positions. J. Ellis-Grove said all these numbers are preliminary pending the outcome of the Audit.
- **Human Resource** – There was no Human Resource meeting for January. D. Thompson said during the Executive Committee meeting they talked about plans for hiring retention. She wanted to open a discussion during the Board meeting for S. Vanderpool to expand on the development of plans for hiring retention, and once we have more drivers, mechanics, etc. what is service going to look like? She also asked about ideas of alternative forms of transit since TCAT is a 'Transit service' not just a 'Bus Service'.

S. Vanderpool said TCAT has been in the planning phase of recovery ever since the pandemic started. He believes the first step is the support system; the right people in the right place as far as staffing. A recruiter has been hired; a second trainer has been hired. This allows

for more drivers to be brought on. Previously it could have been three months or more between classes starting. Starting in February there will be a larger class of six, three already possessing CDLs and three that need their CDL. If we can keep up with this number of committed drivers for classes throughout the spring and summer, it would put TCAT in a good position for Fall 2023 service. As far as the service planning is concerned, E. Amos has a plan set for spring once we have more drivers and maintenance is better. He noted that Cornell will most likely see some restored service first, as they are the first to have trips cut from the higher frequency routes that run through campus. Overall, there are plans in process for when thresholds are met for operator numbers and maintenance levels.

K. Cooper asks about the process and how long it takes to train an operator. S. Vanderpool replies that for those who already have CDLs it is a window of 3-4 weeks; to go through HR processes and onboarding, and then learn familiarity with the routes, before being able to go out on their own. Training non-CDL operators has a lengthier process of about 8 weeks; including all the training to pass both writing and driving tests, which have become more difficult in the past few years.

D. Thompson had a discussion with F. Proto and B. Brady about the landscape and public transportation changing significantly. She wondered if S. Vanderpool has any insight from NYPTA into other transit systems; how they are adjusting, are their services changing? S. Vanderpool said the discussions continue to be centered around schedules, which plays into retention. Schedules are currently very long and beginning to create friction. The question yet to be solved is how to create more efficient schedules with better work-life balance. He said other agencies are operating at 50-60% of the ridership they had pre-pandemic, and the main cause is operator retention. TCAT has been fortunate with mechanical hires, as those are in high demand among agencies as well. D. Thompson asks S. Vanderpool to forward some of the plans to the Board members, so that they can see where their time and talents may be able to best assist TCAT.

- **Planning Committee** – The Planning Committee did not meet in January.
- **Transit Service Committee** – The Transit Service Committee did not meet in January, but briefly discussed the farebox situation and updates on vendor selection. D. Nguyen explained that Genfare is pretty much the only vendor that could accommodate all the needs we have, specifically being compatible with magstripe Cornell cards, while also accepting cash, transfer slips, and eventually a more modern cashless/tap to pay system. Currently TCAT is losing \$10-20,000 a month in fares not being collected because of broken fareboxes. The Genfare system will cost around \$4700 a month as a subscription and implementation should happen in July.

Next Meeting

The next regular Board meeting will be February 23, 2023.

Executive Session

There was no executive session needed.

D. Thompson thanked L. Lewis for her service as Board chair of 2022 and hopes that she can lead 2023 half as well. L. Lewis responded that she has tremendous confidence in D. Thompson being a successful and effective chair.

F. Proto asked if once the UAW has voted to ratify the contract, if it is ratified by the UAW, does it need to be voted on by the Board? S. Brock replied, yes, the Board votes to ratify after if the Union votes to ratify.

B. Brady also thanks L. Lewis and expresses appreciation and awe of L. Lewis handling both mayoral duties and Board chair responsibilities, handling it gracefully and amazingly. L. Lewis replies that a lesson learned from 2020 and the past few years is “that none of us gets through things alone...we work together. We do the best we can. And we lift each other up. We acknowledge shortcomings and try to learn from them and move forward.”

Adjournment

The meeting adjourned at 5:25 pm (motion by L. Holmes, second by F. Proto).

Minutes respectfully submitted by Taylor Hessler, Recording Secretary, October 26, 2023.