Page 1

SCHOOL BOARD OF BROWARD COUNTY

AUDIT COMMITTEE MEETING

KC WRIGHT ADMINISTRATION CENTER
BOARD ROOM
600 SE 3RD AVENUE
FORT LAUDERDALE, FLORIDA

THURSDAY, JANUARY 11TH, 2024 9:43 A.M. - 1:20 P.M.

Court Reporter:
Timothy R. Bass, Stenographic Reporter
Bass Reporting Service, Inc.
633 South Andrews Avenue, Suite 500
Fort Lauderdale, FL 33301

United Reporting, Inc. (954) 525-2221

Page 2

- 1 COMMITTEE MEMBERS IN ATTENDANCE:
- 2 MS. RUTH CARTER-LYNCH (Telephonic)
 - MS. REBECCA DAHL
- 3 MR. ANTHONY DE MEO
 - MS. MARY FERTIG
- 4 DR. NATHALIE LYNCH-WALSH
 - MR. ROBERT MAYERSOHN (Telephonic)
- 5 MR. ANDREW MEDVIN
 - MR. PAVEL MENZUL
- 6 MS. JACLYN STRAUSS
 - MR. PETER TURSO

7

OFFICE OF THE CHIEF AUDITOR STAFF:

8

- MR. JORIS JABOUIN, Chief Auditor
- 9 MS. ALI ARCESE, Audit Director
 - MR. DAVID RHODES, Audit Director
- 10 MS. JENNIFER HARPALANI, Assistant Director IT Audits
- MR. GABRIEL CARVAJAL, Manager, Property & Inventory
- 11 Control
 - MS. NAKIA GOULDBOURNE, Acting Manager, Internal Funds
- 12 MS. ELENA PRITYKINA, Task-Assigned Manager, Operations
 - MR. BRYAN ERHARD, System Support Specialist II
- 13 MR. JEREMIAH CARTER, Auditor III
 - MS. MICHELE MARQUARDT, Executive Secretary
- 14 MS. WANDA RADCLIFF, Clerk Spec B
- 15 DISTRICT STAFF:
- 16 MRS. JUDITH MARTE, Deputy Superintendent, Operations DR. JOSIAH PHILLIPS, Chief Information Officer
- 17 DR. DEBORAH CZUBKOWSKI, Chief Facilities Officer
 - MS. ERUM MOTIWALA, Associate Superintendent, Finance
- 18 MR. MARK DORSETT, Executive Director, Physical Plant Operations
- 19 MS. SHELLEY MELONI, Executive Director, Pre-Construction
- 20 MS. JENNIFER ANDREU, Executive Director, Operations
 - MR. RYAN SMITH, Director, Business Support Center
- 21 MS. MARY COKER, Director, Procurement & Warehousing Services
- 22 MS. GERRILYN ARLOTTA, Assistant Director, Accounting & Financial Reporting
- 23 MR. DALE SPEAR, Area Manager, Physical Plant Operations
- 24 MR. TODD CHELIBASHKI, Treasury Manager, Treasury

25

	Page	3					
1	INVITED GUESTS:						
	IS. KATHLEEN LANGAN, AECOM IS. ASHLEY CARPENTER, Atkins						
3	IS. KAYLA SPELLMAN, CRI IR. ROB BROLINE, CRI						
	MS. EDDY CASTANEDA, Audit Senior Manager, MSL CPAs & Advisors						
	MR. MATTHEW BLONDELL, Business Risk Consulting, RSM						
	MR. CHRIS GUMS, Manager, Risk Consulting, RSM MR. TIM BASS, Court Reporter, United Reporting						
7							
8							
9							
10							
l1 l2							
13							
14							
15							
16							
L7							
18							
19							
20							
21							
22							
23							
24 25							
4 O							

Thereupon, the following proceedings were had:

Committee Meeting to order.

2.1

3 DR. 1

DR. LYNCH-WALSH: All right. Good morning everybody. I think I forgot how to chair a meeting. It's been a while. Happy New Year. Welcome to -- I'd like to call the -- what is today? Today is not November 16th. It is, I believe, January 11th meeting of BCPS Audit

First order of business is the Pledge of Allegiance. The flags are behind us or behind me. All rise.

(Pledge of Allegiance was recited.)

DR. LYNCH-WALSH: All right. Thank you. We need seven for quorum, we're at six, but we expect seven soon, so we're going to go ahead. We cannot conduct business meeting, we can't vote until we have quorum. Did I hear a door?

Do you want to be an audit committee member for today?

All right. So roll call is the first order of business and today we have a new member. So, Mr. Jabouin, can your staff do roll call?

MR. JABOUIN: Yes. Thank you. Good morning, Chair.

			Dago F
1		Ma	Page 5 Ruth Carter-Lynch on the phone?
2			CARTER-LYNCH: Here.
3		MR.	JABOUIN: Ms. Rebecca Dahl?
4		MS.	DAHL: Here.
5		MR.	JABOUIN: Mr. De Meo is in transit.
6		Ms.	Mary Fertig on the phone?
7		BECC	N: Negative.
8		MR.	JABOUIN: Okay. I understand she'll be
9	here	soon	1.
10		Ms.	Itohan Ighodaro is in transit, as well.
11		Dr.	Nathalie Lynch-Walsh?
12		DR.	LYNCH-WALSH: Here.
13		MR.	JABOUIN: Mr. Robert Mayersohn on the
14	phone	;?	
15		MR.	MAYERSOHN: I'm here.
16		MR.	JABOUIN: Mr. Andrew Medvin.
17		MR.	MEDVIN: Here.
18		MR.	JABOUIN: Mr. Pavel Menzul?
19		MR.	MENZUL: Present.
20		MR.	JABOUIN: Ms. Phyllis Shaw is excused.
21		Ms.	Jaclyn Strauss?
22		MS.	STRAUSS: Present.
23		MR.	JABOUIN: Mr. Peter Turso?
24			TURSO: Here.
25			JABOUIN: And amongst District staff, I
)		1.11.	ormooth. This amongbe proceed beart, I

1 am Joris Jabouin, the District's Chief Aud
--

- MS. ARCESE: Ali Arcese, Audit Director.
- MR. RHODES: Dave Rhodes, Audit Director.
- DR. PHILLIPS: Dr. Joe Phillips, Chief of IT.
- 5 MS. ARLOTTA: Gerri Arlotta, Assistant
- 6 Director of Financial Reporting. I'm designee
- 7 today for Oleg Gorokhovsky, Director.
 - MS. MOTIWALA: Erum Motiwala, Associate
- 9 Superintendent of Finance.
- 10 MS. ANDREU: Jennifer Andreu, Executive
- 11 Director, Operations.
- 12 MS. CZUBKOWSKI: Deborah Czubkowski, Chief
- 13 Facilities Officer.
- 14 MR. JABOUIN: The back row, please? The
- 15 gentleman on the right?
- 16 MR. PROANO: Jim Proano AECOM.
- 17 MR. SPEAR: Dale Spear, Physical Plant
- 18 Operations.

2

3

4

8

- 19 MR. DORSETT: Mark Dorsett, Executive
- 20 Director, Physical Plant Operations.
- 21 MR. SMITH: Ryan Smith, Director of Business
- 22 | Support Center.
- 23 MR. CARTER: Jeremiah Carter, Office of the
- 24 Chief Auditor.
- 25 | MR. CARVAJAL: Gabriel Carvajal, Office of

1 the Chief Auditor.

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

2.1

22

23

24

25

MR. ERHARD: Bryan Erhard, Office of the Chief Auditor.

MS. MARQUARDT: Michele Marquardt, Office of the Chief Auditor.

MS. PRITYKINA: Elena Pritykina, Office of the Chief Auditor.

MS. RADCLIFF: Wanda Radcliff, Office of the Chief Auditor.

MS. HARPALANI: Jennifer Harpalani, Assistant Director, Audits.

MS. GOULDBOURNE: Nakia Gouldbourne, Office of the Chief Auditor.

MR. JABOUIN: Ms. Marte?

MRS. MARTE: Judith Marte, Deputy
Superintendent Finances and Operations.

MR. JABOUIN: Ms. Coker?

MS. COKER: Good morning, Ms. Coker, Director of Procurement & Warehousing Services.

MR. JABOUIN: Chair, I wanted to mention to those here that there are some documents that are in the front of the audit committee members' areas. There is a memorandum from Ms. Marte's office on fund balance.

DR. LYNCH-WALSH: Oh, that was the first

1 question I was going to ask.

2.1

2.2

MR. JABOUIN: There also are documents that we sent subsequent to delivery of the package that we've included here for the committee. And then we also have some pages to Agenda Item

Number 10. These are pages 6 and pages 12 from that report when that comes up.

I also wanted to mention that Deputy
Superintendent Marte, Executive Director Andreu
and Director Smith and Dorsett need to leave at
noon and this impacts Agenda Items 7, 8, 10, 11
and 12. And Ms. Marte will serve as the
Superintendent's designee as well as Dr.
Phillips. And if they need to leave I'll take
notes for the Superintendent, Chair.

DR. LYNCH-WALSH: Okay. Well, let's start by introducing our newest member and then we need to approve the agenda because I wanted to shift number 7 around. So -- and we just got another member, so we now have guorum.

All right. Good. We have quorum and we have a new member. So we have Mr. Pavel Menzul?

Menzul?

MR. MENZUL: Yes.

DR. LYNCH-WALSH: Okay. Please, if you

could, introduce yourself to the group as this is your first meeting.

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

2.1

22

23

24

25

MR. MENZUL: Hello. Hi. My name is Pavel Menzul and I'm happy to be on this committee. My background is, actually, in supply chain and finance and I was a consultant before and, you know, it's awesome to be here.

DR. LYNCH-WALSH: Okay. Welcome.

All right. So next up on the agenda, Approval of the Agenda. So today, because the last time we did follow-up items and I've got, we have some issues on the follow-up items, we may never get to the items that we need to approve if we do 7 before we do those. So what I was looking to do is, except where they relate to an agenda item, move number 7 to after 12 on the agenda. And then as the things pertain to agenda items we'll pull from there. Because there are some things, like RSM is here, so we can ask about that, Business Support Center, but there are some things in here, like the HR and Procurement Plan, if we start talking about that, we're never going to get to Item Number 8. that's the change that I'd like to make here. And, otherwise, is there anything else on the

1 agenda or are we good with the rest of it?

So I just want to move 7 down to after 12.

MS. FERTIG: Okay.

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

2.1

22

23

24

25

MS. STRAUSS: Okay.

DR. LYNCH-WALSH: Okay? So you're seconding?

MS. STRAUSS: Yes.

DR. LYNCH-WALSH: All in favor?

COMMITTEE MEMBERS: Aye.

DR. LYNCH-WALSH: Any opposed?

(No response.)

DR. LYNCH-WALSH: Okay. Passes unanimous.

So the agenda is now approved.

Do we have anyone for public comment?

MR. JABOUIN: We do not. Ms. Arcese will check outside while she's looking.

DR. LYNCH-WALSH: Next up we have the minutes from October 12th and October 19th. As soon as we get confirmation about public comment. And then, of course, the public can comment on any of the agenda items, but this is just if someone is there with a general comment.

MS. ARCESE: No.

DR. LYNCH-WALSH: Okay. Good.

All right. So I need a motion to approve the minutes for October 12th.

	Page 11
1	Okay. Moved by Ms. Strauss. Second by
2	Fertig?
3	MS. FERTIG: Yes.
4	DR. LYNCH-WALSH: All right. All in favor
5	any discussion on the minutes?
6	(No response.)
7	DR. LYNCH-WALSH: We're good?
8	All right. All in favor of approving the
9	October 12th minutes?
10	COMMITTEE MEMBERS: Aye.
11	DR. LYNCH-WALSH: Any opposed?
12	(No response.)
13	DR. LYNCH-WALSH: Okay. October 12th is
14	approved.
15	October 19th minutes, need a motion to
16	approve.
17	MS. FERTIG: So moved.
18	MS. STRAUSS: Second.
19	DR. LYNCH-WALSH: Okay. Moved by Fertig,
20	seconded by Strauss.
21	Any discussion?
22	(No response.)
23	DR. LYNCH-WALSH: All right. All in favor of
24	approving the October 19th minutes?
25	COMMITTEE MEMBERS: Aye.

DR. LYNCH-WALSH: Any opposed?

(No response.)

2.1

2.2

DR. LYNCH-WALSH: All right. We moved Item 7, so that brings us to the MSL Annual Comprehensive Financial Report.

MR. JABOUIN: Chair, we have Mr. Castaneda here to go over the documents. As we know from the committee these were presented on November 16th. The Board needed to approve those at their December meeting and they have moved forward with that. But Mr. Castaneda is here for this presentation.

DR. LYNCH-WALSH: Okay. So, again, because of timing, this went to the Board. When we met in December we talked about the fund balance. So that's one of the follow-up items that would be relevant to this area and that we received a memo on. We had asked for an explanation and I hope Mr. De Meo is okay because I think he was the one that wanted the explanation.

The explanation would tell us where we are.

So it looks like in June -- so as of these

financial statements the fund balance was at 4.36

percent for the assigned and unassigned.

MR. JABOUIN: Ms. Motiwala?

1 MS. MOTIWALA: Yes, that's correct.

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

2.1

22

23

24

25

DR. LYNCH-WALSH: Okay. And then between June and September 30th, 2023 we're now at 4.15 percent.

MS. MOTIWALA: Correct.

DR. LYNCH-WALSH: Okay. I appreciate that you guys brought the Florida Statutes because I went and pulled that last night, and then the policy. So -- but it's no longer September. So we're now in January.

MS. MOTIWALA: So the October interim financial statements will be presented to the Board this month on the 23rd.

DR. LYNCH-WALSH: Okay. And do we have what was projected previously? Because that'll be where we are, actually, as of October; right?

MS. MOTIWALA: Right.

DR. LYNCH-WALSH: Do we have projections as to where we're going? Like a projection for where we would be?

MS. MOTIWALA: It was still above 4 percent.

DR. LYNCH-WALSH: 4 percent for October?

MS. MOTIWALA: No, for the year you're asking?

DR. LYNCH-WALSH: Oh, to be 4 percent for

1 June 30th, 2024?

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

MS. MOTIWALA: Yes, it's above 4 percent.

DR. LYNCH-WALSH: Okay. That's the projection, and we're at 4.15.

So what you're saying is that, in theory, we're expected to go from 4.15 to 4 percent --

MS. MOTIWALA: No, I'm just saying it's expected to be above 4 percent. So it's in line with the projection for the year, the 4.15 percent as of September.

DR. LYNCH-WALSH: Uh-huh. Okay. And then we'll find out as of October at the 23rd meeting. So is that backup available yet?

Because the agenda's on-line.

MS. MOTIWALA: The interim financials are posted --

DR. LYNCH-WALSH: Okay.

MS. MOTIWALA: -- already, based on the agenda item.

DR. LYNCH-WALSH: Okay. So then what's the October?

MS. MOTIWALA: It's 4.17 percent.

DR. LYNCH-WALSH: 4.17?

MS. MOTIWALA: Yes.

DR. LYNCH-WALSH: Okay. All right. And can

someone explain the significance of this since we just got the memo and it can be -- I know Mr.

Castaneda, I don't know, because Mr. De Meo is usually the one that has the most questions for you and he's not here, and this already went to the Board --

MR. CASTANEDA: Correct. Since all of our communications have been communicated both to the audit committee as well as the Board, we never had a formal meeting because the one in November got cancelled, so I'm just here to -- if there's any questions or concerns with the ACFR that was presented in November -- in December.

DR. LYNCH-WALSH: Yes, Mary.

MS. FERTIG: Can I just ask a quick question?

I'm asking a quick question.

I'm looking at all the papers, I printed off everything that was sent to us yesterday.

DR. LYNCH-WALSH: This is from this morning.

MS. FERTIG: And this is from this morning. So if I could just request, I know this is difficult because this is a January date, but, you know, I think for most of us we try to print it off and read it before we get here.

Is it possible that we could receive these --

I know this isn't exactly on your point, but --

MR. CASTANEDA: No, your fine.

2.1

MS. FERTIG: -- is it possible that we could receive these, you know, the day before so that we have an opportunity to review them?

MR. JABOUIN: Yeah, so, Ms. Fertig, yes. So there is some -- due to the cancellation and the holiday factor, the normal delivery practices where we send the documents out the Friday before, we couldn't follow that to a -- to a T. But, obviously, for future meetings we will operate in that spirit.

MS. FERTIG: And I don't have a problem with the fact that you couldn't deliver it the week before, it's just we got a number of attachments yesterday and I printed them off, went over them. I just -- we were just sitting here trying to figure out which one of those documents you were on and this is a new one. So I would just request that all of them come to us prior to a meeting so we have time to review them.

MR. JABOUIN: So noted.

MS. FERTIG: Thank you.

DR. LYNCH-WALSH: Yeah, I think, to your point, the reason this occurred is, remember,

everybody was off until the 8th. And by
"everybody", I mean the District. So then if
they got updates subsequent to going off-line on
the 18th, I'm guessing this is what caused this.
So we, in theory, shouldn't see this again, where
we're getting stuff the night before and the day
of because there isn't a holiday break in
between.

MS. FERTIG: Yeah, it's just this is dated 8th and --

MR. JABOUIN: That is correct. So with most of staff returning on Monday, a lot of these were compiled on Monday and Tuesday before this meeting. But this is not a usual situation, Ms. Fertig.

MS. FERTIG: I recognize that. I just -- my point being, that we got a lot of attachments yesterday. This, I think, could have come at the same time. And I know several times this has happened. That's not a criticism. I know how hard your staff works. But I just think that it's -- for what we're doing, it's important that we have time to review it the night before.

DR. LYNCH-WALSH: Yeah, and, actually, to Mary's point that she pointed out, it was dated

the 8th. Because I hadn't looked at the date. I started from the back. You would expect the date, since we're getting it this morning, to be this morning, except for the part that I distinctly remember asking -- we asked for the explanation at our meeting on the 20th. So, right, that could have been done, but it wasn't. So we have it now and the interim financials at 4.17.

So then I guess we're back to the question, if no one has any questions for Mr. Castaneda, my question is, I guess, Mr. Castaneda, this is part of the financials, so is this lower? Because what we don't have is a historical look at this percentage. Historically, where has this been?

MR. CASTANEDA: Historically, since we've been conducting the audit, it's hovered over 3 percent. It's never gone down below the minimum fund balance policy that the District has.

DR. LYNCH-WALSH: I'm asking, specifically, if we've been normally 5; 4.5; 5-and-something?

MR. CASTANEDA: I don't have that off the top of my head.

DR. LYNCH-WALSH: Okay. Yeah, I would -- I think I would have noticed if it had fallen at

3.5 or 3 percent, it would have been complete chaos.

Yes, ma'am?

2.1

MS. STRAUSS: I just wanted to ask, do we have a basic standard that other districts maintain as far as their percentage is concerned?

DR. LYNCH-WALSH: That's my next question.

MS. STRAUSS: And I want to know how we compare to that, please.

DR. LYNCH-WALSH: You mean like Palm Beach and Dade?

MS. STRAUSS: Yeah. Well, just, you know, the districts, I guess, even across the nation that operate in more effective efficient ways than this district does.

MR. CASTANEDA: It's kind of hard to -- I wouldn't benchmark Broward schools with other districts unless it's like the higher ones; like Miami-Dade; or LA County; or Texas.

MS. STRAUSS: Great. Yes.

MR. CASTANEDA: But those -- those are out of state and Florida's very specific with its own, the Florida DOE has it's own set of rules that other states do not, as well as Florida statutes that -- so it's hard -- it's --

MS. STRAUSS: So what about Miami-Dade?
Let's start there.

DR. LYNCH-WALSH: And Palm Beach, just for fun.

MR. CASTANEDA: I don't have that benchmarked. But I don't like to compare, me, personally, as an auditor, to see if you're on the right path because your entity is your own entity and you kind of benchmark against yourself and see if, for example, the minimum fund balance, if it's going down or up, historically, within the district. But we can definitely pull those benchmarks and we could present to you next meeting or --

MS. STRAUSS: That would be great. As a previous auditor, myself, I would always look within industry, as well, as that is one of our standards; right?

MR. CASTANEDA: Sure.

MS. STRAUSS: Audit standards. So you said, as auditor, you only like to look within. I don't agree with that methodology. I like to look intra and intercompany as well as outside market. So I would definitely like to know what that -- what that standard is and what others

have been maintaining at. Because I have concerns for Broward. And, obviously, this -- this percentage seems pretty low to me.

Especially with the size of our district, the population and the tax -- the tax bill that is disproportionately given to Broward schools over other things. It's the highest portion of our tax bills, our property tax bills.

2.1

DR. LYNCH-WALSH: All right. Ms. Fertig?

MS. FERTIG: Yeah, I guess I'm -- I'm not

trying to be unreasonable, but I would think -- I

mean, Ms. Marte, can you answer that question?

There's got to be a file somewhere that's pretty

easily accessible that we would be able to find

this information out today? Didn't we discuss

this prior?

DR. LYNCH-WALSH: We did.

MS. FERTIG: Okay. I would just be interested in knowing the last, at least last year's, but I would say five years. Yeah.

MRS. MARTE: Through the Chair?

DR. LYNCH-WALSH: Yes, ma'am.

MRS. MARTE: So in 2017, I don't have the percentages, I do have a graph that trends. This is not the lowest the fund balance has been in

the district. In 2018 the fund balance was lower. Although it was above the required 3 percent. I would have to do the calculations of the percentages. But in 2018 and '19 it was lower. We got the fund balance up in 2020, '21 and '22 significantly higher than it had been since 2014. And then last year, the size of raises and the significant increase in the SRO contracts that were not contemplated when the budget was developed caused a significant reduction.

2.1

Again, we're not as low as we were in 2018 and 2019. I've expressed to the Board, very publicly, my concern about fund balance. How do we compare to Miami-Dade, where you all know I have significant history, and Palm Beach, we are significantly lower, ma'am. Yes, we are.

MS. STRAUSS: What does "significantly lower" mean?

MRS. MARTE: Significantly lower, I would have to go look, but I believe both of them are above 5 percent, possibly above 6.

MS. STRAUSS: Wow.

MR. JABOUIN: They also get significantly more funding from the State of Florida than we

do. So in the current governor's proposed budget Palm Beach gets \$751 more per student than Broward. Miami-Dade gets 300-plus, I don't remember the exact number, but more than 300 more per student.

2.2

What does that translate into? If we were to be funded the way Palm Beach was, we would have an additional \$173 million in our budget. If we were funded the way Miami does, we would have an additional 88 million.

And why do I know all these things in my head? Because we're actually working on a presentation because I share the audit committee's concern around fund balance and have expressed that very, very clearly to the board.

MS. FERTIG: No, I'm glad you're working on a presentation because it seems like if they're making more that we might need to change some of our strategies in working in Tallahassee and all.

Is there an explanation why Palm Beach County gets so much more?

MRS. MARTE: So, yes, yes. So the base student allocation is similar. Although, for some reason, and they don't call it the DCD anymore, Erum, they call it the commodities index

factor? Help me?

2.1

MS. MOTIWALA: Yes. The wage factor.

MRS. MARTE: So they changed the DCD to a new name last year. For some reason both Palm Beach and Miami-Dade get a higher DCD than we do. But that's a small amount of the issue.

The issue is the tax base as it relates to the number of students in the school. Both Palm Beach and Miami-Dade still have significant land to grow and increase their tax base. Miami-Dade is exploding down south near Homestead and building houses like crazy. Palm Beach is still building out west. We're at capacity. So our tax base per student is significantly lower than theirs.

MS. FERTIG: If you lived in Fort Lauderdale, and perhaps you do, you would not think that we are built out with what we see on a daily basis.

MRS. MARTE: So -- so what is happening -- you're right Mrs. Fertig, but what is happening is the units being built in Fort Lauderdale are not necessarily the units that attract growing families. It's millenniums and retirees.

MS. FERTIG: And I've heard this -- I've heard this for a very long time. And I think if

you look at some of the demographics in some of the eastern schools, where they were 15 years ago and where they are today, that you might question that. I've always questioned it because all around the world people live in these high-rise apartments and high-rises, and so I don't know that we should discount it, but it might be an argument that we could work-up and move forward. But, in any event, I'll let that go.

DR. LYNCH-WALSH: Yeah, we have the same issue in Plantation. They always say, oh, singles, you know, young professionals. I go, they could have kids to get to the schools.

So the -- I think you asked most of the questions related to why.

My question is whether the referendum dollars impacted the fund balance since it went up after -- in 2018-19?

MRS. MARTE: So that had some impact on the fund balance during those years, but part of the impact during those years was the fact that we were closed for COVID and discretionary spending went down and was put into fund balance.

DR. LYNCH-WALSH: Okay. So we stopped spending like drunken sailors is the explanation.

Okay.

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

2.1

22

23

24

25

MRS. MARTE: Well, that's not what I said.

DR. LYNCH-WALSH: No, I know. I'm drawing -they couldn't spend. Yeah, we all did that,
basically. What were we spending money on except
Amazon?

So, Mr. De Meo, we're on your favorite topic, the audited financial statements, and we were looking at today's handout, which is the explanation for the general fund balance. just got a handout this morning. And because the interims are on-line for the 23rd meeting, we're currently at 4.15 percent down from 4.36 from to the financials, but they're at 4.17 as of October. So that gets us through October. Mrs. Marte was just explaining that we are lower than Palm Beach and Miami-Dade. They're at 5 and possibly 6 percent, but she was giving an explanation of why. So Ms. Strauss had asked for like a five-year history comparing us, you know, what are we; Palm Beach; Miami-Dade? And then that explanation, I think, would be great, to explain the tax base. She mentioned higher DCDs, so sort of explain -- and they are putting a presentation together for the Board.

So for our next meeting -- when is that going to the Board?

MRS. MARTE: January.

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

2.1

22

23

24

25

MS. MOTIWALA: January 30th.

DR. LYNCH-WALSH: Oh, that workshop?

MRS. MARTE: Yes, ma'am.

DR. LYNCH-WALSH: So it's going to the workshop January 30th, 1/30. When is our next --

MR. JABOUIN: January 25th.

DR. LYNCH-WALSH: Oh, so it would be available. Because if it's going to the workshop on the 30th, the materials --

MRS. MARTE: It posts Tuesday, this coming Tuesday.

DR. LYNCH-WALSH: Okay. All right. So -oh. Well, when we look at our agenda for the
25th we might be able to squeeze it in. Because
then we don't meet -- we do meet February 8th
though. Oh, no, that's the special meeting.
Then February 29th is our regular meeting.

MS. FERTIG: Actually, that might be a good time to do it because maybe we'll have a little more time to discuss.

DR. LYNCH-WALSH: What, at the 8th?

MS. FERTIG: Yeah.

DR. LYNCH-WALSH: At the special meeting?

MS. FERTIG: We can talk about that at the end.

DR. LYNCH-WALSH: Okay. Yeah, we'll discuss that.

But that's basically where we are on that item.

I thought I saw a phantom arm up.

Pavel?

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

And we have a new member.

You're good? Okay. Yes

MRS. MARTE: So the presentation to the Board is Budget Workshop Number 1. You don't want to do the whole presentation. It's the governor's budget; proposed legislation; all that, as well.

You want to hone in on fund balance and you want additional information; correct?

DR. LYNCH-WALSH: Right.

MRS. MARTE: You want information comparing us to Palm Beach and Miami-Dade and a five-year trend with percentages; that's what you're looking for?

DR. LYNCH-WALSH: And an explanation for, you know, when its gone up, like you were talking about what caused it.

1 MRS. MARTE: Okay.

DR. LYNCH-WALSH: Basically, capturing what you just said.

MRS. MARTE: But with those additional pieces of information that Mrs. Strauss and Mrs. Fertig wanted.

DR. LYNCH-WALSH: Yes, the past five years.

MRS. MARTE: Okay. Thank you. I just want to be clear that I understand the mission.

DR. LYNCH-WALSH: Yep. That is it.

MS. FERTIG: I don't know if this is possible to do by when you present that to us, but I would like someone to start looking at what the actual -- we now have a trend of a couple decades to see what's coming out of high-rises, for example, in Fort Lauderdale. I'd kind of like to see us look at some of that demographic information and see if what everybody's theory is is born out in reality. So --

DR. LYNCH-WALSH: Because they -- so, basically, when they build them they're not identified as being family so they don't project students from those units. But what Mary is saying is, in fact, has that been happening the past 20 years?

MRS. MARTE: So we certainly can get with Jill Young and Joe and see what type of data they have.

MS. FERTIG: I also have --

2.1

MRS. MARTE: I need -- I want to be very clear though. We get funded for actual students. So whatever materializes, we get funded for. The issue is the tax base, not the FTE in those buildings. So we don't have the tax base growth that both Palm Beach and Miami-Dade have.

DR. LYNCH-WALSH: But that's what Mary's saying is, they have room to build out. Broward is continuing to rebuild and create new homes that are potentially going to have families. So we don't have all this empty land, but they have things they're tearing down and rebuilding. And there are high-rises that are occurring.

MRS. MARTE: So we certainly can try to put that together. But I think the slide that would be helpful for you to understand is the taxable value as the factor of student count. We're also in significantly declining enrollment.

MS. FERTIG: And I just read an article today, which I will be glad to send to you, that this is a nationwide issue, not a Broward County

issue.

2.1

MRS. MARTE: So, it is, but it is a bigger -so from last year to this year Miami-Dade, I'm
talking the traditional head count in seats, not
charter schools, not the vouchers, Miami-Dade
lost a little over a thousand students in their
traditional schools. Palm Beach grew, I'm doing
round numbers, about 800 students. We lost
6,000.

MS. FERTIG: Okay. I'm going to send you this article, which is actually very interesting looking at some of the highest growth, like Clark County and all, that you can see this is a nationwide trend. But I'm not -- I don't want to go on with this. We have so much to do. I think this is an issue worth pursuing and maybe we set this on the 8th. And I will, meanwhile, give you a call to give you some of the documents.

I just want to say one thing. I have sat on Planning & Zoning of Fort Lauderdale for -- I'm terming out my second six-year period. So I just -- I just want to say that I've watched this conversation go on for a long time about what the high-rises were going to mean, and then I look at our schools and I see where we are. And I just

-- I think in looking overall at schools; where students are; who's coming and so forth; we need to re-evaluate whether or not the theories of the early 2000s have become -- are reality or not.

And I'm not sure they are.

DR. LYNCH-WALSH: All right. Thank you.

Ms. Strauss?

2.1

MS. STRAUSS: Yes, just two final comments.

Number one, from my own personal experience, I

know that there is a large high-rise near Bayview

Elementary, for example, that many families

purposely move to and rent. It's only for rent.

They purposely move there so they can get into

Bayview Elementary School. So there are tons of

children in these high-rise buildings. So that

definitely needs to be assessed.

Number two, I just want to put it on the record, the huge lack of enrollment by Broward Schools in comparison to our neighbors to the north and the south, I think everybody in the room everybody at the district needs to ask themselves, why? Why? Why is that going on? And my theory is not because of the vouchers. Because at the end of the day that program was put into place so we step up our game so students

and parents don't want to leave Broward Schools because first class education is being given in this district. However, it's not, obviously, being given, and, therefore, parents are opting to cash out and go to a school of their choice.

2.1

So, if we want money, if we want to generate money, if we want to get above this 3 percent or whatever this pitiful number is in reserves, then we need to keep students here and attract more students.

DR. LYNCH-WALSH: Okay. Thank you.

I've got one question. Lapsed salaries, would that impact -- because they're sitting there as expenses, is that going to have an impact on this percentage?

MRS. MARTE: So lapsed salaries are not sitting there as a percentage. Lapsed salaries is built into the budget. When we build the budget, we budget lapse as a contract to the budget and we look at past history around vacancies and all of that. So how much the lapse varies absolutely affects the projections.

The Superintendent announced to the Board last week that we are -- a memo will come out next week, there will be a hard hiring freeze.

We need to look at downsizing the District to address those 6,000 students we lost. That will favorably affect lapse and, hopefully, get fund balance to trend upward.

DR. LYNCH-WALSH: Right. But are there positions where they've been vacant and they're just sitting there like a rainy day fund, so to speak? Because there was talk about --

MRS. MARTE: They were budgeted. They were -- so we -- when we build the budget like every other large school district in the country, you build or factor into your budget knowing there will be a certain percentage of positions that sit vacant all year.

DR. LYNCH-WALSH: Okay. We'll probably revisit that.

Okay. Anybody have any other questions related to Item Number 8?

Oh, Mr. De Meo does.

MR. DE MEO: I noted that the financial statements preparation were awarded both the state and I guess another level of recognition. That's commendable.

But I wanted to focus on the MD&A. I thought that, perhaps, I would just comment that MD&A is

something that we look at for underlying trends and information that support financial statements. I don't think it would hurt us to expand it a little bit. It's kind of broad. It's several pages. But just some thought. Maybe a little more -- you know, down -- down to some of the line items explain -- I know the broad stuff that was explained, the ad valorem taxes and so on. But I think it would be useful for people to read this in conjunction with the financial statements to get a better understanding of what's going on. So that's my comment.

DR. LYNCH-WALSH: Thank you.

Any other comments?

(No response.)

2.1

DR. LYNCH-WALSH: All right. So we're going to have that for -- so we're trying for January 25th meeting to have what we requested, what Ms. Strauss and Ms. Fertig requested?

MRS. MARTE: Yes, ma'am.

DR. LYNCH-WALSH: Okay.

MS. FERTIG: I would just -- can we talk at the end about whether the 8th might be a better time to have that kind of presentation?

DR. LYNCH-WALSH: Yeah, I'm not sure if the 8th is on Teams. So, yeah, we'll talk at the end and confirm exactly which meeting so you know.

2.1

MRS. MARTE: They'll let me know. Again, I'm leaving at 12.

DR. LYNCH-WALSH: All right. So the whispering before, because we have Procurement, Mrs. Marte, we're going to move RSM down a little bit and go with CRI Procurement and Physical Plant Operations, Business Support Center items because they're here and some of them have to leave at noon.

Although, on the SMART Bond program we would still need Ms. Andreu because there is an item that relates to that in here.

MR. JABOUIN: Oh, does number 8 need a vote?

MS. FERTIG: I mean, why would we transmit

something that's already been --

DR. LYNCH-WALSH: Transmitted to the Board.

MS. FERTIG: Yeah. I was going to ask you that, but I don't think we need a motion on it.

Do we? Was there any change between when the Board saw it?

DR. LYNCH-WALSH: You know what, well, the fund balance letter, but they already know, in

theory. Does the Board have this document; like
they have the explanations?

MR. JABOUIN: Does the Board have this memorandum?

DR. LYNCH-WALSH: The memo.

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

24

25

MR. JABOUIN: I do recommend that the committee --

MRS. MARTE: It is not copied to the Board so they don't have it.

MS. FERTIG: All right. I'll move to transmit the old material and the new material.

DR. LYNCH-WALSH: Okay. We need a second.

Motion to transmit moved by Ms. Fertig. Seconded
by De Meo. Any further discussion?

(No response.)

DR. LYNCH-WALSH: All right. All in favor of transmitting the old material and new material to the Board for Item Number 8? All in favor?

COMMITTEE MEMBERS: Aye.

DR. LYNCH-WALSH: Any opposed?

(No response.)

DR. LYNCH-WALSH: Okay. It passes

unanimously. Okay. Thank you, Mr. Castaneda.

All right. So we're shifting, moving RSM down slightly. The next item then would be the

1 | Carr Riggs, Ingram.

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

2.1

22

25

What, are they not ready?

MR. JABOUIN: They're on their way in.

DR. LYNCH-WALSH: Because I don't know that

this bond -- what time is it? We could be fine.

MR. JABOUIN: Chair, are we at Agenda Item number 10?

DR. LYNCH-WALSH: In theory.

MR. DE MEO: Madam Chair?

DR. LYNCH-WALSH: Yes, sir.

MR. DE MEO: In the meantime, I apologize for being late, but in the financial statements there are a list of the officers and so on. And do we have a new chief financial officer?

DR. LYNCH-WALSH: New facilities officer.

MR. DE MEO: Do we have a chief financial officer?

DR. LYNCH-WALSH: Not that title.

MR. DE MEO: That's not the title in the report.

MRS. MARTE: The title is Associate Superintendent for Finance.

MR. DE MEO: Okay. Is that -- so did we change --

MRS. MARTE: We changed titles?

United Reporting, Inc. (954) 525-2221

1 MR. DE MEO: Yeah.

2 MRS. MARTE: Yes.

MR. DE MEO: Okay. So same position;

different title?

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

MRS. MARTE: The Chief Financial Officer position was sunset under Dr. Smiley's org chart and Erum's title changed to Associate Superintendent for Finance.

MR. DE MEO: Duties and responsibilities the same?

MRS. MARTE: Exactly the same.

MR. DE MEO: Thank you.

DR. LYNCH-WALSH: I didn't understand why we switched titles, but they did. It'll probably change, you know, next year.

All right. Okay. So Item Number 10.

MR. JABOUIN: Madam Chair?

DR. LYNCH-WALSH: Yes.

MR. JABOUIN: So this is one of two audits that will be done in the procurement process. There are two pages that are included in the audit committee's area as it relates to this. This is pages 6 and 10. If you could please look at those as CRI, we have partner Rob Broline is here as well as manager, Kayla Spellman, to go

1 over this report.

2.1

DR. LYNCH-WALSH: Okay. So the first one PPO and Procurement, yeah, that's the only -- CRI just did the PPO one. And there's an updated response on that, as well. All right.

MR. JABOUIN: And the reason for the update, of course, is because time has lapsed since

November 16th and we wanted to make sure that the audit committee, and this will be included in the Board package, has this information.

DR. LYNCH-WALSH: Okay. So rather than have them go through -- does anyone have -- it usually seems to work better if we go through our questions. Unless they want to summarize very quickly the findings. So the purpose; the findings; if you read this initially back in November.

MS. FERTIG: Just going through the update on this, maybe it would be wise if they just summarized quickly the findings and where they are. I know that, for example, one was to have an estimated completion date of January 2024. So we should -- that's going to be one of my questions to update, whether that's been done. So maybe they could, just, quickly.

DR. LYNCH-WALSH: All right. So just kind of a quick summary and then we can look at the current status.

MR. JABOUIN: Mr. Broline?

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

2.1

22

23

24

25

MR. BROLINE: So, basically, our report kind of covered two broad areas. We looked at -- is my mike on? Can you guys hear me okay? There we go. Is that better? Yes.

So good afternoon. I guess, good morning.

DR. LYNCH-WALSH: Good morning.

So, basically, you know, this MR. BROLINE: is to audit the procurement function and the focus was from looking at the initial procurement process, itself, through the issuance of a purchase order, or in cases where there was a formal contract executed, that was the scope of our -- of our internal audit. So we looked at a selection of contracts, as you saw on there, and we focused -- we really took a deep dive on terms of the competitive solicitation process, took a deep dive in those three contracts, as you can see by the findings related to that. We also took a broader view of purchase orders across the District and did a sample of those, as well. And, so, that's the two main parts and focus in

terms of the scope of our audit. And then in terms of a very high level, you see the summary of our findings, our observations, on pages 3 and 4. We had a total of seven. And we broke it out by kind of three basic sections, kind of what's overall in terms of our observations to kind of more broadly overall in terms of that area of procurement as a whole. And then we have specific observations related to our purchase order sample testing as well as the competitive solicitation testing, itself. And you can see we had a number of observations related to that in each of those areas.

2.1

In terms of, I don't have much detail, I mean, really, to get into the detail we'd have to go back to the matrix, itself, if you want to do that.

Do you want me to go through each one at a high level and tell you what they are or how do you want to proceed?

DR. LYNCH-WALSH: No, I have questions and things I'd like explained, so -- but I'll let, if other people have -- which is your preference?

Because they could be here for an hour going through --

MR. TURSO: Madam Chair?

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

2.1

22

23

24

25

DR. LYNCH-WALSH: Yes.

MR. TURSO: I have a more, general, broad question. And that is, when you are presented with purchase orders, walk me through, are you allowed to look at all of them and then you randomly pick; or are you presented with a sample upon which you draw from?

MR. BROLINE: Right. So, yes, in terms of the process, we get the whole population for that period of time and then we select the sample ourselves.

MR. TURSO: So you get every purchase order for --

MR. BROLINE: For that time period.

MR. TURSO: -- for that time period and you're free to pick whichever one you want?

MR. BROLINE: Correct. Yes. Correct.

MR. TURSO: Okay. Thank you.

MR. BROLINE: Sure.

DR. LYNCH-WALSH: All right. Yes, Rebecca?

MS. DAHL: Just a note, when we have a new member, it would be nice if we're looking at a packet that happened before that our new member get the packet. Because I'm sharing with him at

the moment and there's a lot of things he needs to look at. So, if we could provide that for them, I would greatly appreciate it.

MR. JABOUIN: Yeah, so, Ms. Dahl, this is only a -- this won't reoccur through our normal process that you're familiar with.

MS. DAHL: I'm just asking.

MR. JABOUIN: Sure.

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

DR. LYNCH-WALSH: So was he not provided this report electronically?

MR. JABOUIN: So Judith --

MS. DAHL: We're looking at a packet from last month. We're looking at a lot of stuff from last month.

MS. FERTIG: We brought our packets from November.

DR. LYNCH-WALSH: Well, yeah, I did, too.

MS. FERTIG: So he wasn't -- yeah.

MR. JABOUIN: This is really just a function of his recent appointment. Obviously, for future meetings he'll have a full package.

MS. DAHL: Okay. Thank you.

MR. JABOUIN: And it looks like we have a package that we'll be able to provide him right now, some extra documents.

DR. LYNCH-WALSH: Okay. Yes, Mr. De Meo?

MR. DE MEO: I'm sorry, sir, what is your name?

MR. BROLINE: Rob Broline.

2.1

MR. DE MEO: The objective was to -- one of the objectives was to assess whether the system of internal controls were adequate over this area. Is that expressed anywhere in -- your conclusion expressed anywhere in this document?

MR. BROLINE: Well, yeah, so each of the observations is a reflection of some kind of weakness in the controls or -- there's two aspects to the report. As you point out, one of those is how are the controls in terms of over this function. And the second piece is compliance oriented. And then along with that, as part of our recommendations we'll often provide what we, in addition to remediation for control weaknesses or issues or a lack of compliance with policy, we'll state that in the recommendation. Also, we'll often, where applicable, offer up what we consider process improvements.

So each of those, the fact that you have those observations is a reflection of and within

it it'll describe whether it's a compliance, a policy compliance issue; or a weakness; or a breakdown in internal controls that needs to be remediated.

2.2

MR. DE MEO: So is your assessment that the controls are not adequate?

MR. BROLINE: So we don't do -- we speak with respect to controls for that particular area.

So, for example, it'll be -- it'll be stated within each observation and the observation recommendations will describe what the breakdown and weakness is and how to remedy that.

MR. DE MEO: Okay. So what I'm trying to find out for this group, we deliberate on these on matters like this to determine what action we should take. And your observations are detailed and they're very helpful, the recommendations are helpful. But, from my standpoint, just in general, I'd like to know what you think about the controls over this area; if you think they're adequate or not, in general.

MR. BROLINE: Yeah. Well, I'm not sure what you mean by "in general". Within those areas wherever we have a finding we're saying the controls -- if it's a control-related issue, it's

not adequate. Hence, the -- you know, the recommendation, itself, is meant to address that. Here's what you need to do to remediate this breakdown in the control. It could be a lack of control we're saying needs to be there; right? Or it could be there's a control there, but it's not operating well because people aren't consistently utilizing that control. Again, or it could be a compliance issue with the policy.

2.1

MR. DE MEO: Are these material weaknesses, most of these?

MR. BROLINE: Well, so we -- that's an external audit assessment. We don't use that. And this was an internal audit. We don't talk about material weaknesses or significant items. Each item addresses that within the nature of the observation. So we don't assess it from that perspective. That's an external audit requirement, which you're about to receive with the ACFR.

MR. DE MEO: And so I'm still stuck with the objective, that is, internal controls, that they are adequate and appropriate for promoting and encouraging the achievement of management's objectives. It still doesn't answer that

question for me. Maybe it's not intended to,
but --

MR. BROLINE: Yeah, I understand what you're saying, and, I guess, just, to repeat myself, just, we answered that within each -- by virtue of each of those findings is -- is the evidence that in those areas we've noted that they're not adequate. By virtue of having that exception make it to the report, in those areas we've identified, those controls, if it's related to a control issue, are inadequate.

MR. DE MEO: So if you were opining, and apparently you didn't, if you were opining on the internal controls of this area, then you would have a finding of whether or not it was adequate or not.

MR. BROLINE: Right. So the language -- and you might, you mean that more in an informal sense, is we don't issue an opinion. As you know, with an external audit, they actually issue an opinion. This is not a testation function where we issue an opinion, but we are presenting our -- I'd rather use the word our auditor's judgment with respect to those -- that system of internal controls.

MR. DE MEO: Okay. I would just suggest, I don't want to tell you how to run your shop or anything, but this looks more like you did some testing and you're reporting the results. Your objective was never to determine whether or not internal controls is adequate and appropriate. I mean, if it were, you would probably express an opinion. I don't want to belabor this, but just from the standpoint of this committee, what do we do with this information? This doesn't give us the tool that, you know, we think we need.

MR. BROLINE: I understand. Just -- again, just to put it from our perspective, by virtue of those recommendations, those are the actionable items that we expect to be done. So, to us, that is exactly what -- and, therefore, there's a required management response to that. So we do see there's as actionable items to remedy these findings.

MR. DE MEO: Yeah, and they're well laid out. Thank you.

MR. BROLINE: Okay. Sure.

DR. LYNCH-WALSH: Ms. Fertig?

MS. FERTIG: Yeah, I'm just looking at number

1, I'm just probably -- I'm sorry to take the

time, but I probably want to go through most of these, which kind of summarizes a lot, the purchase order creation and competitive solicitation process processes were not consistent, organized, complete, current, or easy to use. That would suggest that there needs to be some pretty major changes, to me, there. But — and as you go down, there were — awards were made to vendors —

MR. BROLINE: I'm sorry. What page are you on?

MS. FERTIG: Oh, I'm so sorry. Page 3 of the executive summary.

MR. BROLINE: Okay. Okay.

2.1

MS. FERTIG: I think Nathalie's got it up, but it's hard to even read there.

So the next one, awards were made to vendors whose bids were incomplete. I guess we can have all the rules we want, but if we don't enforce them -- and I think that was your point, if you don't follow what you're supposed to do, which kind of, as you go down here, approval of purchase order requisition was not part of the workflow.

I'm just going to go to number 3 because

that's the first one that was to be complete,

January 2024. And can you -- without going -
there's like multiple charts in front of us, can

we just ask Ms. Coker where we are in the process

of number 3, which is, the ITB items were not

sufficiently specific to ensure consistency among

vendors.

MR. JABOUIN: Ms. Andreu, through Ms. Coker?
Or Ms. Andreu?

MS. ANDREU: Thank you, Madam Chair, for the question. So we have revised our ITB and our RFP templates recently. We worked with Procurement & Warehouse Services, Ms. Coker and her team, as well as EDDC, Economic Development Diversity Compliance, and made revisions to the template. They were actually given to General Counsel Monday, January 8th, for their review and approval. They will also be shared, obviously, with Mr. Jabouin for his review and approval, and then they will go be launched live for use by our vendors.

DR. LYNCH-WALSH: Mary, let me stick a pin right in that.

MS. FERTIG: Yeah.

DR. LYNCH-WALSH: So, if I'm not -- I know

I'm not mistaken on this and usually I'm dealing with this on the facilities side, when you have template, like a standard RFP, RFQ, ITB, that goes before the board for approval. I didn't hear that in the process. Well, in an abundance of caution they have.

2.1

They do -- they are required in policy for, like I said, usually on the facilities side, but there's nothing, because this would also touch on facilities, there's nothing preventing, if this is a template, it from being approved as a standard going to the Board. We didn't get the proposed template for review here. That would have been helpful to have to see what the changes are.

MRS. MARTE: These are operational process templates. They are not policies. So this is operational practice. So, I mean, I've been --

DR. LYNCH-WALSH: It literally says solicitation templates. So, when -- when --

MRS. MARTE: Yes. Which is an operational practice. It's not a policy.

DR. LYNCH-WALSH: In Policy 7003, I believe it's 7003, when procurement does a standard RFQ, RFP form and its the first time they've created

one, it has gone to the Board for approval. So that's the comparison I'm making.

MRS. MARTE: For construction.

2.1

DR. LYNCH-WALSH: Yes, but there is nothing -- these are actually from PPO. And, yes, for construction when they're doing solicitations for that.

In an abundance of caution, given where we are, I would have expected this to go before the Board, as well. And certainly go beyond internal so that we can see what the improvements -- if you're responding to an audit finding and stating that you've made changes and coming to the audit committee, my expectation would be to see the changes. So that's all. Back to you.

MS. FERTIG: Well, I'm just going to say, that may be part of what we want to make as our motion when we transmit, to include that. I don't know.

DR. LYNCH-WALSH: This was a note that I had when I was looking through this, that we hadn't seen the templates.

Mr. Menzul.

MR. MENZUL: Yes, I had a question about what you guys are -- yes, I had a question. Sorry, I

can't -- your name, Mrs. --

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

2.1

22

23

25

MRS. MARTE: Mrs. Marte.

MR. MENZUL: Mrs. Marte, okay, yes. I've got the glasses, I still can't see.

You guys, sorry, Ms. Walsh and Ms. Marte, you were discussing -- so I'm new here, so, you know, sorry if this is not the best question, but you -- there was -- it seems to be there's a discrepancy. You were speaking about practices and you are speaking about procedures?

DR. LYNCH-WALSH: About a document, actually, a template. Typically, a template is a document, I believe.

MR. MENZUL: Is it part of SOP?

DR. LYNCH-WALSH: It should be. Well, they're proposing to make it part of standard operating procedure, but it's a solicitation template, which means this is what they would use when they do these types of solicitations in the future. Every time I've heard the word "template" it applies to a document.

MR. MENZUL: Do we have a copy of this?

DR. LYNCH-WALSH: No, that's what I was

24 getting at. Not yet.

MR. MENZUL: So I think, in reference to sort

of this seems like, you know, when we're looking at observations on page 3, on number 1, we're mentioning policies and procedure and I think I've heard that, you know, I think we need to get all of this, but there's nothing here about -- so I guess I'm not clear on the difference between policies, procedures, and practice -- practices, as you have mentioned.

DR. LYNCH-WALSH: Oh, don't get me started on the differences between those because I did a whole handout. I don't think you're confused. The District is sometimes confused. But I kind of jumped from Mary to you, so --

MR. MENZUL: Sorry about that.

DR. LYNCH-WALSH: Yeah, let me get back to Mary and then I can come back to you.

Mary, you were on 3?

2.1

MS. FERTIG: Okay. I was on 3. I mean, now hearing an explanation of what you're doing for that, I'm probably, and maybe that's coming forward, because some of these I see are not -- we don't have an estimated completion date until June 2024. Though I hope on number 1 that that could move a little faster. And on number 2, awards were made to vendors whose bids were

incomplete. I mean, I don't -- why would you wait until August 2024, if it was simply that they weren't -- they were incomplete or did not conform with all the material?

MRS. MARTE: Madam Chair?

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

2.1

22

23

24

25

DR. LYNCH-WALSH: Yeah, you have this matrix, too; right?

MS. FERTIG: Okay. Well, I do. That's why I was asking for their participation.

DR. LYNCH-WALSH: I'm not saying the dates are sooner, I'm just saying --

MS. FERTIG: It's just easier to read the one than it is the other.

DR. LYNCH-WALSH: I'm with you.

Yes, Mrs. Marte, were you responding?

MRS. MARTE: Thank you, Madam Chair.

So in the case of the first item, the revised templates are with the attorney. They were delivered on January 8th.

MS. FERTIG: Okay.

MRS. MARTE: So, to answer your question about the dates, we are working as expeditiously as we can to get them done before these dates.

Mrs. Andreu, who has been with the District, five or six weeks now, and her and Ms. Coker have been

spending a great deal of time working through these together to make sure that we address the concerns in this report and these issues.

2.1

So these are dates, but we intend to do our very best, as you said, Mrs. Fertig, to do them sooner than that. Once the auditor -- I'm sorry. Once the attorney makes their comments on the templates Mrs. Andreu and Ms. Coker will meet with Mr. Jabouin, make sure he goes through them, and then we are more than happy to make sure that they're shared with the audit committee.

MS. FERTIG: Okay. So this second one, which was a, it looks to me like people just didn't follow what they were supposed to do, that is in the process of a revised checklist to tell people what to do?

MRS. MARTE: Yeah.

MS. FERTIG: And that has to go to the attorney?

MRS. MARTE: So the second one is just revising a checklist. I'm talking, when I say going to the attorney, actually is at the attorney, I was speaking to number 1.

MS. FERTIG: Okay. And I'm just going to say, to me, there's a difference between having

to revise what your procedures are and having to follow your procedures.

2.1

DR. LYNCH-WALSH: Well, that -- at the end we'll circle back to Mr. De Meo's comment.

Because this audit is addressing symptoms which are, you know, instances where people didn't do stuff, but he's speaking to the internal control system, which is whether, you know --

MS. FERTIG: Right. But, I mean, I think number 1 does get to some of the things that -the fact that they -- they needed to make changes within that, the processes, but number 2, to me, is just people weren't following what was in place. There's a big difference between not having proper procedures and not following the procedures.

DR. LYNCH-WALSH: And not having them at all.

MS. FERTIG: To me, there's a huge difference in that.

DR. LYNCH-WALSH: Right.

MS. FERTIG: So I would not see any delay in requiring people to follow what's already required.

Okay. I'll let somebody else pick up here, but --

DR. LYNCH-WALSH: Yeah, because, to your point, number 2 says August 2024 and it's not clear -- well, it does say that -- yeah, the revised checklist -- yeah, the templates are in number 2.

2.1

MS. FERTIG: Yeah, it's revised and at the attorney, but that would -- if it's revised, that would imply to me there was a problem with it in the first place, so I'm just kind of --

DR. LYNCH-WALSH: And that's kind of what we'd like to know.

MRS. MARTE: If I may, Madam Chair?

DR. LYNCH-WALSH: Yes.

MRS. MARTE: Part of the date is to ensure -so part of the remedy for this concern is
training. And some of our staff have their
training over the summer. So they'll get memos
telling them, this is the checklist, you must
follow this. Ms. Coker's staff will be diligent
in making sure it's followed, but part of that
date is to make sure we have 100 percent of the
people who do requisitioning trained, re-trained.
There's training constantly. There's on-line
training. We, because of this issue, have agreed
that we want to bring all the clerical in over

the summer and do live training. So that's why the date is that date.

MS. FERTIG: Okay. And I guess I can see that. Only that just goes to another question of how you're bringing people on board and not doing training in the first place.

MRS. MARTE: That's -- that's -- that's not what I said. So everybody who's brought on board with the -- with the -- who's allowed to requisition gets training. Ms. Coker's staff has done a great job of that for a very long time. I'm talking about retraining everybody to make sure that they understand, again, what they've previously been trained on.

DR. LYNCH-WALSH: That might get to Mr.

Mayersohn's point that he's always jumping up and down about.

Mr. Menzul?

2.1

MS. FERTIG: Okay. And I just want to say, I know that we've made a lot of progress and I've been on this audit committee a long time, so I know we always find -- there's always going to be something of noncompliance. But when you're seeing it to the point where it's necessary to retrain everybody in the District, that, to me,

is a different -- a whole different message.

So, again, we can have all the procedures in the world, we can have all the controls, but if somebody doesn't do it, I --

DR. LYNCH-WALSH: But that also gets to the sufficiency of your internal controls. Because if they weren't good in the first place you're going to have to keep updating, making them stronger and then training the people on the revised, you know, controls.

MS. FERTIG: I understand that. They -- they -- yeah.

MR. MAYERSOHN: Madam Chair, can you put me in the queue?

DR. LYNCH-WALSH: Yes, you'll be after Mr. Menzul.

Mr. Menzul?

MR. MENZUL: Yes. Are you able to identify all the single point of failures in number 1?

Because if you're speaking about requisition, it would be good to see -- well, one, it would be good to see like a flowchart and to see, you know, from requisition, you know, once it starts flowing, where exactly is -- you know, where exactly is the process failing?

Because it's not clear -- you know, from reading this, it's not clear where the mistakes are happening. And I agree with Ms. Shaw -- I think --

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

DR. LYNCH-WALSH: Fertig? Oh, put Phyllis's sign --

MR. MENZUL: Sorry about that. I agree with Ms. Fertig in -- because I don't necessarily think -- training, I would say, is a part of this, but this can't be all training. Some of this, I would also imagine, and, again, I'm new here and I would have to take a look, but, I mean, I'd like to see this purchasing manual, the current one, and the one that's being developed. And I think some of this would also lead into, you know, questions in accounting. Because if -if in our systems every PO is tied to, you know, a cost account, then there theoretically should be no way for some of the stuff that I see here happening; right? Because I kept -- I think it's not -- I don't see it here, but I saw it in the email where there was -- it's not in the same line item, but there was, you know, it said that some -- some funds that were supposed to be used for students in schools were being used for

employee accommodations. And, you know, I'm just curious because there's --

DR. LYNCH-WALSH: I think that's a different audit. That's the internal funds one.

MR. MENZUL: Right.

2.1

DR. LYNCH-WALSH: And we'll get to that. Yeah, I think I know what you mean.

MR. MENZUL: Right. But, I mean, yeah, it is different, but it's still getting at the same issue, because I'm -- you know, I'm kind of seeing a consistent, you know, point of failure in these processes. And it seems that we need to know who's approving them, how -- how -- how are all of these, you know -- I guess I'll just put it this way. There seems to be quite a bit of -- one, we need to see the documents. I guess I'd like to see all of the templates or, you know, all SOPs.

DR. LYNCH-WALSH: The supporting documents.

MR. MENZUL: Right.

DR. LYNCH-WALSH: And exhibits, a flow chart showing more clarity around where the failures are occurring in the process.

MR. MENZUL: Right. And the actual failures, too. So, for example, I think, you know, we have

this PO that was issued incorrectly, because that sounds like some of what's happening here is the requisitions and it would be nice to see examples of them. And, also, going back to, you know, the 30 I think Mr. -- Mr. -- the person that mentioned 30, or was questioning about the policy, I think we'd like to see maybe, you know, more than 30 of these. You know, I understand that --

2.1

DR. LYNCH-WALSH: In the sample size?

MR. MENZUL: Yeah, in the sample size. And I think there has to be some control for how those get picked as well. So I think this committee, maybe I'm speaking for myself, I don't know if I should speak for the committee, I've got to still do these rules, but, you know, to me, it seems that I don't know that this, based on what I'm seeing here, I feel like there's more issues here that were — that we have not identified just based on what I'm reading here.

DR. LYNCH-WALSH: Well, yeah, I think -- well, the overarching theme is lack of internal controls.

MR. MENZUL: Right. Right.

DR. LYNCH-WALSH: Okay. Now, let me move to

Mr. Mayersohn because we do have people that need to leave at noon, and I know that's more than an hour off, but you'd be surprised.

Mr. Mayersohn?

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

2.1

22

23

24

25

MR. MAYERSOHN: Yes, just -- I mean, and I'm going to give a broad observation and an opinion or maybe more detailed in some instance, but it's frustrating for me, I think, Madam Chair, as you had explained, if people are trained, a lot of these things that are missing, looking at item number 2 here where it says that a vendor -- none of the awarded vendors provided safety -- this is on page 25 where it's testing exceptions. none of them provided safety data sheets and chemical labels for all pest control and termite prevention treatment and chemicals included in their bid submission. So they didn't submit it in their bid, nor did they submit it when they were awarded. I don't understand how that gets through the cracks. And to the point of internal controls, if we can't rely on human capital to be able to do that, maybe we would need to rely on some form of computer software that doesn't allow you to submit a bid until those checklist items are presented. And there may be other

governmental agencies that have these things in place. So I would suggest that that might be looked at as opposed to, we're making a checklist, and somebody says, well, I forgot to check it off.

So, I mean, there are, as I said -- and the other part is, which I'm also kind of concerned, is why are these, you know, some of these target dates are in June and, obviously, this one is August. My personal opinion, again, is that they should all be done in June or the beginning of the fiscal year so we're starting off on the right foot. But that's -- that's all I've got to say about that.

DR. LYNCH-WALSH: All right. Thank you.

To follow up, Ariba, does that have the ability to automate some of these check-a-box-type things?

MRS. MARTE: Yes.

DR. LYNCH-WALSH: Yes?

MRS. MARTE: Yes.

DR. LYNCH-WALSH: Did we buy the module or the capability to do that?

MRS. MARTE: Yes.

DR. LYNCH-WALSH: And is it being

implemented?

MRS. MARTE: Yes.

DR. LYNCH-WALSH: What's the timeframe for implementation.

MRS. MARTE: June 30.

DR. LYNCH-WALSH: Of this year?

of 2024?

DR. PHILLIPS: Sorry. So -- Dr. Joe

Phillips, Chief of Information & Technology. So

some modules of Ariba will be stood up by June of

2024, however, the full project of all the

modules we're looking at December of 2024.

DR. LYNCH-WALSH: Well, the one that would fix this problem -- so that to Mr. Mayersohn's point, if you can -- you have to check off like they submit and then the system, itself, checks off they've submitted this, they've submitted that. Yes, a human would, in theory, have to review it at some point, but you shouldn't be able to submit a bid. Will it avoid some of these audit findings?

DR. PHILLIPS: It will once it's fully implemented. I'll have to do a follow-up on that module, specifically, and what the timeline is for it.

DR. LYNCH-WALSH: Okay. So either June or hopefully December?

DR. PHILLIPS: Yes.

2.1

DR. LYNCH-WALSH: Okay. Mr. Turso and then Mr. Menzul.

MR. TURSO: So this is a somewhat simplistic question for the auditor. And that is --

DR. LYNCH-WALSH: Is your mike on?

MR. TURSO: Yeah. Let's try it again. One, two? No? No, it's not. How about now? Now?

DR. LYNCH-WALSH: Green light and everything?

MR. TURSO: I've got a green light. Yeah, no, I hear myself. There we go. They did something in the wheelhouse there.

So this is a sort of a simplistic question for the auditor and it's twofold. And the easier of the two is, so what are the ramifications of these shortcomings? And, if I can kind of bait it a little bit, are the ramifications, conceivably, that we're paying too much for things; and/or we may not be getting what we should be getting; or not getting the best for our money? Is that, conceivably, the ramifications of these findings?

MR. BROLINE: Yes.

MR. TURSO: Thank you. I think that we need to make sure everybody heard that. Because that fits in with everything that has to do with Broward County at the current time.

2.1

DR. LYNCH-WALSH: Yes. Mr. Menzul, back to you.

MR. MENZUL: So which specific modules are we having an issue with in Ariba, in terms of getting them up and running? Because I'm -- I'd like to write this down.

DR. PHILLIPS: So I wouldn't -- I wouldn't say "issues", per se. What I'll say is, we're having an Ariba re implementation process happening right now. So we had some modules of Ariba that we had already purchased, some we had not purchased. But what we've ended up doing now is procuring all of the Procure-To-Pay modules inside of Ariba as well as the implementation module back to SAP and we're doing it almost like a new project. So we're re-implementing the modules that we've already implemented just to make sure that they're done appropriately and up with industry best practices and that kind of thing, and then we're also implementing the rest of those that we have procured.

MR.	MENZUL:	Can we	see	the	list	of	these
modules,	like the	specifi	Lc	_			

2.1

- DR. LYNCH-WALSH: Contract? You want the contract?
- DR. PHILLIPS: Yeah, I can share the contract, which will outline the modules.
 - DR. LYNCH-WALSH: Yeah, I think --
- MR. MENZUL: Right. And the practices. Well, because what -- what are we using right now?
- DR. LYNCH-WALSH: Well, that's why you need the existing contract.
- MR. MENZUL: Right. So I think we need to see what's being, you know, what's being used now and what we're aspiring to so those two don't get conflated.
- DR. LYNCH-WALSH: Right. But there's some -yeah, so you want the contracts. So you're
 saying in the newest contract, the
 re-implementation includes the additional. So
 whatever contract is live now speaks to what we
 currently have and will be implementing?
- DR. PHILLIPS: Yeah, I think probably the best thing to provide the committee with would be the contract as well as the scope of work

document that will kind of outline the entirety of the project and what all the different parts and pieces are.

2.1

MR. MENZUL: Well, that makes sense, but, you know, if these due dates are in June, so what are people doing right now is the other side that we also need to look at.

DR. PHILLIPS: Understood. I'd have to look at the project plan to see what modules we're currently --

DR. LYNCH-WALSH: I think to answer your last question, the SOPs in place now related to those processes. Yeah, so those three things, the contract, scope of work and the SOP related to the processes that Ariba is part of. So that should do it?

MR. MENZUL: I mean, yes, but how -- it would also be good to see how -- how does it -- how are we using it in relation to Maximo as well; right?

DR. LYNCH-WALSH: How it interphases with Maximo? That should be in the SOPs.

MR. MENZUL: It should; I would think.

DR. LYNCH-WALSH: It should.

MR. MENZUL: And the roll -- I guess it would be also good to the specific -- because you

can -- you know, you can assign -- are we -- it sounds like it might just be an issue -- in some ways it might just be an issue, are we assigning -- who has roles assigned, it would be good to know, in Maximo? Because, you know -- and how many people, I guess, are added to a typical project, you know, to sign off on approval in these systems?

DR. LYNCH-WALSH: You might be speaking to like a -- it sounds like a special meeting might be forming to dig into procurement. But we're audit. Sometimes I get FTF and audit confused, I forget which meeting I'm in. But this is related to internal controls of procurement, so that would track with that.

MR. MENZUL: Right, it would track with that.

DR. LYNCH-WALSH: So I think the SOPs to start. It sounds like you would have plenty to review based on the list we just made, and start there, and then that'll generate probably 100 questions for you, which will all be good.

So let's get that first and then at our next discussion dig in some more and then see if we need a whole meeting to discuss.

All right. Does anyone else have questions?

1 I've got a couple.

MS. FERTIG: I just want to -- I just want to note that number 6, the S/M/WBE, I thought so much time had been put into this. How did we get to a point where it's -- it's just not being done? I mean, how did that happen?

DR. LYNCH-WALSH: Number 6?

MS. FERTIG: Yeah. I see now that we're redoing, we're going to have this. I'm just wondering how we reached that point.

So, with that, I'm glad that you're moving ahead. I know Ms. Coker's done a lot since she came in from some of the previous people. I'm glad we're moving ahead, but I hope we move ahead really quickly, because every day's a dollar, or a whole bunch more dollars, to Peter's point. So I would -- I would want to see these, in a perfect world, if we could expedite all of this to make it happen a lot quicker.

DR. LYNCH-WALSH: And to follow up on your -I have a follow-up question to your question for
number 6. B2Gnow, how is that relevant to number
6?

MS. ANDREU: B2Gnow is still being utilized for compliance and it's, actually, hopefully,

with the approval of Mrs. Marte in the near future it will be expanded to also have a larger certification piece. So it is being used. new director for EDDC, as stated here, is using the reciprocity that was already in the policy to add to the pool of vendors, which I think was also a concern. And that's why the quotes weren't being given and utilized, because we need to expand the pool of vendors. So the new director, that is one of her main objectives and she'll be expanding that pool, again, very soon. You may see June or August here, but, again, to piggyback on what Mrs. Marte said, we are working as quickly, expeditiously as we can. We take all of these findings seriously. It was a good time to come in new and experience this because it gave us a great north star. And so we will be expanding that pool so that we can get the necessary to quote when we go out to bid. be doing a lot of innovative things that you'll be hearing and seeing on social media and hearing about.

MS. FERTIG: Thank you.

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

2.1

22

23

24

25

DR. LYNCH-WALSH: And just to clarify, what was the audit period that this covered?

And the reason I ask is EDDC is housed under -- there's been a direct -- well, there was a compliance officer a few months ago. EDDC falls under?

MS. ANDREU: Operations.

DR. LYNCH-WALSH: Now, but I mean during the audit period fell under where?

MR. BROLINE: So to answer your fist question about the period, it's July 1, 2021 through April 30th, 2022.

DR. LYNCH-WALSH: Okay. So -- and --

MR. BROLINE: It's on page 6.

DR. LYNCH-WALSH: Yeah, and how often were reports on the progress going to the Board; quarterly; monthly?

MR. BROLINE: I'm sorry, I don't understand your question.

DR. LYNCH-WALSH: So just to pull out the EDDC piece so you understand that this is not happening in a vacuum. So there's progress reports that go to the Board, I just don't know how often they go.

MRS. MARTE: Monthly.

DR. LYNCH-WALSH: Monthly? So to have an audit finding with a problem is in spite of there

being progress reports going to the Board monthly.

2.1

MS. FERTIG: And that was my point. I mean, there have been workshops on -- I mean, there's just been so much effort put into this, I don't know how you reach a point where it's not being done, not a single thing.

DR. LYNCH-WALSH: Well, yeah, there's more on that on the RSM one, too. Yeah.

Okay. So I just wanted to pull that out.

If we're all good I've got a couple of stickies on my own.

The first one is on page 13. Because I was also trying to understand the process since we don't necessarily have SOPs in here, we just have ITB macro process. So when they write the draft solicitation it says information provided by the user. So would that be, in this case, PPO?

Okay. And what are they providing? It says information provided by the user. Ms. Andreu?

MS. ANDREU: Through the Chair, it would be the specs as to the item, the good, the service that they need to procure.

DR. LYNCH-WALSH: Okay. And that is because Procurement --

MS. ANDREU: Procurement is the vehicle.

DR. LYNCH-WALSH: Okay.

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

2.1

22

23

24

25

MS. ANDREU: But we need to work in collaboration with the owner department to service the needs of what they're looking for and the specifics. Only they know that.

DR. LYNCH-WALSH: Right. Okay. Responses to the bid in this process, it says PA reviews responses, check for compliance with requirement and lowest price. What does PA reviews responses, check for compliance with requirement How is that -- what -- since this is just mean? a macro, at a micro level what does that mean? Because if you have a purchasing agency who needed a user department to identify the specs, I have a hard time thinking that that same poor purchasing agent is wholly responsible for identifying compliance with the specs when they don't even know what the specs mean. So what -are they doing it by themselves? Do they do it in conjunction with the user department? they know --

MS. ANDREU: The user department and the purchasing agent work collaboratively together all the way from inception, to the intake form,

1 to when the item goes to the Board for approval.

DR. LYNCH-WALSH: Right. I see -- I see in the last step that there's collaboration. I just wasn't clear on responses to the bid.

MS. ANDREU: There's collaboration through the entire process.

DR. LYNCH-WALSH: Okay. So to the point of some of these audit findings, Purchasing did not in a vacuum fail to -- well, actually, let me ask my next question, because there were some comments in here that I wasn't clear on. The first one.

UNIDENTIFIED SPEAKER: Hello?

DR. LYNCH-WALSH: Phyllis? I heard a voice.

MR. JABOUIN: That might be Ms. Carter-Lynch.

DR. LYNCH-WALSH: Oh, it could be Ruth, yes.

I wasn't sure.

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

2.1

22

23

24

25

Ruth, is that you?

MR. JABOUIN: Ms. Carter-Lynch, do you wish to make a statement?

(No response.)

DR. LYNCH-WALSH: All right. I'll find my next tab in the meantime.

On page 26 there is a comment, testing exceptions, three awarded -- and this is not the

only place I saw this comment. So this was about they did not submit an equipment listing satisfying the ITB minimum requirements completely or in the same level of detail, blah-blah-blah. It says the purchasing agent did obtain bid approval from the originating location but the vendor bids were incomplete and not materially responsive to the ITB terms.

What does that mean, Ms. Andreu?

MS. ANDREU: I think maybe that should be a question for the auditor to explain a little more detail.

DR. LYNCH-WALSH: Well, the process. What is bid approval? I guess, yeah, let me be more specific. My question is about what do the words "bid approval" mean? Is that part of a --

MS. SPELLMAN: So in this case --

MR. BROLINE: I'm sorry, do you want us to respond to that?

DR. LYNCH-WALSH: Right. What was -- yeah, you respond and then if they need to explain the process, we'll do that.

MS. SPELLMAN: Hi, this is Kayla Spellman from CRI.

DR. LYNCH-WALSH: Uh-huh.

MS. SPELLMAN: In this case the purchasing agent sent the bids to the originating user department who had requested the services.

DR. LYNCH-WALSH: Uh-huh.

MS. SPELLMAN: -- and they said, does everything look okay to you? Do we have everything that we need? And the user department said, yes. But even though the user department said, yes, they were still missing key pieces of required materials that were meant to be submitted with the bid.

DR. LYNCH-WALSH: Okay. So Procurement, which is responsible for checking everything off and which Ms. Andreu confirmed does not do that in a vacuum but does that in collaboration with the user department, which in this case is PPO, to expand on that sends it over to PPO for confirmation that they have everything but they didn't.

Okay. I just want -- that's what I thought this meant. So "bid approval" means they got the bid in and this whole thing, this finding that they did not satisfy the minimum requirements consisted of -- needed two departments to make that happen, meaning, the user department, you

just said they didn't have everything but the user department said that it was fine. That's what you said, that procurement sent it over, PPO said it was fine, but it actually wasn't.

MS. SPELLMAN: Yeah, I would agree. I think that my -- my perception of this was that PPO wanted -- or not PPO, I'm sorry, PWS wanted to get input from the user department because they're, you know, more familiar with what they're actually wanting to obtain from the vendor.

DR. LYNCH-WALSH: Right. So much so that, in fact, the specs come from the user department.

MS. SPELLMAN: Yes.

2.1

DR. LYNCH-WALSH: Okay. Because this looks like it has to do with number 2. Is this related to number 2?

So the recommendations, you have about a checklist template used to identify track required submittals, PWS will -- so how is the recommendation in number 2 going to address the issue in PPO? We see what -- what the recommendation is to Purchasing, but what's the recommendation for PPO? Because they sent it over. They did what they were supposed to do.

They checked -- they checked a box that said they had it and they're relying on someone else for confirmation.

2.1

So where is the recommendation for PPO to do something similar? Because maybe I'm misunderstanding, but I don't -- it seems like all the training's for the purchasing agent, but I don't see how we fix the problem of the purchasing agent had the checklist; asked if they had everything; PPO confirmed that they did, when they didn't; how is that fixing the PPO side of the problem?

MR. BROLINE: Well, I think we would say, ultimately, the PA's responsible, PWS is.

They're ultimately responsible.

So we go in and look at it and essentially looked at it from what the PA would have done and identified where it didn't meet the minimum requirements, things were left out. So that's why it's directed at PWS, because, ultimately, they are the gatekeeper; they're responsible; they're the control. That's why. From our perspective.

DR. LYNCH-WALSH: So --

MS. FERTIG: I think Ms. Marte has her hand

up.

DR. LYNCH-WALSH: Yes, and then I'm going to ask what bid approval actually means, again, I guess.

Mrs. Marte?

MRS. MARTE: Thank you, Madam Chair.

So, as Ms. Andrew said earlier, we rely on the department that's requesting the solicitation for the scope. Then when it goes to Procurement, and I think us bringing you the template will help clarify this, there's a lot of information that has nothing to do with the user department that is standard for procurement, proof of insurance as an example.

DR. LYNCH-WALSH: I'm not talking about any of that.

MRS. MARTE: But that's part of the -- that's part of what this is though.

DR. LYNCH-WALSH: Oh.

MRS. MARTE: So that's why they need to work together. It's not just the scope. The solicitation includes everything. So if the certificate of insurance is missing, PPO wouldn't be responsible to make sure that happens.

DR. LYNCH-WALSH: Yeah, respectfully, Mrs.

Marte, on this particular page that I was looking at, let me then -- I didn't want to take up time reading what the exception was, but it says the ITB minimum requirement. The ITB does include a provision that equivalent equipment may be substituted but equipment substitutions were not specified or documented in the vendor bids. The other one, I think that Mr. Mayersohn brought up, had to do with something highly technical.

2.1

So we're not talking about all of the procurement-related things. Yes, that would be totally on them if they missed all of the things you just mentioned. But what some of these observations are about have everything to do with the user department and very little to do beyond did they check off if they're relying on somebody else to confirm that they, in fact, got it?

Because looking at some -- I went and pulled one of these ITBs and I go, there is no way a purchasing agent is going to know whether or not they got all of these things.

And what would have been helpful is to have these ITBs that are referenced here so that the audit committee could see the level of detail.

Because the whole reason for this ITB is it's

highly detailed, very specific, and all you're doing is, yep, yep, yep, yep, yep, we got it.

But a purchasing agent isn't going to know it and there's no way they could.

All right. So that's -- that's -- I think my other tab -- yeah, that's basically, the gist of my tabs.

Mr. Menzul, did you have a -- and then we've got to move on to the next one so that we get them out of here on time.

MR. MENZUL: So is there -- I guess, I'm not understanding. So the user -- if the user department says they need this stuff, for example, needs a specific item --

DR. LYNCH-WALSH: Pest control.

MR. MENZUL: Right. Pest control. That's what I'm -- that's the page I'm looking at, I guess is there -- do we have --

DR. LYNCH-WALSH: You want to see the ITB.

MR. MENZUL: Yeah, but, also, is there not, are we not doing three-point matching so the invoice, the PO and the receipt? Are they just --

DR. LYNCH-WALSH: Well, now you're getting into accounts payable.

MR. MENZUL: Well, I mean, but -- I guess, this would go back to the last one, where is the breakdown? And I would also agree with you that -- Ms. Walsh, that it sounds like there needs to potentially be a purchasing manager that's looking over this. Because the purchasing agent is just the one ultimately sending the PO; right? If we're saying that the product knowledge is not --

MR. JABOUIN: It's not in Purchasing, it's in Physical Plant Operations.

MR. MENZUL: Well, that's the issue.

Somebody -- if it's a cross-functional team,
right, somebody in Purchasing should have, in
theory, I guess, some knowledge of, you know,
what it is that's being purchased or --

DR. LYNCH-WALSH: Right. And we need to see who approved. So this goes back, though, to the question, what does bid approval mean? On page 26 it says the purchasing agent did obtain bid approval. That was sort of described, but is there actually a document where someone signs off from PPO or whatever user department that the bid specs were met?

MRS. MARTE: Yes.

DR. LYNCH-WALSH: Okay. So there is something. So bid approval consists of an actual document?

MRS. MARTE: Yes.

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

2.1

22

23

24

25

DR. LYNCH-WALSH: Okay.

MRS. MARTE: That's what's being revised.

Yes, there's an actual document.

DR. LYNCH-WALSH: And does it just have Purchasing signature lines or is it now going to have user departments?

MRS. MARTE: It always has had user department lines. We're just -- we're enhancing the document.

MR. MENZUL: Does finance?

MRS. MARTE: And we'll bring you both.

DR. LYNCH-WALSH: Okay. Yeah, I think we need to see the actual one for this to see what bid approval actually means.

Yes, Mary. Wait -- let me make sure he was done this time so I'm not bouncing back and forth.

Pavel, are you done?

MR. MENZUL: Does Finance have to approve any of the -- like on which transactions -- like did Finance approve this particular testing exception

on page 26? Because I think it sounds like you're saying there's two people involved, right, so you're talking -- you know you're talking about -- in a cross-functional team you need two signatures.

2.1

DR. LYNCH-WALSH: There's physical plant, user department and Purchasing, so what he's asking -- yeah.

MR. MENZUL: And there's no Finances.

DR. LYNCH-WALSH: Purchasing is under Finance, but --

MRS. MARTE: Well, it's not. Purchasing is under Operations. It's not under Finance.

MR. MENZUL: I mean, but even, whichever -- I mean, you can still have three people even if they're in the same department; right? They could be subdepartments. So I'm just asking. That's all.

MRS. MARTE: So it is not a common practice in government for finance to sign off on this because in order to put in the requisition budget has to exist to begin with.

MR. MENZUL: Right. I mean, that was just a question.

MRS. MARTE: The answer's, no.

DR. LYNCH-WALSH: Okay.

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

Quick question. Moving org charts, I can't keep up sometimes. So who does Ms. Andreu report to?

MRS. MARTE: Ms. Andreu is the Executive Director of Operations. She reports to the Deputy Superintendent of Finance & Operations.

DR. LYNCH-WALSH: She reports to you?

MRS. MARTE: Yes, ma'am.

DR. LYNCH-WALSH: Okay. Just clarifying.

MRS. MARTE: But so does Ms. Motiwala --

DR. LYNCH-WALSH: I mean, genuinely, I couldn't keep up with the org chart.

MRS. MARTE: All right. So Ms. Motiwala -- so I'm Finance & Operations.

DR. LYNCH-WALSH: Yes.

MRS. MARTE: Ms. Motiwala is Finance. Ms. Andreu is Operations. Procurement is under

Operations. It's not under Finance.

DR. LYNCH-WALSH: Okay. But it was under Ms. Motiwala, though.

MRS. MARTE: During the period of this audit it was under the Chief Operating Officer, who was, acting, Dr. Fleming.

DR. LYNCH-WALSH: Okay. But at one point,

correct me if I'm wrong, wasn't Procurement under --

MRS. MARTE: After it was reporting to Dr. Fleming for a short period it did report to Ms. Motiwala. It no longer does.

DR. LYNCH-WALSH: Okay. That's all I was trying to clear up, because I couldn't -- all right.

Okay. We're going to have to move on. We'll just, real quick, and then we've got to move on to number 11.

MS. FERTIG: I'm actually ready to make a motion because I'm getting concerned about time.

DR. LYNCH-WALSH: Oh, okay. Yes, because we still have 11 and 12 we've got to whip through.

MS. FERTIG: Okay. So I was going to move to transmit, and I had made a note here, with the recommendation that the RFP template be provided to the Board to affirm. Is that what you --

DR. LYNCH-WALSH: The ITB template, the ITB and the current ITB with the approvals, like the backup for this.

MS. FERTIG: Yeah, for the Board to vote on.
We had this question whether the Board should
actually be the one doing this.

- DR. LYNCH-WALSH: Oh, yes, sorry, that's a separate thing.
 - MS. FERTIG: Adopting. Yeah, I'm back to where we started.
 - DR. LYNCH-WALSH: Okay.

3

4

5

6

7

8

9

10

11

14

18

19

20

2.1

22

- MS. FERTIG: With our recommendation that the RFP template be provided to the Board to adopt.
- DR. LYNCH-WALSH: Yeah, if you can change it to ITB?
- MS. FERTIG: I will change it -- how about I put both in there?
- 12 DR. LYNCH-WALSH: Sure.
- MS. FERTIG: ITB and RFP templates.
 - DR. LYNCH-WALSH: Put RFQ while you're at it.
- MS. FERTIG: Okay. Comma, RFP, comma, and RFQ templates be presented to the Board for adoption.
 - DR. LYNCH-WALSH: Okay. All right. And then we need a separate -- we'll do a separate one for our backup that we want.
 - MS. FERTIG: Yeah, that's what I was thinking.
- DR. LYNCH-WALSH: All right. I need a second.
- MR. JABOUIN: Yeah, just to confirm that

language, motion to transmit with a
recommendation that the RFP and the ITB and the
RFQ templates be provided to the Board for
adoption.

MS. FERTIG: Yes.

MR. JABOUIN: Thank you.

DR. LYNCH-WALSH: Okay. I need a second.

MS. DAHL: I'll second.

DR. LYNCH-WALSH: All right. Any further discussion? But, please, no.

(No response.)

DR. LYNCH-WALSH: All right. All in favor?

COMMITTEE MEMBERS: Aye.

DR. LYNCH-WALSH: Any opposed?

(No response.)

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

DR. LYNCH-WALSH: Okay. Motion passes unanimously.

Second thing we need, I know we've been just asking -- you have another one?

MS. FERTIG: I wanted to make a second motion that we receive the backup requested today. And I know we've asked for a lot of different things. And I'm just going to say at our February 8th meeting because I think we're just getting to a point where --

DR. LYNCH-WALSH: Right.

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

MS. FERTIG: At our February 8th meeting.

Okay.

DR. LYNCH-WALSH: By -- yeah. And if not -- yeah.

MR. JABOUIN: And, Ms. Fertig, I just want to confirm, the backup was the work document, the SOP, and the Ariba contracts. The scope of work, the SOP and the current contracts. That's what I have in my notes from the meeting.

DR. LYNCH-WALSH: And then the ITB that the audit findings -- there may be more than one.

MS. FERTIG: Right.

MR. DE MEO: It would be useful, not only that, but to have the policies that govern these transactions.

DR. LYNCH-WALSH: Yeah, SOPs, policies, ITBs that were part of the audit. Basically, all the backup.

MR. JABOUIN: Just emailed to the audit committee; right?

MS. FERTIG: Yeah, if you could email that to us in advance so we could just --

MR. JABOUIN: Okay. So we'd gather them and then email them. Obviously, this is your second motion.

MS. FERTIG: Oh, yeah, this is my second 1 2 motion. I'm splitting this out from the --3 MR. JABOUIN: Okay. Got it. 4 DR. LYNCH-WALSH: Okay. We need a second. 5 MR. DE MEO: Second. 6 DR. LYNCH-WALSH: Seconded by De Meo. 7 further discussion? 8 (No response.) DR. LYNCH-WALSH: All in favor? 9 10 COMMITTEE MEMBERS: Aye. 11 DR. LYNCH-WALSH: Any opposed. 12 (No response.) 13 DR. LYNCH-WALSH: Okay. Motion carries 14 unanimously. All right. So we're now done with 10 and we 15 16 can take 11 and 12 sort of together -- almost 17 together. It's the same cast of characters. 18 So Business Support Center Internal Funds and 19 Payroll are items 11 and 12. So we'll have some 20 shifting around because that's --2.1 And thank you. 22 MR. BROLINE: I was just going to say, thank 23 you, Madam Chair. And, again, we want to thank 24 you for the cooperation of PWS as well as PPO.

DR. LYNCH-WALSH: Okay. Thank you.

25

1 (A brief recess was taken.)

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

2.1

22

23

24

25

DR. LYNCH-WALSH: All right. I think we're back, except for my --

All right. We're all back. We're going to do items 11 and 12, Business Support Center Internal Funds and Business Support Center Payroll.

Thank you.

All right. So --

MR. JABOUIN: So we do have -- Chair, we do have the Business here with respect to this, we do have Ms. Andreu and we have Mr. Smith with respect to this area.

DR. LYNCH-WALSH: All right. Audit committee members, do you want a summary of the scope and a brief just to kind of bring us back and --

 ${\tt MS.}$ DAHL: And what are we moving on to?

DR. LYNCH-WALSH: 11 and 12, Business Support Center Internal Funds and then Payroll.

MS. DAHL: All right. Thank you.

DR. LYNCH-WALSH: And so maybe just a quick refresher.

MR. JABOUIN: Yeah, so we, historically, have done the internal funds audits of the schools.

So this is one specific to the Business Support

Center. And then with respect to the Payroll we have been doing them, the various departments, as well, and then this is the next area that we would go ahead and do so. And the findings are noted within the report in case the committee has any questions.

Thank you.

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

2.1

22

23

24

25

DR. LYNCH-WALSH: I have questions, but anyone have specific questions?

MR. MAYERSOHN: Can you put me in the queue?

DR. LYNCH-WALSH: I think you're first up.

Nobody's raised their hand. Do you want to go?

MR. MAYERSOHN: Sure.

DR. LYNCH-WALSH: Okay.

MR. MAYERSOHN: So reviewing the P-card purchases, walk me through the training process from, I guess, training to execution. How does that work?

MR. JABOUIN: Ms. Andreu would you be able to respond to that, as far as your area for the P-cards?

MS. ANDREU: Thank you, Mr. Jabouin. The training is mandatory training before a purchase card is issued. It is done through Procurement & Warehouse Services. I, actually, will be

attending the training at an upcoming date in the near future. So I don't have a lot of information on it, if there's someone else who can expand a little bit more.

MR. JABOUIN: And we're tying to locate Ms. Coker. And when she comes back --

DR. LYNCH-WALSH: I believe I saw her out there. Isn't there a P-card manual? Again, SOP.

MS. ANDREU: There is a manual, as well; yes.

DR. LYNCH-WALSH: All right. And that is -- is that part of this?

MR. JABOUIN: Ms. Andreu, Ms. Coker is back if you wish to --

MS. ANDREU: Ms. Coker -- Ms. Coker, if you can expand on the specifics of the P-card training?

MS. COKER: Good afternoon. Can I hear the question again? I'm sorry, I was --

DR. LYNCH-WALSH: Robert?

MR. MAYERSOHN: Yeah, can you walk me through the process of, I'm an employee of Broward County Schools, I get a -- or I have the ability to get a P-card, what then happens from the time that I get trained before I get authorized one; what forms I have to fill out; what the requirements

are? I mean, I may be asking for more details than necessary, but I guess when I'm reading here some of these exceptions, it's kind of concerning that somebody gets a P-card and they don't even provide any backup to that. It just seems that the internal controls, although, you know, in this report it says, yeah, we'll do that, you know, these cards have not been issued a year ago. This is something that's been issued 10, 15 years, 20 years. And I'm just surprised that we don't have these internal controls in place and that we're waiting to do an audit to find out what's working and what's not. Can you just walk me through --

2.1

MS. COKER: Thank you, Mr. Mayersohn, for the question; yes.

MR. MAYERSOHN: Yeah, just walk me through what the process is.

MS. COKER: Okay. Thank you. I just want to, I will -- Procurement & Warehousing Services oversees the P-card program. We have a P-card manual, of which has been revised in the last two years based on an audit from the -- an Office of the Audit General. Therefore, we have really, in the last couple of years, improved our manual.

Mind you, it is not a policy, it is a manual. And part of the findings and the improvements that we have made is, before anyone is given a purchasing card, there is an application that is mandated to be done annually. Therefore, in June of the prior year all purchasing cards for all users across the school district are shut off. They're postponed or they're put in sleep mode, they can't be used. And then effective July 1st everyone has to fill out a new application and do a mandatory training by the end of July 30th. Should those -- and we have internal processes where we report a list of those that have done the application and haven't done the training or vice versa. But in order for you to get a P-card you must have completed those. And they have to have been approved, the application, by their cabinet member. So, in addition to the application and the training which is on-line in LAB, in our training system with the district, they have to go through all of the robust processes and requirements where they know that they can't get sales tax charged, or they can't buy software, et cetera. There's a list of things that are very specific related to --

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

2.1

22

23

24

25

MR. MAYERSOHN: Let me just -- Ms. Coker, let me just -- let me just interrupt you for one second. So when you say, the training is on-line, is it a tutorial or is it live?

MS. COKER: No, it is a recorded training as well as it's a training that -- it's not a live person. It's a training where you go into your system and you take the training.

MR. MAYERSOHN: Are there questions and answers that are required as part of that training or no?

MS. COKER: Yes, there is.

MR. MAYERSOHN: So if you don't get the questions right you'd have to go back and get them right or you can't move forward?

MS. COKER: Correct.

2.1

MR. MAYERSOHN: Okay. Go ahead. Sorry.

MS. COKER: I just want to make just one -- and I'm not familiar with this audit that is being brought forth today, but I do need to make a distinction here. I oversee the P-card program and under my purview I have about 800 P-cards.

Within that amount there's P-cards that are used for external funds, which are the ones that I am responsible for obtaining and getting copies

of all the documentation and reviewing them to making sure there's compliance and we have a process by which we follow to report any noncompliance.

The internal cards, the internal fund cards are only available through the Business Support Center and through an agreement with the Business Support Center and PWS, and I believe when we got audited a few years ago they were going to maintain their documentation, always ensuring that they were following those controls put by our office. I just wanted to share that.

MR. MAYERSOHN: Okay.

2.1

MS. COKER: I don't know if I answered your question or if there's anything else you need from me.

MR. MAYERSOHN: Well, so let me -- let me ask you this. So I'm a principal, I have a P-card, what do I have to do to utilize that card?

Obviously, I have to go through training. Do I have to fill out a request form that I'm going -- prior to utilizing it that I'm going to be spending, you know, \$5,000 on X, Y and Z?

MS. COKER: No, they don't have to.

MR. MAYERSOHN: Or do I have to reconcile

that at the end of, you know, when I get an invoice or whatever it may be?

2.1

MS. COKER: So they have to -- again, if it's a general fund purchase, at the end of the month when they obtain the statement, as you would your own personal credit card, you need to attach all the backup, receipts, et cetera, that go behind to support the expenditures that you made on that P-card for general funds.

As it relates to the internal P-card, that is handled by the Business Support Center supporting that principal or office manager for that particular school that they support. I don't know what their process is.

MR. MAYERSOHN: Okay. And if I don't follow that process, then what happens?

MS. COKER: Well, if -- so we have a list that we provide that identifies if you're a first offense, second offense, so when our staff -- remember, this is after the fact. Because we don't get the statements -- we can't catch these things until the purchase has been made. But a month after we get the statements, we review it, and we might find that a person might have made a purchase where sales tax was identified. So

we'll go back to that, you know, user and request them to get a refund. So they'll be put on this list, and we have a spreadsheet which we can show you, that will show you that user, how many times they have had an infraction, if you will. And then, obviously, we have a -- it's a three-prong approach, tiered system, if you will, where if you've, obviously, been a person, a user, that has had, you know, a significant amount of times that you've made errors, obviously, then that is escalated. And we have a process by which is for escalation eventually. I can tell you that since we were audited a few years, two years ago, that has reduced the amount of people not complying. But that control I have with external funds.

MR. MAYERSOHN: So if -- so if I'm a user and I don't reconcile my information or I don't -- I, you know, forget to -- oh, I'm, sorry I forgot to hand you my, you know, sales tax exemption or I forgot to get, you know, whatever it is, or, again, it's common -- not common, but I used my Bank Americard for shopping wherever it was and I didn't realize it was my P-card, what -- you're saying all of those infractions are tiered disciplinary infractions or is one-- is one

higher, like I used my P-card and I, you know, was using it for Walmart and I didn't intend to, I'll repay it right now?

2.1

MS. COKER: So that really wouldn't be allowed, Mr. Mayersohn, because our P-cards do have restrictions, like you can't use them at the gas station, you can't use them at Macy's. I mean, you can't use them in certain locations.

So I've had PPO having emergencies where they've called me at 11:00 at night where they've been at Home Depot trying to use the card and the card was blocked. And I've had to call Bank of America and have them unblock it because it's an approved purchase. But, so those types of purchases wouldn't be allowed. The card would definitely be blocked.

The things that we look at are specifically if the -- if the receipt of the statement passed the 30 days, we would immediately send an email. Second time we copy in their director or administrator. And then, again, as I explained, then it could go up to cabinet. There's a list that we report that shows those people. But, as I mentioned, the list has gone down.

The other thing that we review is the taxes

and we make sure that if we identify sales tax that they go back and get that refunded. We also track to make sure and follow up that that sales tax is actually given as a credit in the next statement.

DR. LYNCH-WALSH: Mr. Mayersohn. Mr. Mayersohn --

MR. MAYERSOHN: Okay. Now, one other thing, and I don't want to monopolize, you know, the whole time here, but, A, does the P-card have limits on a daily basis; a transaction basis; and a monthly basis? That's number one.

DR. LYNCH-WALSH: Yes.

MR. MAYERSOHN: Number two is that, how do you protect against, I'll call it breaking up purchase orders? So, for example, I'm purchasing from X, Y and Z, maybe they're an approved vendor or not an approved vendor, and my limit, let's say, is \$3,000 a day. Well, today I purchase from that vendor 3,000, tomorrow I purchase 3,000, the next day I purchase 3,000, and the following day I purchase 3,000. And, again, let's say the procurement process which would normally require some sort of solicitation or require you to go seek, you know, three or four

bids, I've usurped that by going around, how do you protect against that?

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

2.1

22

23

24

25

MS. COKER: So that's a great question. I'm going to try to answer your tri -- multiple questions in one.

The first one was, are there any thresholds? Yes, there are thresholds. And that was part of the finding that we had with the auditor a few years back where all the P-cards have a limit. In the case of, like let's say PPO, they auto-replenish, and those users, particularly the ones that are in my area that support PPO stockroom, they have \$50,000 where they can use monthly. But each P-card, regardless of who you are, has a \$4,999 limit on the card. Therefore, if you are a director trying to buy something for HR, if it's more than \$5,000 it's not going to allow you to do it. They normally call, send an email, ask that they're going to buy this, it's approved, and we call Bank of America and we allow for that amount to be increased, I don't know, to whatever that amount is going to be, \$10,000, then we bring it back once that purchase has been made. So we have very good controls.

MR. MAYERSOHN: Wait. So the purchase -- so

just so I'm clear, so the purchase is \$5,000 or under 5,000, is that a monthly; weekly; annual; or --

MS. COKER: Per transaction.

2.1

MR. MAYERSOHN: Per transaction.

MS. COKER: Per transaction.

MR. MAYERSOHN: So somebody could do -- is there a monthly limit?

MS. COKER: Yes, there is. As I said there's a monthly limit of \$50,000.

MR. MAYERSOHN: Okay.

MS. COKER: So -- so -- so when -- when there's departments, like the utilities department is a great example because they pay the utilities with P-card, we have a process with them, because, obviously, they pay more than \$50,000 in utilities. But to respond to you on that per transaction, can the person buy one thing today, another thing tomorrow and another thing the next day, so I want you to know that, when you use a P-card, even if you're using a P-card when there is a bid in place, which it is allowed for specific commodities, you can -- if you're going to use the P-card for Granger, for example, and we have a bid with Granger, you can

make a purchase of today of 3,000, make another one tomorrow, 3,000, and make -- you know, you can make purchases every single day because they're on bid. What you cannot do is make those types of purchases every single day if they're not on bid.

2.1

MR. MAYERSOHN: So how do you -- how do you provide the internal controls for that?

MS. COKER: So in the case of what I oversee, because most of those are my purchasing or my buyers in the warehouse that support these areas, they know specifically what can and can't be bought, what's on bid and what's not on bid. So those are direct out purchases, the ones that are not on bid, and then what they do is, there's a process, particularly the one I oversee with PPO where their manager has to sign if it's going to cost more than \$5,000 and they monitor that.

I want to keep stressing that the process I'm defining to you is external funds.

DR. LYNCH-WALSH: Right, and I'd like to get back to the audit.

MS. COKER: It has nothing to do with this audit because this is internal funds.

DR. LYNCH-WALSH: Right. So, Mr. Mayersohn

1 -- yeah, Mr. Mayersohn, we have people that need 2 to leave, I think, in eight minutes.

MR. MAYERSOHN: No, go ahead. Go ahead. I'm done.

DR. LYNCH-WALSH: I forget how many have to leave in eight minutes?

MR. JABOUIN: We do have --

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

MRS. MARTE: I have to leave at 12:15 and Ms. Coker, Ms. Andreu, Mr. Smith.

DR. LYNCH-WALSH: 12:15? All right.

So, yeah. So as Mary --

MRS. MARTE: And I'm sorry, Madam Chair, it's a hard stop at 12:15 because we've got to be somewhere and it's going to take us that long to get there.

DR. LYNCH-WALSH: I only have two stickies on -- between both audits. So I'm good.

Anybody else specific to the audit?

MS. FERTIG: I just wanted to ask on page 2 of your update -- hold up. I just wanted to ask, I'll repeat it exactly, on page 2 of the update, the fourth item -- third item, Purchase Card Internal Funds, program administrator performs a statistical audit. From what you just answered Mr. Mayersohn --

DR. LYNCH-WALSH: I'm not sure I'm hearing --

MS. FERTIG: Can you hear me?

DR. LYNCH-WALSH: I can, but --

MS. FERTIG: Okay. Let me try closer.

DR. LYNCH-WALSH: There you go. That's better.

MS. FERTIG: Did you hear me, Ms. Coker? I'm sorry, I'm asking you this, I guess.

On the third bullet point down, Purchase

Cards Internal Funds, you perform statistical

audit of statements. The first answer was, we do

not have the staff, but as I look over and listen

to your explanation --

MS. COKER: Internal funds are not under me and I haven't seen that response.

DR. LYNCH-WALSH: Yeah, yeah, we're getting commingled.

MS. FERTIG: Well, I just, what she's talking about doing, I'm just wondering, here it says, we don't have the staff to do it, but then over here it says, per the purchase card manual this is a function of PWS P-card administrator.

DR. LYNCH-WALSH: Which document are you on?

MR. JABOUIN: She's on the --

MS. FERTIG: I'm on the update.

United Reporting, Inc. (954) 525-2221

1 MR. JABOUIN: -- update document to agenda 2 item number 11.

DR. LYNCH-WALSH: Oh, hold on. This is 11. Hang on. I pulled 12. Hang on.

Okay. So you're on page 2?

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

MS. FERTIG: I'm on page 2. I'm the third bullet point down. And if you look in the second column it says, we do not have the staff resources available to perform those duties.

DR. LYNCH-WALSH: Whose response -- whose response is that though?

MS. FERTIG: And when you go over --

DR. LYNCH-WALSH: Oh, no, I know it says PWS, but my question is, who did the response we don't have the staff to perform?

MS. FERTIG: I'm working between multiple documents here. I don't have a clue.

DR. LYNCH-WALSH: I'm not asking you. I'm asking them who --

MS. ANDREU: I -- I believe that is a very stale dated response from the Business Support Center. But, please, rest assured that we do have the resources available.

MS. FERTIG: That was my -- that was my question. So if you get over to Current Status,

it says, it puts it under PWS and says -- so, I'm just -- after listening to this whole conversation I was wondering if that's one that we should might, maybe, change that column that current status and she can put that she does have the resources.

DR. LYNCH-WALSH: Well, hold up. I'm not convinced that that was Mary's response.

MS. FERTIG: I don't think it was.

DR. LYNCH-WALSH: No. So let's go back. So this is a finding on page 5 of actual audit.

MS. FERTIG: Okay. Thank you.

DR. LYNCH-WALSH: So let's start there. We're going to audit our response process.

MS. FERTIG: Yeah, because I'm just looking at what the update is. I'm just asking that the update be corrected if --

DR. LYNCH-WALSH: But we've got to first figure out -- okay. So there's -- on page 5 --

MS. FERTIG: 5, that's where I am. Okay, thank you.

DR. LYNCH-WALSH: It has the findings having to do with the P-card. And it says, straight up, we recommend the Business Support Center director review the requirements of the P-card manual with

the internal accounts manager and internal funds manual as it states, the P-card manual. The BSC oversees the P-cards funded by schools internal funds. The accounting system used is Great Plains. If it's external then that's when PWS comes in.

2.1

So the statement, program administrator performs a statistical audit of statements and receipts to monitor compliance with policies and procedures, that's in the manual, but the recommendation was made to whom? It was made to the Business Support Center. Is the internal accounts manager and internal funds supervisor, who are they? Where are they?

MS. ANDREU: They're with the Business Support Center.

DR. LYNCH-WALSH: Okay. And then the P-card manual states that the program administrator performs a statistical audit of statements and receipts to monitor compliance. In this context who would that be? Who is the program administrator if we're talking internal funds?

MR. SMITH: Ryan Smith, Director of Business Support Center. In this specific instance we probably just need some alignment on language.

According to the P-card manual it is specific to the PWS P-card administrator, the director of audits. Ali Arcese and I reviewed this together. So I think, internally, we'll get some alignment. If it belongs with the BSC we're happy to ensure that that's performed, but we don't want to overstep.

2.1

DR. LYNCH-WALSH: Okay. Because what this sounds like is that the statistical audit that happens externally has not been happening for internal funds.

MS. FERTIG: Especially, because if you look at the last column, the person responsible, it doesn't appear to match up with what we're hearing. All I'm asking is that this -- this particular item --

DR. LYNCH-WALSH: So it should say BSC.

MS. FERTIG: -- the entire line be reviewed and corrected. And, for example, they didn't have the resources, they now have the resources. You have the wrong person that's responsible. So I'm just asking this be corrected.

DR. LYNCH-WALSH: Yeah. Okay. I just wanted to be clear on what the right thing was. Thank you. So I think we now are clear.

1 Yes, Ms. Andreu?

2.1

MS. ANDREU: Madam Chair, could I suggest maybe a friendly amendment and we do a slash, because we don't want to not put PWS and the manual states it's PWS.

DR. LYNCH-WALSH: Well, of course, right.

MS. ANDREU: So maybe we have a slash, that way we indicate it's both.

MS. FERTIG: Okay. And I don't really -- I'm not really -- I just want it to reflect what the actual situation is. It seems like there's some contradictory things along this line.

MR. JABOUIN: We can request an update for the document that is ultimately transmitted to reflect those adjustments, Ms. Fertig.

DR. LYNCH-WALSH: Right. All we're -- all Mary's getting at is, we clearly understand that internal funds are the responsibility of the Business Support Center. This recommendation was -- pertained to internal funds. I don't know who said they don't have the staff. It wasn't Coker, I'm thinking. And then Current Status, per the P-card manual this is a function of PWS. No, internal funds is not. External funds are.

Internal funds are the Business Support Center.

So, actually, the current status, to Mary's point, should say something like although the P-card manual, you know, responsibility for external funds are housed with PWS, however you wanted to wordsmith it, we will add language to clarify that internal funds are the responsibility or whatever of BSC. This didn't quite capture what needed to happen.

MS. FERTIG: Well, it looks to me like it's just totally incorrect, so maybe we could just correct it.

DR. LYNCH-WALSH: Yeah.

MS. FERTIG: And I don't care how -- I'm not suggesting we do that here, I'm suggesting that you rewrite this and when you send it out next time it'll be fixed.

MR. JABOUIN: Thank you.

MS. FERTIG: Thank you.

DR. LYNCH-WALSH: Okay. Any others on the -it's now noon -- on this particular one? I've
got a question myself. If no one else has one,
mine, hopefully, is quick.

My first tab has to do with the checking account balance and the -- when you have the idle funds, temporarily idle, are the funds being

invested? Because you saw that things were delayed, but it's not clear whether we're doing that.

MS. DAHL: What page are you on?

DR. LYNCH-WALSH: Oh, sorry. Still page 5.
Checking account balance. Because they had all of that temporarily idle, funds were just sitting there. And according to standard practice bulletin I301 section J, they shall adopt policies pertaining to the investment of school funds not needed for immediate expenditures. The adopted policies, yada-yada. The purpose --

MS. FERTIG: It looks like, if you look at the update list, this is my problem is going between the two of them, that this was completed in August. Is that accurate?

MR. JABOUIN: Ms. Andreu?

MS. ANDREU: Yes. And those funds are being transferred.

MR. JABOUIN: And part of the reason, to the committee, these reports were originally scheduled for the August 3rd meeting, and so, obviously, enough time has passed.

DR. LYNCH-WALSH: Right. But we get that, but then we just got some of these updates. So

the updates needed updates, I think.

MS. FERTIG: And it's confusing. It's a little confusing.

DR. LYNCH-WALSH: Yeah, I'm struggling to keep my sheets of paper straight.

MS. FERTIG: Yeah.

DR. LYNCH-WALSH: Okay. I believe somewhere in Mary's explanation there's a P-card manual, but no policy on P-cards.

So, if I were making a recommendation, it sounds like -- and policy -- yes, procedures and manuals are part of internal controls, but a policy is something you can hold people accountable to, theoretically. So it seems like we're missing a policy.

MS. FERTIG: So is that part of the motion to transmit, that you want a -- there should be a policy?

DR. LYNCH-WALSH: Yes, a P-card policy that -- yes, just a P-card -- yeah, that they should initiate rule development on a P-card policy to support and guide the manual.

MR. JABOUIN: So there is a P-card policy already. Is it to update the P-card policy?

DR. LYNCH-WALSH: So there is a policy? Or

United Reporting, Inc. (954) 525-2221

manual? A manual is not a policy.

2.1

MR. JABOUIN: It is a manual.

MS. FERTIG: So I'm just going to go ahead and put this out and then we can keep talking, but just because I know we only have these people for a few more minutes, so can I make a motion to transmit with a recommendation that a P-card policy be developed and adopted by the Board?

MS. ANDREU: I'm sorry, Madam chair?

DR. LYNCH-WALSH: Yes, ma'am.

MS. ANDREU: So the P-card does not have a separate policy in and of itself. It is embedded in the procurement policy, Policy 3320, which is, actually, being revised as we speak and should be going to the Board in February for rule making.

MS. COKER: Ms. Andreu, I'm sorry, I apologize, the P-card is not in Policy 3320. I'm sorry.

MS. FERTIG: I'm just going to suggest that whether it is --

MS. COKER: It's always been kept separate.

And when we were audited a few years ago there
was discussion to do a policy and then we didn't
do the policy. But, I mean, there's discussion,
there's things in the policy 3320 that talk about

being able to do P-cards, but there is a P-card manual that's specific to P-card usage that has its own manual. But it is not in Policy 3320.

MS. FERTIG: Can I just suggest that whether it is or whether it isn't, we just ask for a separate P-card policy?

DR. LYNCH-WALSH: Sure.

2.1

MS. FERTIG: Because this seems like an important enough topic that it should have its own policy and it would make it easier for people to be familiar with. So that's my motion, is that we transmit this with a recommendation for a P-card, for the development and adoption of a P-card policy.

DR. LYNCH-WALSH: Okay. We need a second and then I'll go to Ms. --

MS. DAHL: Second.

DR. LYNCH-WALSH: Second by Ms. Dahl. Did you have a comment?

MS. DAHL: No.

MRS. MARTE: The P-card is part of
Purchasing, so it is in that policy. I just want
to be very clear. I have no objection to any
recommendation to make it separate if that gives
the committee the level of satisfaction that

we're addressing it, none at all. But I want to make sure, P-card is part of Purchasing and is governed by that policy and it's in there. I just want to be clear about that.

MS. FERTIG: And just to -- just to state, I think it's easy if you just have a separate policy on this that people can go to on this one thing without having to go through multiple policies and maybe have to look for a name that's not there. So anyways --

DR. LYNCH-WALSH: Okay. Any further discussion?

Yes, Mr. Menzul?

MR. MENZUL: I would say if it's going to be separate it needs to have it's own account; right? So the issue you could potentially run into having it separately is, you know, ultimately someone has ownership of it; right?

DR. LYNCH-WALSH: Yeah, it's just separating the policy out from the one that -- the regular purchasing policy. That's all this is about.

MR. MENZUL: But my question is, given what Ms. Coker had said where it is used for POs, right, so, for example, if something is over \$5,000 and has three bids, P-cards are used for

that. So there is still going to be some sort of overlap or there needs to be some control to make sure that it's not used for that.

DR. LYNCH-WALSH: Right. Well, this would be policy dictating -- that would be spelling out all of those rules.

MR. MENZUL: Okay.

DR. LYNCH-WALSH: We're just trying to get a policy going because there's only a manual, which is a procedure, essentially.

MR. MENZUL: Understood.

MS. COKER: And we can. I would like to just say the last thing. We can incorporate a P-card policy within -- I have the Policy 3320 in front of me, and it talks part 1, Definitions; part 2, General Provisions; part 3, Facilities and Construction; part 4, Food and Nutrition; Part 5, Risk Management; Part 5, Technology [sic]; Part 6, Title 1 and Head Start.

There is not P-card instructions, guidance on this policy.

DR. LYNCH-WALSH: No, I get it. Right.

MS. COKER: It does talk about what you can do, but there's a whole manual that's 10 pages long that could be imbedded in here or it can be

1 separate. But it is not in Policy 3320.

DR. LYNCH-WALSH: And I probably believe you.

I can't pull it up right now. For some reason I

can't pull up policy.

Okay. So moved, seconded. Discussion?

MS. FERTIG: And I think it's the better way anyways, so, okay, I'm done.

DR. LYNCH-WALSH: Right. And then you refer to it in the purchasing policy.

MS. FERTIG: Yes.

DR. LYNCH-WALSH: All right. All in favor?

COMMITTEE MEMBERS: Aye.

DR. LYNCH-WALSH: Any opposed?

(No response.)

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

DR. LYNCH-WALSH: Okay. All right. Passes unanimously.

Moving on to the payroll audit. We're not missing anybody. Oh, we lost temporarily Jaclyn, but --

MR. JABOUIN: So with the payroll audit it would be the same individuals who can respond to committee questions.

DR. LYNCH-WALSH: Yes. And we need to have them done by 12:15. We've got eight minutes.

Does anyone have any specific questions?

I have one on page 4. With the authorized individuals. There were eight employees.

2.1

MS. FERTIG: You go ahead. I had the same -DR. LYNCH-WALSH: Okay. All right. I don't
see any hands.

Mr. Mayersohn; everyone on the phone good?
MR. MAYERSOHN: I'm good.

MS. FERTIG: I had that same page, but I'm going to just say, why don't you express what you have a concern on.

DR. LYNCH-WALSH: Okay. Yeah, I was trying to clarify, because it sounds like we started with eight employees that were non-instructional with additional assignments and then after inquiry we found that four were authorized, the other four had been authorized prior with an expiration date of 12/31/9999. We should all live that long. And then only two of the four additional positions were reevaluated and removed.

So I guess my question is, were all of these people being overpaid? Like they were getting paid for not doing anything? And what about the remaining two? What are these additional assignments.

MR. SMITH: So thank you for the question.

So, no, no employees have been overpaid. I want to make that abundantly clear. In this case these employees had additional positions from previous years that were not removed. So they weren't active, they weren't accruing payroll for it. They were just still on our payroll reports and our policy dictates they should be removed annually. They have since been removed.

DR. LYNCH-WALSH: So they weren't being paid?

MR. SMITH: Correct.

2.1

DR. LYNCH-WALSH: Were not. Okay.

And the remaining two additional positions are valid where they're actually performing a function and being paid.

MR. SMITH: They are. That is correct.

DR. LYNCH-WALSH: Do they have two full-time jobs?

MR. SMITH: These additional positions account for about anywhere from three to five hours a week and these are 35 hour employees, 35 hour per week employees; correct. So they're not full-time additional positions. They're part-time.

DR. LYNCH-WALSH: Okay. That was my

1 of Work.

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

2.1

22

23

24

25

MR. JABOUIN: They're on their way in. And we have --

DR. LYNCH-WALSH: We don't have any updates for Item Number 9?

MR. JABOUIN: No, we do not, Chair.

So RSM's report, which has their new observations and prior observations are here. We do have Matthew Blondell and Chris Gums, from RSM, that's here. And we have Ms. Czubkowski and her team, as well, for any questions from the committee.

DR. LYNCH-WALSH: Okay.

MS. DAHL: Nathalie, can I see what it looks like? I've kind of got all my stuff mixed up.

DR. LYNCH-WALSH: Yeah, I hear you. You know the one that's landscaped.

MS. DAHL: Thank you.

DR. LYNCH-WALSH: So maybe have a quick overview of --

MR. JABOUIN: Okay. We could have Mr.

Blondell or Mr. Gums do so.

DR. LYNCH-WALSH: Yes. Are they --

MR. JABOUIN: They're here.

DR. LYNCH-WALSH: Oh, they're back there.

Can they move up so they're not behind half the committee?

2.1

MR. JABOUIN: So they could move to the empty spots from the committee members there, from Ms. Ighodaro's side.

DR. LYNCH-WALSH: Okay. Yeah, that would help. I don't want to split them up. Yeah, we have two spots. Okay. Yeah, no, that's fine.

All right. So you guys had one current period observation, I believe, which, just to refresh everyone's memory, this report is from November.

MR. BLONDELL: Yes, would you like us to give you a brief overview of that observation?

Okay. Sure, I'll turn it over to Chris. We had one new observation. And the period, as the Chair mentioned, this is a report that was originally prepared, I think, for the November audit committee meeting. So a bit dated, but happy to go through this. Chris?

MR. GUMS: Sure. Chris Gums, RSM manager.

So for this report we had one new observation and six prior observations that we performed follow-up on. Of those six prior findings we were able to close two and the remaining four are

either partially complete or open.

2.1

2.2

So I'll quickly just walk through observation number 1 here starting on page 4. So as we previously discussed at previous meetings,

AECOM's actual M/WBE participation was lower than the commitment specified in their agreement in their RFQ. As we show in the table here, we quantified the difference between that commitment and the actual amounts invoiced by the subcontractors through June 2023.

The Board, as you all know, has since approved an amendment to AECOM's agreement, which effectively increased their M/WBE commitment percentage to 53.47 percent to essentially make up for that variance.

So, as part of those remediation efforts, we reviewed and recalculated AECOM's Year 4 staffing plan and found that the projected M/WBE participation was less than that 53.47 percent, as I stated earlier. So our recommendation moving forward in regards to that staffing plan is to restructure it so that it's structured in a way that clearly shows the projected amounts that are going to these subcontractors. And that we'd clearly be able to track and better report on

1 that M/WBE utilization.

2.1

Just quickly touching on their response, as AECOM noted, they're continuing to work with the subs and helping with the hiring process and are also tracking M/WBE participation against those commitments as they provide in the tables and the charts that are on the pages that follow.

Moving on to the prior observations follow-up, now on page 10, so this is contract time modifications and schedule updates. This observations has been open since February 2020. It relates to change orders that are executed for time modifications and the incorporation of those changes into the contractors' project schedule, which are included in the monthly pay application packages.

So for this report we retested a sample of three change orders. Two of those three failed testing. Again, as they noted in their response, AECOM has provided additional training to contractors and also PMs on this process, specifically. But until further testing we kept this one opening considering the results of our testing.

Prior observation number 2, moving on to page

1 13, PM/OR compliance with reporting requirements. 2 So, just a little bit of background here. 3 relates to the reporting requirements within 4 AECOM's RFQ and their agreement and also the 5 deliverables provided within their monthly 6 So for this report we reviewed the 7 SMART Program monthly reporting packages for the 8 period of February 2023 through June 2023 and we 9 found that there were still two categories of 10 deliverables that were not provided within those 11 packages. And those were Stakeholder 12 Satisfaction and EDDC Compliance. We, actually, 13 had discussions with AECOM and with the EDDC 14 department, and my understanding is that, since 15 this report, AECOM now has access to B2G and also 16 has the capability to report on EDDC compliance. 17 So both of those two bullet points and 18 deliverable categories that we report on are 19 either in process or completed, but I'd defer to 20 AECOM on further comment on the progress of that. 2.1 MS. FERTIG: Can I just ask for an

MS. FERTIG: Can I just ask for an explanation -- oh, thank you. An explanation of the stakeholder satisfaction; what's being done? As we get ready to celebrate, this summer we're going to have a party, right, Nathalie, the tenth

22

23

24

25

anniversary of when we talk about putting these programs through. So I would just -- I just wanted to, could you give us a quick, what's being done to determine stakeholder satisfaction?

MR. JABOUIN: Should we go through Ms. Czubkowski first?

2.1

DR. LYNCH-WALSH: Well, stakeholder satisfaction, is that even included -- why is that there, actually? I thought we took that out. It was -- okay. If you have an instrument and it doesn't measure what it purports to measure because FTF looked at the stakeholder satisfaction survey and it was very subjective.

And since it's AECOM, Kathleen, I haven't seen you in forever, but I think I know what you look like, and that looks like Kathleen Langan, the program director. Can she move up here? I didn't see you behind Mr. Medvin before.

So I'm a little confused.

MS. FERTIG: Yeah, if she could just answer that?

DR. LYNCH-WALSH: Yeah, next to Czubkowski, please. That way you're not behind people and they're not breaking their necks to see you.

MR. JABOUIN: And Ms. Carpenter can probably

1 move up, too.

2.1

DR. LYNCH-WALSH: Yeah, and Ashley. Oh, and I see Shelley back there hiding.

MS. LANGAN: Good afternoon. Don't forget,
I'm part-time.

DR. LYNCH-WALSH: I know.

MS. LANGAN: Okay.

DR. LYNCH-WALSH: So as a result of item number 1, and I'll get back to that because I was reading this late last night and nearly lost my mind, Kathleen is now a .24 of a person. Because in order to make the numbers work, we had to cut the full-time program director from AECOM down to .24 of a person. I know, that's why I barely ever see you anymore.

MS. LANGAN: But I did give the -- I do give the District weekends. So I work every Saturday and Sunday for the District. So the District does get more time, it's just they don't get charged for it.

DR. LYNCH-WALSH: Yeah, I hear you.

MS. FERTIG: That doesn't seem right. I'm sorry.

DR. LYNCH-WALSH: It was to make the numbers work.

MS. LANGAN: Well, maybe -- maybe year 5 will change.

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

Regarding the stakeholder satisfaction, so actually the program originated -- Kathleen Langan, Program Director, AECOM. Actually, when the program started Garth had developed a stakeholder satisfaction document. It was really focused on, did the principal like the PM? was all about the PM. And so when AECOM started we recommended that we really look more at the project. What we're used to seeing is, at the end of a project when the architect does the 12-month walkthrough, they come and sit down and meet with the principal and the PM/OR and Shelley's group and they talk about the satisfaction of what was done. So, you know, the HVAC systems, have they been working, what's -you know, do they satisfy the requirements of the school? Did the media center design, is that sufficient? You know, those kinds of things so that there's a dialogue between the school and the architects and the District.

So we have been in development of an updated document. We were hoping to have it by now. I would expect that it will be ready for FTF to

review over the course of the next, I would say, you know, weeks. We're focused on developing an RFP for some of the new projects we've been assigned. But, nonetheless, it will really focus on the project and the satisfaction of the stakeholders to the project.

2.1

MS. FERTIG: And how are you defining stakeholders? Because I just heard you talking about architects and --

MS. LANGAN: Well, the architects, because they are responsible for the design and they were the ones working with the stakeholders being the principals, the people who were -- and I'm not going to remember the name, I might need Shelley to help me, it was done before we got here, it's the project -- the charter, the project charter. So, to us, the people who were involved in the project charter who developed and defined the project once it hit each of the schools, those, to us, are the stakeholders.

MS. MELONI: The end users.

MS. LANGAN: The end users; yeah. Thank you.

MS. FERTIG: I'm still not understanding, but

I'll just tell you this.

MS. LANGAN: Okay.

MS. FERTIG: We're 10 years into this. We thought at five years we would be asking for more money because, of course, there was this overly optimistic sense in the boardroom that they would actually do this in five years. And I think knowing how the public feels about the project that they get is critically important, particularly with the conversation we had earlier about declining enrollment and everything else.

2.1

If we don't have an instrument for how the community feels, it needs to be added. And I would make that recommendation to the Board.

Because the day is going to come when we're going to have to go back to the community.

Of course when the first bond was done in '86 or '87 it took a long time to do that. But, ultimately, how the community feels is going to be reflected in everything that happens with the school district.

So, when I see stakeholder survey, I'm just thinking of those of us that sat in this room and those of us out in the communities in the individual schools that tried to help with this, I would like to know how they feel about your end product. And, to me, they are the ultimate

1 stakeholder.

DR. LYNCH-WALSH: Agreed, but you have to -you would be surveying them on the scope of work
versus what was delivered because they could have
a totally different opinion on what they thought
was going to happen.

MS. FERTIG: I would say Garth is more than capable of developing that survey. They've been doing this for a long time. They're very familiar with the District. So, if not, I'm sure some of our parent groups would be happy to help them.

DR. LYNCH-WALSH: Well, they're getting paid, which is going to be one of my issues.

MS. FERTIG: I -- I just think it's -- if
we're not surveying the ultimated end user of
this product to find out how they are satisfied
with what's happened, I think we're making a huge
mistake. So, yeah, there may be a cost to it,
I'm sure there is, there's a cost to everything,
but when I -- I -- I just think stakeholders
better include the community.

MS. LANGAN: Noted.

MS. FERTIG: So that's my comment.

MS. LANGAN: Noted.

DR. LYNCH-WALSH: Okay. So that was in number 2. Because I have -- let's see, closed -- is everything else closed from prior periods?

MR. GUMS: Everything with the exception of prior observation number 5 and then the PM/OR and CPCM Invoice Testing.

DR. LYNCH-WALSH: Number 5; okay.

MS. FERTIG: Can I just speak on number 5?

DR. LYNCH-WALSH: Sure.

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

2.1

22

23

24

25

MS. FERTIG: I just was wondering, what was the story with Ramblewood and Maplewood, that they're so many days past substantial completion?

MS. LANGAN: I would have to go back, Mary, and review the time impact analyses that our forensic schedulers do. So I'm happy to do that and then get back to the committee.

MS. FERTIG: Yeah, and I see Deerfield is, but not to the extent that those two are. Of course, on the other hand, Deerfield's only 39 percent complete.

DR. LYNCH-WALSH: Which Deerfield?

MS. FERTIG: I'm sorry, high school. It's on, I'm sorry, page -- I'm looking at page 18.

DR. LYNCH-WALSH: Elementary I can speak to; high school, no.

1 MS. FERTIG:

2.1

Yeah. I mean, that's --

DR. LYNCH-WALSH: All right. So I wanted to go back to 1 and 2 after everybody's done.

Rebecca?

MS. DAHL: When you go back into whether or not they're satisfied or not satisfied, I think one of the things that you're going to find out when you do this is that most of the stakeholders in the community really thought that their schools were going to be magically perfect, that, you know, whatever amount of money it was, that the school was going to turn out to look like one of the western schools.

DR. LYNCH-WALSH: Right.

MS. DAHL: Which, of course, we know was not going to happen. But when you -- because I sat in a couple of these meetings when they were describing them to the schools, that they were just so excited. So if you ask the stakeholders when whatever got finished got finished, I think you're going to get a very poor response because they didn't get what they thought they were getting. They didn't get a, you know, a brand new building. They didn't get the bathrooms in the main buildings fixed. And I

think they all thought they were going to get the bathrooms fixed.

So I don't know how -- and there were other things, too, I'm just bringing out obvious things. So I don't know how you would, actually, survey those stakeholders, because I don't think that the District did a great job of letting them know, this is all you're getting, you're getting HVAC --

DR. LYNCH-WALSH: Roof.

2.1

MS. DAHL: You're getting, you know, roofs, you're getting fire alarms --

DR. LYNCH-WALSH: You can stop there.

MS. DAHL: -- you're getting -- and some of those don't even have them done yet. So you were getting a very small amount of things that really did not change the look of the school. And when I sat in some of these meetings, the stakeholders thought, oh, wow, our school's going to look so great. So, I hate to say this, but the District did a really poor job of getting the people in those schools to understand that it wasn't really going to look that much different than it does now. So -- because it wasn't explained to them.

DR. LYNCH-WALSH: But they did a great job of

making people think they were getting more so they'd vote for it.

2.1

MS. DAHL: Yes. Absolutely. Because that was part of the issue in these meetings, that they really thought -- and one of the items that became such a thing that they wanted to have was that \$100,000. They thought they could purchase the world with \$100,000 that was given to the schools. And you know you can't. Most of the schools couldn't even purchase a playground if they wanted to do it for \$100,000.

So I don't know how you're going to do that, because the customer satisfaction, based upon what they were supposed to get compared to what they thought they were going to get, is two different things.

DR. LYNCH-WALSH: No, agreed. And I don't want to get too far into surveying and instrumentation, but you could survey and look at, you know, this was your scope of work, did you get this, and then have additional questions, is this what you thought you were going to get? Because those are going to be two different responses.

I have Mary then Jaclyn.

MS. FERTIG: Regardless of what response we get, I think we need to know. And I think moving forward we've got to know how we did in meeting the expectations of our community. Our community put a lot of money into this. They're continuing to put a lot of money into it. And it may be that through the survey -- and, again, I think Garth can capture this because they have been involved. And I know there are at least three of us at this table that sat through every one of those meetings and pointed this out up front. But I'm just interested in how the public as a whole.

2.1

2.2

On the other hand, another way of looking at it, if you were a school that had no heat for 10 years and you got heat in the winter, you might think that's a good thing.

And I'm just sitting here, I have to say this because Ms. Marte told me and then John just brought it down, they're having the ribbon cutting for the new building at Northeast on the 19th at 10:00 a.m.

And, so, yes, was that -- you know, did it take them way longer to fix their roofs than they really should have done? Yes. But, you know,

then they may be pleased that they've got this new -- so I don't think we can sit here and judge. I think we have to let the public weigh in on how they feel about this project. Because going forward we're going to find ourselves in the same position again.

I, personally, as we all know, don't think there's anything more important than knowing how the stakeholders feel.

DR. LYNCH-WALSH: No, agreed.

Ms. Strauss?

2.1

MS. STRAUSS: Okay. So I agree, community input, stakeholders deserve to have their voice heard, absolutely. It's their money that the District has spent; correct?

However, I think we all know that this has been a massive failure; okay? It's -- everybody knows this. 10 years later, here we are, we're overspent, we're over time, nobody's happy. So we're going to get survey results that are likely not going to be positive. So I think that we can all assume that the survey results from stakeholders at the schools are not going to come in positive.

So, now, instead of continuing to, you know,

Ü

rotate on this, we need to move forward; okay?

As you said, Mary, we continue to invest as taxpayers. We continue to have new projects. We continue to vote for taxes and to go to this School Board to the District to do things.

So why don't we just look forward, take a different approach as we bring on new projects, to ensure the outcome is not this. Because getting feedback from people that are clearly not happy, it's not a secret, going out to them, I mean, they all know, like, you know, and you referenced heat, I mean, come on, Mary, like how often are we going to be cold in our schools and a heater is going to be jacked on? I haven't put mine on once, you know --

MS. FERTIG: And you may not have, but in the schools that didn't have it, it was a huge problem. So for the people that take it for granted --

MS. STRAUSS: Okay. But for how many days.

DR. LYNCH-WALSH: Or switch it to air. It's the same issue though.

MS. FERTIG: You could do the air-conditioning; you could do the roofs; you could do the leaky roofs. But I just think to

move forward we've got to have -- we've got to have some clues as to what the people like that got done and what they didn't.

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

2.1

22

23

24

25

And as much as we can sit here and complain about what didn't get done, there's also the other side of that about what did get done. I --

MS. STRAUSS: But a stakeholder is not going -- they're always going to point out the negative and they're not going look at the what did get done.

Okay. So just to clarify, DR. LYNCH-WALSH: for the purpose of this quarterly report, the stakeholders are all of the people -- in theory, are all the people along the way so that they can improve their services. So that survey that you're talking about is something the district can do independent. It has nothing to do with AECOM's services, because their stakeholders, yes, are the schools, and the -- the stakeholder survey was primarily aimed at, I think, principals, but there are stakeholders, as I said, throughout all the phases that they need to know so that they can improve, continuously improve what they're doing.

I don't disagree with a stakeholder survey

externally, but that's not part of what this is.

MS. FERTIG: But then change the name. Don't say you're going to the stakeholders when you're going to the people who worked on the project.

That's like -- that's like crazy to me.

MS. DAHL: Yep.

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

MS. FERTIG: And, again, I would tell you --

MS. STRAUSS: So internal stakeholders.

DR. LYNCH-WALSH: Right. Versus external.

MS. STRAUSS: Versus external. Internal versus external.

DR. LYNCH-WALSH: Yeah, that's all it is. It should be internal versus external.

MS. FERTIG: And let's just take away the word stakeholders.

DR. LYNCH-WALSH: Well, that is what they're called.

MS. FERTIG: Well, that may be, but they're not, really. I still -- I will still tell you, I think this is a conversation the Board needs to have. Because how your community feels is going to guide what you're able to do in the future.

DR. LYNCH-WALSH: Well, you're going to get a taste of that when they start doing the town halls discussing school closures in February.

Those should be fun.

one? Because then I've got a couple on 1 and 2.

(No response.)

J

_

ر ک

DR. LYNCH-WALSH: So first up on observation number 1, a few -- so when the contract was getting renewed and this started coming up, when AECOM came on board they got -- they agreed to, was it 45 percent? I was not on that selection committee. There were machinations that happened that I was not there. Because if I were there I would have been like, this is insane. The only way you're ever going to meet 45 is if you fluff up services, which was done under Heery. So then under AECOM they had a team of people that they had to give time to to make up the 45 percent.

All right. So any other comments on this

The M/WBE participation that's here, I don't know why this became a scope where they audited this. Because all of this was discussed ad nauseam at all of the -- in front of the Board. We already know all of this. This came out of the B2Gnow software where EDDC produced reports showing these results. So we paid money for an audit when we already had all of this.

So I'm not quite understanding unless we

wanted to legitimize the findings. But we already know this.

2.1

But here's the thing that, when this came out, the issue here, why there's an EDDC department is not for AECOM subs, there's only a handful, if you're looking at how many there are. The EDDC department is for the small -- for M/WBE firms, small women minority businesses and all of that.

There is a disparity study that, actually, we're going to be discussing with Ms. Andreu later today. They look at the commitments being made, but where they always have stopped, and where finding number 2 has a bullet about is the actual participation program-wide. Program-wide what has been the participation? Not what is AECOM doing with its subs?

So in a twist, an ironic twist, the firm that they have been fixated on Bach, is a firm that we have paid millions in taxpayer funds, and what is their responsibility, EDDC compliance for the program.

So I took -- it took a lot of work to get numbers out of EDDC, but I found that they had commitments and it's with and without

self-performing primes. So sometimes you have primes that perform the work themselves and sometimes they don't. So with Bach, and I think I filtered it for African American because that's been the most underrepresented, with Bach they made commitments of 24.7 million and payments of 46 -- sorry, 46 percent, it's 11 million.

Actually, you know what, here. I gave this to -- if you don't mind? Sorry.

2.1

So commitments, 24.7 million; payments, 11.3 That's in total. Bach, commitments of 11; payments of 8. They were at 72.85 percent of commitment when I did my spreadsheet, which was before this. This was back in July.

When I filtered out the self-performing primes, with Bach the participation was 22.94; without Bach, 12.95 percent. I would have to go dig up to put it on screen.

The point being that the actual M/WBE participation for the entire program, the SMART Program, for African Americans, if you take out Bach Real Estate and put in the self-performing primes, one of which was Dwight Stephenson who had a commitment of 24 million but no payment, you're the 12.95 percent of the commitment.

So the thing to me that we should be asking is why is this so low, because there were all of these millions of dollars committed and not being utilized much, which means you'll never pay them. You can only pay them if you utilize them. Or sometimes. Sometimes we pay 'em.

2.1

So on page 13 of this report, the bullet after stakeholder satisfaction, actually, mentioned that they did not do -- hold on. I'm almost there. Did not do the EDDC diversity compliance. While the PM/OR began reporting on S/M/WBE participation in June of 2023, deliverables related to EDDC were not provided. So -- but there's a whole EDDC department.

So I guess my question, Kathleen, are you guys not getting the report from EDDC to include in your packet?

MS. LANGAN: That was correct. It has now been corrected based on the findings of the audit. And now we have access to where we can coordinate with EDDC. Otherwise, they were reporting. And this was under Mr. Ballou when he didn't see the point of AECOM reporting on EDDC and the percentages because they were.

So now that we have access, we have been

reporting, as committed -- we committed to the Board we would report in our monthly report and in the BOC. So I think it's been about a month since we worked with Jennifer and her team to get access to about the B2G so we can now start using that to report on.

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

2.1

22

23

24

25

MS. STRAUSS: You know, something interesting, through Broward County, the Office of Economic Development, Sandy McDonald is the director over there, they do a fantastic job. And, first of all, they provide the link if you want to be a provider and look at all the bids and RFPs that are out there as a minority-owned business; okay? So they provide all that. there's actually one for Broward County School District. I went. There's nothing there. We're not looking for anything right now, apparently. There's nothing. But, in any event, they do a really good job in the reporting. And they actually share it weekly to give an update of how much is invested in these businesses. Okay? How much they had to spend versus how much is They put calls out for projects. invested. There's like rail projects, things going on. It's completely transparent.

So is there a way that anybody here can work with that office that's figured out how to be somewhat effective so we can align? Because that's the office that's driving this direction and I've actually been involved with them, personally, as a female-owned business and worked with Mr. McDonald and his team.

DR. LYNCH-WALSH: Unfortunately, we lost, you know, Ms. Andreu because we flipped things around. Because, in theory, she'd be the person to answer that --

MS. STRAUSS: Okay. Okay.

DR. LYNCH-WALSH: -- I'm sure. But they work together.

Ms. Czubkowski, did you have a comment?

MS. CZUBKOWSKI: That was exactly what I was going to say.

MS. STRAUSS: Oh, thank you.

MS. LANGAN: But I think when you're looking at what's available, part of it is because we only have two projects that they were bid. There were recommendations made and they went into a bid protest, which, obviously, there's a cone of silence that we can't discuss. But everything in the SMART program has been bid. So that's

probably why. So now EDDC's focus would be compliance with all the contractors that are performing construction. So I just wanted to make that --

2.1

MS. STRAUSS: And so then you would report it in a similar fashion that Sandy McDonald -- Sandy's team does.

MS. LANGAN: Right. Well, I am not the expert on B2G, believe me. I do know that they run far behind. When you look at AECOM's reporting, we report on actuals that we calculate monthly. But then we also report on projections so that EDDC, the public, the Board, knows exactly where we are and what's happening.

Quickly, for example, right now the subs did not hire as quickly as needed to, so there are gaps and we have submitted to EDDC and Jennifer, in particular, a plan as to, if they approve it, how we can meet the numbers that the Board asked for when we got our fourth year renewal.

DR. LYNCH-WALSH: You're talking about, though, your subs, not the subs for the program.

MS. LANGAN: That's correct. That's correct.

DR. LYNCH-WALSH: So what she's saying is, despite the commitment that they're being held

to, is their subs do not hire to fulfill that commitment, they're going to be behind again. What she's saying they now have the ability to see includes program-wide compliance and understand that they have, I think it's at least two people that work for Bach whose purpose is EDDC -- actually, more? Three?

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

We are spending so much money on EDDC compliance, and yet, for the most vulnerable group, as I did the handout, the one that everyone's concerned with, they were at essentially 12.95 percent in payment. And that's the thing everybody, you know, that -- instead, I'm taking personnel offense to this comment at the bottom of page 4. I don't like the tone of Without a clear methodology to track M/WBE utilization and update the staffing plan based on actual participation the PM/OR may not have the ability to identify potential variances in M/WBE utilization and adjust staffing models accordingly. Insufficient monitoring and enforcement of contractual M/WBE requirements may increase the District's reputational risk and negatively impact its relationships with M/WBE vendors.

Yeah. But not for these. For all the little mom-and-pops that are supposed to be doing all of the trades, all of the construction, all of the people that don't get paid if the primes don't pay them that can't make payroll that I occasionally get emails from. All of those little businesses are the ones that this will be true for. These guys send their attorneys and their lobbyists and canoodle with people and cry if you don't pay them the millions of dollars, but they're getting paid, Bach, to make sure that this 12.95 percent doesn't happen.

2.1

2.2

So that's the thing I'd like to see improved, and that's -- and we, a few years ago, tore apart the Garth invoices, remember, because they're a sub. We never did that exercise for anybody else other than Garth. And we asked for it to be done for Bach and that hasn't happened. Instead we got this.

MS. FERTIG: I'm just going to remind of finding number 6 on the card.

DR. LYNCH-WALSH: On what?

MS. FERTIG: On where we started, the audit we started on, the small business women -- S/M/WBE vendor quotes found in that, too. So it

sounds like it's a good thing we've got this one. She sounds great today and, hopefully, she's going to be able to change what's been happening. I just am disturbed the District has put so much effort into this with the results we're seeing today. So --

DR. LYNCH-WALSH: Right. Because when they report to the Board they talk about all the outreach and the -- you know, they've done outreach certifications, but they never get down to the outcomes, which is, have you actually utilized and are you paying them? That's never part of that report. That will be a discussion tonight, though.

MR. TURSO: Madam Chair?

DR. LYNCH-WALSH: Yes, Menzul.

MR. TURSO: Turso.

DR. LYNCH-WALSH: Oh, Turso, sorry. I can't see anymore.

MR. TURSO: That's okay. Quick question for you. Does anybody have the number, the dollar amount, of what we've spent on nonphysical construction costs out of that 800 million, which I know is more now, and what we've spent on this sort of thing, in general?

DR. LYNCH-WALSH: This sort of thing, meaning the audits?

MR. TURSO: All the audits; all things with little addendums -- amendments without a clear methodology; all the --

DR. LYNCH-WALSH: So two separate questions. One is easy enough to answer for AECOM and Atkins. They can get numbers on construction versus soft costs. That, I know is easy enough. It should be easy enough to get how much have we spent on audits. Because we don't -- we have very little input into scope. And this particular one I didn't quite get. And then we also have the Big 3 statement of work, that while we have RSM here, we need to quickly discuss, but --

So you want hard versus soft costs for the SMART Program --

MS. LANGAN: We can do that.

DR. LYNCH-WALSH: -- which they report, essentially report on --

MS. LANGAN: Uh-huh.

 $$\operatorname{DR}.$$ LYNCH-WALSH: -- and then the audit cost for SMART Program.

MR. TURSO: What have we paid for these

things? I'd really -- I'd love to know because it seems like we've churned through so many of them and there's so many hands in the pocket, but I don't think any of those pockets had hammers in them. I think they all had pens.

2.1

MS. FERTIG: So, you know, Peter, I would say that whatever we've paid RSM has come back to us, because they have found out -- I mean, I'm just going to take the roofing audit, which was, when we saw that it was shocking.

DR. LYNCH-WALSH: That was great. And we haven't had an update yet.

MS. FERTIG: So I think it's worth what we've paid RSM. But I agree with you, I would love to know overall on soft costs what they are as opposed to what we've soft spent. But, again, I would tell you, RSM has saved us money, which is the point of why we have them and --

MR. TURSO: That's great. That's one company.

MS. FERTIG: That's one company. I couldn't agree with you more, because we do sit and look at all of this.

DR. LYNCH-WALSH: I think they're the only ones doing SMART-related audits. I don't think

1 anyone else has audited.

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

2.1

22

23

24

25

So we're looking, Mr. Jabouin, for a breakdown and in total all the audit costs, RSM, and if there are any others that have been associated with the SMART Bond.

MR. JABOUIN: These are soft costs?

DR. LYNCH-WALSH: No, no, that's --

MR. TURSO: Can I add to that? Can I add to that?

DR. LYNCH-WALSH: Hard and soft costs from AECOM and Atkins, and then from you, because you're the one in charge of audits, how much have these audits cost?

MR. TURSO: Well, and project management in general, all -- all the administrative.

DR. LYNCH-WALSH: I don't want to comingle because it's two sources of information.

MR. TURSO: No? Okay. Okay.

DR. LYNCH-WALSH: They can break down what you just said --

MR. TURSO: Okay. Got it.

DR. LYNCH-WALSH: -- as it pertains to the SMART Program. Anything related to audit is coming from here.

MR. TURSO: Okay.

MR. JABOUIN: I'm aware of the audit costs because these projects are done under my direction.

DR. LYNCH-WALSH: Right. Okay. RSM, Big 3 Statement of Work. Mr. De Meo, you had -- I'll pull that up. I don't think -- yeah, there wasn't an update. So let me just go pull that up.

MR. DE MEO: So on the statement -- are we on the statement of work?

DR. LYNCH-WALSH: Yes.

MR. DE MEO: So --

DR. LYNCH-WALSH: Oh, wait, I'm sorry. Do we have to transmit?

MR. JABOUIN: Yes, this report does need to be transmitted. Thank you for noticing that, Chair.

DR. LYNCH-WALSH: Oh, crap, you know what -- we did transmit 10, 11 and 12; right?

MS. FERTIG: We've done them all except for this one. I was just curious, did you want some of the language changed in one bullet point?

Were you making that request or not?

DR. LYNCH-WALSH: Oh, I'm not going to -- I can't tell them to remove it. They put the

1 language in there. I'm just saying I object.

MS. FERTIG: All right. So we just want just a motion to transmit, just the plain --

DR. LYNCH-WALSH: Okay. Yeah.

MS. FERTIG: Yeah.

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

DR. LYNCH-WALSH: All right. We need a second.

MR. DE MEO: Second.

DR. LYNCH-WALSH: Okay. Moved by Fertig, De Meo seconded.

Any discussion? I think we discussed. All in favor?

COMMITTEE MEMBERS: Aye.

DR. LYNCH-WALSH: Any opposed?

(No response.)

DR. LYNCH-WALSH: Hearing none, motion passes unanimously. We're done with item number 9 and now we're doubling back to sort of our last bit, 7, the Follow-Up, and then Agenda Planning, just to make sure we're all on the same page for the 25th, which will be our regular January meeting.

MS. FERTIG: So now we're on number 7?

DR. LYNCH-WALSH: Yeah, because RSM is still here, before we let them out the door -- lock the door. And I'm pulling up their items.

MS. FERTIG: Okay. Good. Because I was just trying to find it. Thank you.

While you're looking for that, can I just mention --

DR. LYNCH-WALSH: Got it.

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

2.1

22

23

24

25

MS. FERTIG: Oh, go ahead. Sorry.

DR. LYNCH-WALSH: But go ahead.

MS. FERTIG: No, I just -- let's do this and then I'll bring it up under the next thing.

DR. LYNCH-WALSH: Okay. Oh, it wasn't this?

All right. So Mr. De Meo?

MR. DE MEO: So under the objectives and scope, comparative analysis of the school deficiency listings and the various scopes of work executed for the Big 3, so what are we going to compare? Are we going to compare the timing --

DR. LYNCH-WALSH: Oh, hang on one second.

Hey, Shelley, why did all the facilities people vacate? They know what the Big 3 are; right?

Can you track them down real quick?

 ${\tt MS.}$ ${\tt MELONI:}$ ${\tt Okay.}$ Let me track them down.

DR. LYNCH-WALSH: Okay. Because they may at least want to hear what this is.

MS. MELONI: Okay.

DR. LYNCH-WALSH: Okay. Sorry, Mr. De Meo.

MR. DE MEO: So we had considerable discussion over a number of meetings to refine exactly what we wanted to get out of this. So the scope of work should reflect that; right? And what we want to get out of it is, we want to know in simple terms, was there any lack of compliance with the plan for those schools that were identified that should have had work done on a certain schedule in favor of other schools? Is that what this means?

MR. GUMS: So, just generally, for this scope of work, it is limited to the Big 3. You know, as a result of this analysis we can and have, you know, gained further insight into the program level. But, generally, for this scope of work in particular we did not and have not to date performed an analysis to compare these schools to the rest of the District.

MR. DE MEO: Well, how -- when we get your report, how will we know if the priority of the work and the order of the work that was performed was in accordance with the plans that were laid out, the deficiency listings? Because that's the essence of why we asked you to do this. Was

there any impropriety or call it whatever you want? Was there one school given favor over another school?

Go ahead, Mary.

MS. FERTIG: Yeah, no, and I think -- can you go back up to the scope, Nathalie? Thanks for putting that up.

Okay. So one of the things that I think is -- a lot of what you've written there is good, you want to look at what they promised versus what they did. For example, Stranahan, they were supposed to do the walkways, but they didn't. Okay.

But I think to what Mr. De Meo is getting, where that shows up is the scope of work and when it was performed. I know I read that a minute ago, perform an analysis. So if they were slated to be completed by a certain time, were they? And are you looking at that and comparing them to the projects that did get completed first? In other words, some year 5, am I saying that right, projects might have come in in year 1 instead of year -- and these now are coming in year 10 or 20 or whatever?

MR. JABOUIN: What I would add to the

committee is that, ultimately, if the board is presented with information and they chose to do one of those Big 3 at some time before or afterwards, then that decision, assuming that the board has all the information is up to them.

DR. LYNCH-WALSH: That's not what Mary's talking about.

MR. DE MEO: But that's fine. That's fine.

MS. FERTIG: Joris, I don't think that -- I think if you could prove to us that the Board consciously made the decision, that would sure be great. I think our concern is -- that we've been articulating is that none of those conversations -- they didn't necessarily vote to delay Stranahan or Northeast or Blanche Ely in favor of school X, Y, Z, so I don't pick a name to offend anybody, it just happened.

Dave's nodding. I know -- you know what we're saying. These things just happened. Those were the ones that were used to sell it and they were going to be done. And I'm going to point out the Northeast roofs, the Northeast roofs were what they showed on the news night, after night, after night. But those roofs were finished long after other roofs. And that's one of the things

that we're -- like the time element in this.

Were these roofs done first? And you've already done a roof audit, so that should help. Were these roofs done in a timely manner as to what was promised to the public or were other roofs put in front of them?

MR. JABOUIN: So just to, on the floor, question to RSM as we do this, though, obviously with doing the Big 3, are we able to analyze that information as we do one of the Big 3 versus the original schedule and prioritization and be able to opine on that or comment on that?

MR. GUMS: Certainly.

MR. JABOUIN: Okay.

DR. LYNCH-WALSH: So does anyone have any other questions; comments?

(No response.)

2.1

DR. LYNCH-WALSH: Okay. So the first thing that jumped out at me is the title, CMAR Project Analysis. Is this because they ultimately ended up using a CMAR? Because why -- why go with CMAR? And then it mentions the construction manager. There are multiple construction managers in play on here, I mean, on these projects. So I'm just -- do we mean it's really

the District, the SMART Program? I'm just -because it kind of makes it sound like it's at a
project level when this is really bigger than a
project level. It's like you're saying, you
know, how well did such-and-such construction
company do on this project? Well, the
construction company is just part of what went
wrong with the project. Or whether the
construction company did anything wrong? They
may not have. They may have come in on time and
on budget but the planning -- you know, but
something went wrong in the other phases. And,
actually, I don't know that I see phases
mentioned here.

So most of the procedures that are listed here, you know, they all make sense. Yes, Castaldi, five-year plan, deficiency listings as the starting point. Because what got listed as a deficiency, roofs at Stranahan, there's some dispute over whether the roofs are part of -- the walkways include part of a roof and that's how that got left out is because, they're like, oh, no, that's a walkway, not the roof.

MS. FERTIG: The walkways were supposed to be included.

DR. LYNCH-WALSH: No, I know. But it all comes down to semantics, so -- you know, behind the scenes. So I think they mentioned looking at contract documents.

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

2.1

22

23

24

25

But to Mr. De Meo's point, I mean, it says you'll perform a comparative analysis of the school deficiency listings developed as part of the 2014 needs assessment and the various scopes of work executed. That would get you the deficiency versus what was done. And then are you going to view it through the lens of all of these procedures? Like are you going to say at Stranahan the scope of work -- let's say Building 6, which is the art building, the scope, you know, the architect may -- so the deficiency may have suggested -- if you performed a Castaldi, it has Castaldis on, I think, all the buildings at Stranahan. So using Stranahan, because it is one of the Big 3, you have Castaldis. A Castaldi tells you that it's more economical to replace rather than renovate. So the first thing that would have gone wrong at Stranahan is that there was a plan to -- the architect came back with scope to renovate; to repair windows that should have been torn out; to renovate a building that

should be torn down. Is the kiln room attached to Building 6 yet?

MS. LANGAN: We just got the approval for the funds. So that change order for the kilns is --

DR. LYNCH-WALSH: And this is not them. This is what happens when you try to renovate something that you should have just demolished and start over. The kiln room --

MS. FERTIG: And just to stop you, Northeast is also a Castaldi school, so --

DR. LYNCH-WALSH: Oh, yeah. We have a list. So they can -- so if you don't -- if they ignored the Castaldi and went against best practices, my expectation is that that's going to be a finding. Best practices dictate that this should have happened. For all three schools, instead, the District decided to do this. Because, otherwise, what's the point of you determining what analyses were performed, meaning, Castaldis, and they didn't do destructive testing. Because that sets the stage for everything that comes after, is whether they ignored the Castaldis, which they did.

Project scope development, so -- I guess I'm back to you, Mr. De Meo because --

MR. DE MEO: Yeah, I think what I'm afraid we're going to get from this is a listing the deficiencies and the scope and, oh, deficiency doesn't agree with the scope and for this reason. That -- that isn't really what we're looking for. We already know that. You know, you can sit down and look at that.

We want to know that and was the work to be performed done in the priority that was given it; if, I'm assuming, there was a priority given --

DR. LYNCH-WALSH: Yeah.

MR. DE MEO: -- dates and everything? Or was it delayed? And why it was delayed? Was it delayed in favor of some other work being done? That's really what we're trying to get at. Because these three schools were used to publicize the need for the bond. Yet, if their work was put aside for other schools, then that's the essence of our concern.

But I'm afraid a comparative analysis of the listings and the scope of work is going to tell us something we already know or could easily obtain by just picking up a couple of documents.

We need to know --

DR. LYNCH-WALSH: Why.

MR. DE MEO: -- why. And why was a school given a priority over another school? Or was a school or was a project given priority over another school?

MR. JABOUIN: And that's regarding the Big 3. So, for example, if these were supposed to be the first three schools that were done and they were, whatever, 10th, 11th, or 12th, then --

MR. DE MEO: Precisely. That's even a better description, a shorter description. Do you understand what we're getting at?

MR. GUMS: Sure.

DR. LYNCH-WALSH: Right. And their last bullet, obtain an understanding of the District's processes and procedures for monitoring compliance with SREF, District standards, and inquire of management whether potential or known instances of noncompliance exist, I don't even understand that. Because you guys should be able to determine from looking at SREF and the District standards, if you're supposed to have a bathroom, so many bathrooms here and you don't or if they're supposed to be a certain size, because I've heard complaints about Northeast, as well, and there was some concerns about whether they

had enough bathrooms, so if they're out of compliance with the District standards regarding the number of bathrooms, the size of a classroom, the size of a lab, that should be an observation as well, because some schools may have -- because you're also comparing -- these are three older schools, and so the scope -- the detail -- the deficiency listing -- the deficiency listings themselves were just a list of deficiencies.

There wasn't an analysis afterwards to identify everything that needed to be done. I think back it 2014, Mary, you would always talk about the number of outlets.

2.1

MS. FERTIG: Yeah, and I -- I'm sorry, I don't want to lose this. I want to make sure that we put in here, when you raised restrooms, that they're ADA compliant. Because I know that in some of these schools they haven't been and I know Northeast does have restroom issues. So I hope that we're --

DR. LYNCH-WALSH: So that would be -- ADA compliance is the standard that they should be going for, so --

Oh, 12 minutes; okay.

So, Mr. De Meo, what do you -- where do you

1 want to go with this?

2.1

MR. DE MEO: Well, if you're not -- if your scope doesn't include anything but these three schools, all we're going to end up with is a listing, it would appear to me, of deficiency, scope, difference, that's really not useful to us. And I don't want you to spend hundreds of thousands of dollars on because we didn't give you good --

DR. LYNCH-WALSH: Scope.

MR. DE MEO: Good direction.

MR. JABOUIN: The Board did want those three done though, Mr. De Meo.

MS. FERTIG: They wanted them done, but I think that -- okay. So one way to get what he's talking at is you look at what -- and if you need these documents, I'm sure one of us can provide it to you, you can look at when they were supposed to be done and then look at who was done first.

MR. JABOUIN: Yes, I understand that part.

MS. FERTIG: Look at the schools that were done first.

DR. LYNCH-WALSH: Right. Compare the completion date of these three schools to the

completion dates of other projects.

J

MS. FERTIG: And look at those first, that list of ones that were done in the beginning and just see where were they supposed to be?

MR. JABOUIN: Yes, I just want to maybe take a look at RSM to make sure that they're understanding it, as well, and they're, nodding yes, and I understand that, Ms. Fertig.

MS. FERTIG: I do want to comment on the CMAR thing that you have at the top of this, and I agree that should disappear. This audit committee, based on RSM's recommendations from previous audits before there was a bond recommended against the use of CMAR, and publicly to the Board. So I don't want this to be a mandate as to whether we were right or not. I don't -- I think just that phrasing is wrong. That's not what we're looking at, the manner in which the -- you know what kind of construction --

DR. LYNCH-WALSH: The delivery method didn't matter here.

MS. FERTIG: Thank you. Right. We're looking at --

DR. LYNCH-WALSH: The project as a whole, not

how it was constructed.

MR. JABOUIN: Probably the better title, and I'll just get some comments from RSM would have been, maybe, Big 3 Project Analysis then.

MR. DE MEO: Yeah, I think that sums it up.

DR. LYNCH-WALSH: Right.

MR. JABOUIN: But we understand that from this meeting. I mean, this engagement letter's already been executed and it's been in the files for a bit, but we understand the comments from this meeting and the prior meetings as well. But this provides very good clarification from the committee, and, particularly, from Mr. De Meo and Ms. Fertig. Thank you.

MS. FERTIG: And I'm glad you're going back and looking at those original analyses of what was to be done, what the deficiencies were and how, ultimately, many of those were addressed, because I think that will help tell us, too.

DR. LYNCH-WALSH: All right. The rest -- so the rest of the follow-up -- are we good, sort of, or do you want to make a motion?

MR. DE MEO: Well, I think those -- you know, I focused on, I start at the top, right, and then frame it. I -- I really -- I don't know what

you're going to get from interviews with people who aren't here that are long gone.

2.1

DR. LYNCH-WALSH: I don't think interviews are -- this can all be determined from documents.

MR. DE MEO: Yeah, I think the focus should be, was there a pattern? You don't even have to be subjective or use your judgment. This was done on a certain date and it was supposed to be done on another date, a date prior to that. Yet these other schools were given some accelerated date.

Now, the reason this all came about is we didn't want you to have such a broad scope that, you know, we get a bill for millions of dollars and still not get what we need. This is a broadening of the scope a little bit because we want that comparative analysis of these other schools. But it doesn't have to be real complicated. Dates are the important things and then we'll make the conclusion. I think Mary and others that are very into this and very knowledgeable about it, Ms. Dahl, will be able to discern from that information what it is that exactly happened, if that happened.

MS. FERTIG: And your roofing audit was

great, so you might just start taking a look at that.

DR. LYNCH-WALSH: How that was -- yeah, how that was done.

Oh, Mr. Medvin?

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

MR. MEDVIN: Yeah, I've been quietly listening to all of this, and perhaps the Board wants this information, but it seems to me, there's no question about the problems and the timing of all these projects, but is it necessary to spend significant dollars to get a very fine report from you guys, RSM, when it's just a calendar listing? We can't go back and look at the dates when the jobs were done and be done This, again, becomes a big project. with it? We all know there were screw ups and foul-ups and irregularities and everything else. And, like you said, maybe it's because of people who screwed up 10, 12 years ago who are long gone. Is it reasonable or necessary to spend whatever guys are going to charge to do a very thorough, good job at what you're asked to do or do we really need it? That's my point.

DR. LYNCH-WALSH: It's already in fieldwork, I believe.

1 Mr. Turso?

MR. TURSO: So I'm just going to echo what Mr. Medvin said. I mean, I feel like I'm one of the people here that tries to be as fiscally logically minded, and the work's already been done. You know the dates that it was done, you know dates it was supposed to start. I'm just going to end up repeating what he said during our valuable time here. But spending more money to find that out, and we already know why the other schools got done in front of the Big 3, you may not be able to say it, but everybody knows it. So why -- let's not spend any more money on that. Let's move forward. Let's get the schools that need to get done.

MS. DAHL: Didn't the School Board ask for this?

MR. JABOUIN: Yes, the School Board did ask for this.

DR. LYNCH-WALSH: So they would have to decide not to do it.

MR. DE MEO: After we asked for it.

MR. JABOUIN: No, no, they asked for it before.

MR. DE MEO: Oh, they did?

United Reporting, Inc. (954) 525-2221

1 DR. LYNCH-WALSH:

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

2.1

22

23

24

25

MS. FERTIG: After hearing community comments over a period of years they asked for it.

Yes.

You know, I just think it goes to what I said earlier about stakeholders. We're going to have to at some point find a way to fix our schools. And, ultimately, that's going to mean going out to the public. And I think it's important for us to know what we did right and what we did wrong, not in what we think. And -- you know, and I will tell you as someone whose children and now grandchildren have gone through these schools, so for anyone that's in a new school to tell us that certain things didn't matter, well, they did They mattered very much to the people matter. that were sitting there and still are. think we have an obligation to try to quantify that so we can address it in the future.

MR. MEDVIN: Yeah, but, Mary, you know better than anybody, probably.

MS. FERTIG: I do and I --

MR. MEDVIN: And do we need to spend the money to list and quantify it again when we already know that? You know it.

MS. FERTIG: Do you want to know if I'm still

annoyed that the walkways somehow disappeared from the scope? No, I am still annoyed about that.

DR. LYNCH-WALSH: And that's something, though, that we know.

Let me get Mr. Menzul, and -- because I think we may have a solution. What?

MS. DAHL: We need to adjourn.

DR. LYNCH-WALSH: Yeah, that, too.

So quick comments, because, yeah, we have, what, five minutes? Okay. People are starting to getting rowdy.

MR. MENZUL: Well, if the school board asked for it, can we see what they asked for and you know --

DR. LYNCH-WALSH: No, that's the whole point. They just said do an audit of the Big 3.

MR. JABOUIN: Yeah, usually, when these instructions come, they're rather broad.

MR. MENZUL: Well, if they're six figure projects, right, we -- you know, we've got to see what we're getting beforehand before -- you know, because if they do their report, they're going to just say, here, you go, this cost us a hundred thousand dollars, are we expected to pay this?

DR. LYNCH-WALSH: Right. We labored over the behavioral threat assessment audit and nickeled and dimed that, but we have no idea how much this is going to cost.

2.1

So for our meeting on the 25th, and before that, we need to know how much this audit is going to cost.

MR. MENZUL: We shouldn't be cutting any checks unless it's what we ordered.

MR. JABOUIN: So here's the situation. So there is a budget for RSM of \$230,000 a year. So that is the budget. So if we have projects that take longer, then that's all part of that same budget.

MR. MENZUL: But who approves -- who approves those projects?

MR. JABOUIN: Well, the budget is approved by the Board when they approve --

DR. LYNCH-WALSH: And the Board approved this audit. What we don't know is how much of that 230 this is going to cost. So if we can get that --

MR. JABOUIN: And I can discuss that with them as to how much it is taking, but let's also remember that the more that this takes the less

that there is available for the quarterly reports. Because \$230,000 --

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

2.1

2.2

23

24

25

DR. LYNCH-WALSH: That's what we're getting at, we don't know how much this is going to be.

MR. JABOUIN: But we can -- I mean, now that we've got some direction and so forth, I'll be able to analyze with Matt and Chris on that front.

MS. FERTIG: In that context, that sounds like a good thing.

So if I could just throw something in that I just brought up, which was ADA compliance, has there ever been any discussion as to whether we have now met ADA compliance after this bond or is there still a long list of things out there to be done?

DR. LYNCH-WALSH: I think Shelley would have a better idea.

MS. FERTIG: So I probably would be like, you're right, more interested in knowing that today than what happened.

MR. MENZUL: So I would like to make a motion against this project; just for the record.

MR. JABOUIN: So the Board has already --

MR. MENZUL: So they know it's a

1 recommendation.

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

2.1

22

23

24

25

MR. JABOUIN: Yeah, it is. Ultimately, the motions are, they're not mandatory --

MR. MENZUL: They're not binding.

MR. JABOUIN: -- they're advisory in nature, but the Board has determined that at the dais at a public meeting already.

MR. MENZUL: For this project?

MR. JABOUIN: For the Big 3 project.

DR. LYNCH-WALSH: But he's free -- he is free to make a motion, though.

MR. JABOUIN: Oh, that's true.

MS. FERTIG: But then we could wait until we get the response.

MR. MENZUL: But they have not approved -- what I'm saying is, they -- what essentially I'm hearing is, they said they wanted something, but do they know that it's going to cost \$100,000?

DR. LYNCH-WALSH: No, they don't know that.

And we don't know that either.

So, how about this, hold that motion until the 25th.

MR. MENZUL: Okay.

DR. LYNCH-WALSH: Because we're going to get the cost, and if it's 5 grand, that's one way,

and if it's 100 grand, I think -- I'm being silly.

All right. So --

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

2.1

22

23

24

25

MR. DE MEO: I have one other thing.

MS. FERTIG: Okay. And I have one thing.

MR. DE MEO: Briefly, we've discussed this in the past. I think it's important for this committee to have the OCA's budget. And the budget should provide detail enough that we can see how much we're spending for vendors, vendors being RSM, CRI, the audit, and so on. And then, you know --

MR. JABOUIN: Just to interrupt you, all that information is already put in the District's budget where all the different units, including the Office of the Chief Auditor's costs are all broken down by a variety of different categories.

MR. DE MEO: Could you just email that to us before the next meeting?

MR. JABOUIN: Yes.

MR. DE MEO: That'd be fantastic.

MR. JABOUIN: I will be able to send that to you from the District's budget.

MR. DE MEO: Great. Thank you.

MR. JABOUIN: I'm just going to send you that

page, because it's a rather thick book.

2.1

MS. FERTIG: That's what -- I think that -- I'm assuming that's what he asked for. If we just had that page so we don't have to go through the whole --

MR. JABOUIN: That page; yes.

MR. DE MEO: Because I'm concerned that -briefly, you know, we're an audit committee and
we're charged with, you know, making sure there
are proper controls and funds aren't being wasted
and so forth. But we also have a responsibility
to be very focused in our requests of the chief
auditor, especially those that require him to go
outside and pay -- I'm going to take a guess
we're spending millions on outside auditors,
millions. Okay? And I've got to tell you, I
think we really need to take a hard look at that.

MR. JABOUIN: The Board, when they do their budget proposals, there are various meetings during the year, I am prepared to discuss every component of the office's budget. And, so, yes, for example, I have been asked to reduce consulting expenses as a result of some of the reviews that have been done by the Board. So the board is all over this. And so that information

is available. So I will be able to send you that one page on the Office of Chief Auditor's budget for this existing year.

DR. LYNCH-WALSH: Okay. Great. And it's 1:15. For our next meeting -- oh, sorry, you can't see anymore, but it is in the packet, the items that would be on January and some of the subsequent months. I just want to say, we got an update on the plan audit, and maybe for this, I think if this were more internal control focused, that would help me.

But seeking of internal controls, HR, this is an improvement. There's now a page key controls to be tested. I don't think we really had time to digest that. We'll discuss that on the 25th. But I don't think -- we're not there yet, but we're closer. And I sent out some documents to you guys related to HR audits. Hopefully, you guys got it.

MR. JABOUIN: Yeah, I read those and I took a look at the salient points and I've added them into the list that was provided to the committee.

DR. LYNCH-WALSH: All right. Well, we'll give you feedback at the next meeting.

MS. DAHL: And I'm going to ask a stupid

question. We used to start these meetings so much later and got done at 1:00 or 1:30. We're now starting them at 9:30 and we're getting done at 1:30. When did we decide that we wanted to do a four hour audit meeting? That's the same thing with BAC, they now added another half hour to what they want. When did we decide as members of this committee that we want to add this much time? And I know we have a lot of stuff to discuss, but I can't function past three to three and a half hours. I just don't function well.

2.1

DR. LYNCH-WALSH: No, I had to go get a Snickers, myself. So the next meeting, and this is after trying to make it so we didn't have too much there, when we get internal controls under control so there are less audit findings, that's when the meetings will get shorter.

MR. JABOUIN: I have a question for February 8th, Chair. Did you want to find out if this is an in-person meeting?

DR. LYNCH-WALSH: Yeah, was the intent in-person? I thought it was Teams.

MS. FERTIG: We've had so much that I think there's going to be carryover. And by the way, I just, for purpose of quorum, I told Mr. Jabouin I

won't be here and I know Ms. Strauss, I think, said the same thing, on the 25th. So -- but I just -- we've just thrown so many things over, I think an in-person meeting and trying to catch up and get even is a better idea than Teams, but I can -- I'm happy on Teams because we get to see all on the screen.

MR. JABOUIN: Yeah, I won't be prepared to have reports on February 8th, though. Those we're going to get in -- because, remember, there's a February 29th meeting and the reports have to be generated. So the purpose of that meeting is primarily for the policy discussion.

DR. LYNCH-WALSH: Right, but we have --

MS. FERTIG: But we also asked for Ms. Marte to have all of that information for us on the reserve as well.

MR. JABOUIN: Okay. That can be in there, but as far as the reports, though, our team is not able to generate them for February 8th. It would be policy and Mrs. Marte's questions -- replies.

DR. LYNCH-WALSH: Right. And anything you were supposed to bring back.

MS. FERTIG: So you want a motion to adjourn?

1 MR. JABOUIN: Virtual or in-person, Chair?

DR. LYNCH-WALSH: Oh, in-person or virtual?

MR. JABOUIN: February 8th.

DR. LYNCH-WALSH: 8th.

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

MS. FERTIG: I mean, I can do it. I'm fine either way, but --

MR. DE MEO: I come all the way from Parkland. Come on.

DR. LYNCH-WALSH: Yeah, I'm fine with virtual, just know, obviously, we can't vote until the 29th. We'd have to bring it -- I don't think the intent was in-person. Yeah, Teams.

MR. JABOUIN: Yeah, I just didn't keep complete notes. I apologize for that. I don't remember.

DR. LYNCH-WALSH: Teams.

MR. JABOUIN: So it is Teams for February 8th. Thank you.

DR. LYNCH-WALSH: Yes, Teams. So we need a link. And I need a motion to adjourn. I believe we lost quorum. But we need the invites for the remaining meetings. Even though they're not on Teams, we still need an Outlook invite sent to everybody.

MR. JABOUIN: Okay. I thought we may have

done that already, but we will make sure that
there's --

2.1

MR. DE MEO: Mr. Chief Auditor, I want to address the comment I made before about the budget was for us to show restraint, fiscal restraint and responsibility, not that the Board isn't overseeing the budget. You know what I'm saying?

MR. JABOUIN: Yes, yes, of course.

MR. DE MEO: We've got to be restrained in our requests for you because you have limited resources and so does the district.

MR. JABOUIN: Absolutely. Thank you.

And I can respond to any questions the committee has, just like the Board members may have as well. But I think it does provide visibility to the committee on what we're trying to manage as far as costs. Also, in the future environment where cost reduction will be part of what the district is about, too.

MR. JABOUIN: Chair, did we adjourn? Motion to adjourn?

DR. LYNCH-WALSH: Motion -- well, we can't vote at this point.

MS. FERTIG: I think I made a motion to

```
Page 191
       adjourn.
 1
 2
            DR. LYNCH-WALSH: Right. So we're adjourned
 3
       at 1:20.
            MR. TURSO: By default.
 4
 5
            DR. LYNCH-WALSH: By default.
             (Meeting was concluded at 1:20 p.m.)
 6
 7
 8
 9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
```

24

25

	l	l	l	l
A	added 72:6 136:11	affect 34:3	129:12	109:18 123:18
a.m 1:15 142:22	186:21 187:6	affirm 90:19	amendments 157:4	152:1 155:16
ability 66:17 97:22	addendums 157:4	afraid 170:1,20	America 104:13	156:21 165:17
154:3,19	addition 45:18 99:18	African 149:4,21	106:20	179:20
able 21:14 27:17	additional 23:8,10	afternoon 41:9 97:17	American 149:4	anymore 23:25
44:24 61:18 65:22	28:17 29:4 70:20	133:4	Americans 149:21	133:15 156:19
67:20 96:19 120:1	124:14,19,24 125:4	agencies 66:1	Americard 103:22	186:6
128:25 129:25	125:13,19,23	agency 77:14	amount 24:6 100:23	anyways 121:10
146:22 156:3 166:9	130:20 141:21	agenda 8:5,11,18 9:9	103:9,14 106:21,22	123:7
166:11 171:19	address 34:2 47:2	9:10,16,17,17 10:1	139:11 140:16	apart 155:14
176:22 178:12	57:2 81:21 179:18	10:12,20 14:19	156:22	apartments 25:6
182:7 184:22 186:1	190:4	27:16 38:6 111:1	amounts 129:9,23	apologize 38:11
188:20	addressed 175:18	161:19	analyses 138:14	119:17 189:14
absolutely 33:22	addresses 47:16	agenda's 14:14	169:18 175:16	apparently 48:13
141:3 143:14	addressing 58:5	agent 77:17,24 79:5	analysis 162:13	151:17
190:13	121:1	80:2 82:7,9 84:20	163:14,18 164:17	appear 114:14 173:5
abundance 52:5 53:8	adequate 45:7 46:6	85:3 86:7,20	166:20 168:6	applicable 45:22
abundantly 125:3	46:21 47:1,23 48:8	ago 25:2 75:3 98:9	170:20 172:10	application 99:4,10
accelerated 176:10	48:15 49:6 adjourn 180:8	101:9 103:13 119:22 155:14	175:4 176:17 analyze 166:9 182:7	99:14,17,19 130:15 applies 54:21
access 131:15 150:20	188:25 189:20	164:17 177:19	and/or 68:21	applies 34.21 appointment 44:20
150:25 151:5	190:21,22 191:1	agree 20:22 62:3,7	Andreu 2:20 6:10,10	appreciate 13:6 44:3
accessible 21:14	adjourned 191:2	81:5 86:3 143:12	8:9 36:14 51:8,9,10	approach 103:7
accommodations	adjust 154:20	158:14,22 170:4	56:24 57:8 73:24	144:7
63:1	adjustments 115:15	174:11	75:5 76:20,21 77:1	appropriate 47:23
account 62:18 116:24	ADMINISTRATI	agreed 59:24 137:2	77:3,23 78:5 79:9	49:6
117:6 121:15	1:11	141:17 143:10	79:10 80:14 83:7	appropriately 69:22
125:20	administrative	147:8	89:3,5,18 95:12	approval 9:10 50:22
accountable 118:14	159:15	agreement 101:7	96:19,22 97:9,12	51:18,19 52:4 53:1
accounting 2:22 62:16 113:4	administrator	129:6,12 131:4	97:14 109:9 111:20	72:8 74:1 78:1 79:6
accounts 85:25 113:1	104:21 109:23	ahead 4:16 73:12,14	113:15 115:1,2,7	79:14,16 80:21
113:13	110:22 113:7,18,22	73:14 96:4 100:17	117:17,18 119:9,11	83:3 86:19,21 87:2
accruing 125:6	114:2	109:3,3 119:3	119:16 148:11	87:18 169:3
accurate 117:16	adopt 91:7 117:9	124:3 162:6,7	152:9	approvals 90:21
ACFR 15:12 47:20	adopted 117:12	164:4	Andrew 2:5 5:16	approve 8:18 9:13
achievement 47:24	119:8	aimed 145:20	Andrews 1:24	10:24 11:16 12:9
acting 2:11 89:24	Adopting 91:3	air 144:21	anniversary 132:1	87:23,25 153:18
action 46:15	adoption 91:17 92:4	air-conditioning	announced 33:23	181:18
actionable 49:14,18	120:13	144:24	annoyed 180:1,2	approved 10:12
active 125:6	advance 93:22	alarms 140:12	annual 12:4 107:2	11:14 52:11 86:18
actual 29:13 30:6	Advisors 3:4	Ali 2:9 6:2 114:3	annually 99:5 125:9	99:17 104:14
63:24 87:2,7,17	advisory 183:5	align 152:3	answer 21:12 47:25	105:17,18 106:20
112:11 115:11	AECOM 3:2 6:16	alignment 113:25	56:21 71:11 75:8	129:12 181:17,19
129:5,9 148:15	130:3,20 131:13,15	114:4	106:4 110:11	183:15
149:19 154:18	131:20 132:15	Allegiance 4:11,13	132:20 152:11	approves 181:15,15
actuals 153:11	133:13 134:5,9	allocation 23:23	157:7	approving 11:8,24
ad 35:8 147:19	147:8,15 148:5,17	allow 65:23 106:18	answer's 88:25	63:13
ADA 172:17,21	150:23 157:7	106:21	answered 48:5	April 75:9
182:12,14	159:11	allowed 43:6 60:9	101:14 109:24	Arcese 2:9 6:2,2
add 74:6 116:5 159:8	AECOM's 129:5,12	104:5,15 107:23	answers 100:10	10:14,22 114:3
159:8 164:25 187:8	129:17 131:4	Amazon 26:6	ANTHONY 2:3	architect 134:12
	145:18 153:10	amendment 115:3	anybody 34:17	168:15,23
			·	•

,	I			
architects 134:22	assuming 165:4	39:19 95:24 109:17	172:11 175:15	177:25 189:20
135:9,10	170:10 185:3	114:3 157:2,3,11	177:13 188:24	belongs 114:5
area 2:23 12:17	assured 111:22	158:25 159:12,13	background 9:5	benchmark 19:17
39:22 42:7 45:8	Atkins 3:2 157:8	174:13 186:18	131:2	20:9
46:8,20 48:14	159:11	August 56:2 59:2	backup 14:13 90:22	benchmarked 20:6
95:13 96:3,20	attach 102:6	66:10 74:12 117:16	91:20 92:21 93:6	benchmarks 20:13
106:12	attached 169:1	117:22	93:18 98:5 102:7	best 54:7 57:5 68:22
areas 7:23 41:6 42:13	attachments 16:15	authorized 97:24	bait 68:18	69:23 70:24 169:13
46:23 48:7,9	17:17	124:1,15,16 192:6	balance 7:24 12:15	169:15
108:11	ATTENDANCE 2:1	auto-replenish	12:23 18:19 20:11	better 35:11,24 40:13
argument 25:8	attending 97:1	106:11	21:25 22:1,5,14	41:8 110:6 123:6
Ariba 66:16 67:10	attorney 56:18 57:7	automate 66:17	23:14 25:17,20,23	129:25 137:22
69:8,13,15,18	57:19,22,23 59:7	available 14:13 27:11	26:10 28:16 34:4	171:9 175:2 179:19
71:15 93:7	attorneys 155:8	101:6 111:9,23	36:25 116:24 117:6	182:18 188:5
Arlotta 2:22 6:5,5	attract 24:22 33:9	152:20 182:1 186:1	Ballou 150:22	beyond 53:10 84:15
arm 28:8	audit 1:4 2:9,9 3:4	Avenue 1:12,24	Bank 103:22 104:12	bid 65:17,18,24
art 168:14	4:8,19 6:2,3 7:22	avoid 67:20	106:20	67:20 74:19 77:8
article 30:23 31:11	15:9 18:17 20:20	awarded 34:21 65:12	barely 133:14	78:4 79:6,14,16
articulating 165:13	23:13 39:22 40:9	65:19 78:25	base 23:22 24:7,10	80:11,21,22 83:3
Ashley 3:2 133:2	41:12,17 42:1	awards 50:8,17	24:14 26:23 30:8,9	86:19,20,23 87:2
aside 170:18 asked 12:18 18:5	47:13,14,18 48:20 53:12,13 57:11	55:25 aware 160:1	based 14:18 64:17,20 72:19 98:23 141:13	87:18 107:22,25
25:14 26:19 82:9	58:5 60:21 63:4	aware 100.1 awesome 9:7	150:19 154:17	108:4,6,13,13,15 152:21,23,25
92:22 153:19	67:21 72:12,12	Aye 10:8 11:10,25	174:12	bids 50:18 55:25 79:7
155:17 163:25	74:25 75:7,25 78:8	37:19 92:13 94:10	basic 19:5 42:5	80:2 84:7 106:1
177:22 178:22,23	84:24 89:22 93:11	123:12 126:17	basically 26:5 28:6	121:25 151:12
179:3 180:13,14	93:17,19 95:14	161:13	29:2,21 41:5,11	big 58:14 126:25
185:3,22 188:15	98:12,23,24 100:19	101.13	85:6 93:17	157:14 160:4
asking 13:24 15:16	108:22,24 109:18	В	basis 24:18 105:11	162:15,20 163:13
18:5,20 44:7 56:9	109:24 110:11	B 2:14	105:11,12	165:3 166:9,10
88:8,17 92:19 98:1	112:11,14 113:8,19	B2G 131:15 151:5	Bass 1:23,23 3:6	168:19 171:5 175:4
110:8 111:18,19	114:9 123:17,20	153:9	192:4,14	177:15 178:11
112:16 114:15,22	128:19 147:24	B2Gnow 73:22,24	bathroom 171:22	180:17 183:9
136:2 150:1	150:20 155:23	147:22	bathrooms 139:25	bigger 31:2 167:3
aspects 45:13	157:23 158:9 159:3	BAC 187:6	140:2 171:22 172:1	bill 21:5 176:14
aspiring 70:15	159:23 160:1 166:3	Bach 148:19 149:3,5	172:3	bills 21:8,8
assess 45:6 47:17	174:11 176:25	149:11,16,17,22	Bayview 32:10,14	binding 183:4
assessed 32:16	180:17 181:2,6,20	154:6 155:11,18	BCPS 4:8	bit 35:4 36:9 63:15
assessment 46:5	184:11 185:8 186:9	back 6:14 18:2,10	Beach 19:10 20:3	68:19 97:4 128:19
47:13 168:8 181:2	187:5,16	40:16 42:16 53:15	22:16 23:2,7,20	131:2 161:18
assign 72:1	audited 26:8 101:9	55:15,16 58:4 64:4	24:4,9,12 26:17,21	175:10 176:16
assigned 12:24 72:4	103:13 119:22	69:5,19 86:2,18	28:20 30:10 31:7	blah-blah-blah 79:5
135:4	147:18 159:1	87:20 91:3 95:3,4	BECON 5:7	Blanche 165:15
assigning 72:4	auditor 2:7,8,13 6:1	95:16 97:6,12	began 150:11	blocked 104:12,16
assignments 124:14	6:24 7:1,3,5,7,9,13	100:14 103:1 105:2	beginning 66:11	Blondell 3:5 127:9,22
124:25	20:7,16,21 57:6	106:9,23 108:22	174:3	128:13
Assistant 2:10,22 6:5	68:7,16 79:11	112:10 126:23	behavioral 181:2	board 1:2,11 12:9,14
7:10	106:8 185:13 190:3	127:25 133:3,9	belabor 49:8	13:13 15:6,9 22:13
Associate 2:17 6:8	auditor's 48:23	136:14 138:13,16	believe 4:8 22:21	23:15 26:25 27:2
38:21 39:7	184:16 186:2	139:3,5 149:14	52:23 54:13 97:7	28:12 33:23 36:19
associated 159:5	auditors 185:15	158:7 161:18 164:6	101:8 111:20 118:7	36:23 37:1,3,8,18
assume 143:22	audits 2:10 7:11	168:23 169:25	123:2 128:10 153:9	40:10 52:4,12 53:1

50 10 50 5 0 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5
53:10 60:5,8 75:14
75:21 76:1 78:1
90:19,23,24 91:7
91:16 92:3 119:8
119:15 129:11
136:12 144:5
146:20 147:8,20
151:2 153:13,19
156:8 165:1,5,10
173:12 174:15
173.12 174.13
180:13 181:18,19
182:24 183:6
185:18,24,25 190:6
190:15
boardroom 136:4
BOC 151:3
bond 36:13 38:5
126:24 136:15
159:5 170:17
174:13 182:14
book 185:1
born 29:18
bottom 154:15
bought 108:13
bouncing 87:20
box 82:1
brand 139:24
break 17:7 159:19
breakdown 46:3,11
47:4 86:3 159:3
breaking 105:15
132:24
brief 95:1,16 128:14
briefly 184:6 185:8
bring 59:25 87:15
95:16 106:23 144:7
162:9 188:24
189:11
bringing 60:5 83:10
140:4
brings 12:4
broad 35:4,8 41:6
43:3 65:6 176:13
180:19
broadening 176:16
broader 41:23
broadly 42:7
broke 42:4
broken 184:17
Broline 3:3 39:24
41:4,5,11 43:9,15

42.19 20 45.4 4 10
43:18,20 45:4,4,10 46:7,22 47:12 48:3
48:17 49:12,22
50:10,14 68:25
75:8,12,16 79:18
82:13 94:22
brought 13:7 44:15
60:8 84:8 100:20
142:20 182:12
Broward 1:2 19:17
21:2,6 23:3 30:12
30:25 32:18 33:1
69:4 97:21 151:8
151:15 192:3,11
Bryan 2:12 7:2 BSC 113:2 114:5,17
116:7
budget 22:10 23:1,8
28:13,15 33:18,19
33:19,20 34:10,12
88:21 167:11
181:11,12,14,17
184:8,9,15,23
185:19,21 186:2
190:5,7
budgeted 34:9
build 29:21 30:12
33:18 34:10,12
building 24:12,13
139:24 142:21 168:13,14,25 169:2
buildings 30:9 32:15
139:25 168:17
built 24:18,21 33:18
bullet 110:9 111:7
131:17 148:14
150:7 160:22
171:14
bulletin 117:9
bunch 73:16
business 2:20 3:5
4:10,17,22 6:21 9:20 36:10 94:18
95:5,6,11,18,25
101:6,7 102:11
111.21 112.24
113:12,15,23
115:19,25 151:14
152:6 155:24
businesses 148:8

151:21 155:7

buy 66:22 99:24

106:16,19 107:18 **buyers** 108:11 **cabinet** 99:18 104:22 calculate 153:11 calculations 22:3 calendar 177:13 **call** 4:6,21,23 23:24 23:25 31:18 104:12 105:15 106:18,20 164:1 **called** 104:10 146:17 **calls** 151:23 cancellation 16:7 cancelled 15:11 canoodle 155:9 capability 66:23 131:16 capable 137:8 capacity 24:13 capital 65:21 **capture** 116:8 142:8 capturing 29:2 card 96:24 99:4 101:19 102:6 104:11,11,15 106:15 109:22 110:21 155:21 cards 98:8 99:6 101:5 101:5 110:10 care 116:13 Carpenter 3:2 132:25 Carr 38:1 **carries** 94:13 carryover 187:24 **Carter** 2:13 6:23,23 Carter-Lynch 2:2 5:1,2 78:15,19 **Carvajal** 2:10 6:25 6:25 case 56:17 76:18 79:17 80:1,16 96:5 106:10 108:9 125:3 cases 41:15 cash 33:5 cast 94:17 Castaldi 167:17 168:16,19 169:10

C

169:19,22 **Castaneda** 3:4 12:6 12:11 15:3,7 16:2 18:11,12,16,22 19:16,21 20:5,19 37:23 catch 102:21 188:4 **categories** 131:9,18 184:17 caused 17:4 22:10 28:25 **caution** 52:6 53:8 celebrate 131:24 center 1:11 2:20 6:22 9:20 36:10 94:18 95:5,6,19 96:1 101:7,8 102:11 111:22 112:24 113:12,16,24 115:19,25 134:19 **certain** 34:13 104:8 163:10 164:18 171:23 176:8 179:14 **certainly** 30:1,18 53:10 166:13 certificate 83:23 192:1 certification 74:3 certifications 156:10 certify 192:6 cetera 99:24 102:7 chain 9:5 **chair** 4:4,25 7:20 8:15 12:6 21:21 38:6,9 39:17 43:1 51:10 56:5,16 59:12 61:13 65:8 76:21 83:6 94:23 95:10 109:12 115:2 119:9 127:6 128:17 156:15 160:17 187:19 189:1 190:21 **change** 9:24 23:18 36:22 38:24 39:15 91:8,10 112:4 130:12,18 134:2 140:17 146:2 156:3 169:4 **changed** 24:3 38:25 39:7 160:22

changes 50:7 52:14 53:13,15 58:11 130:14 **chaos** 19:2 characters 94:17 **charge** 159:12 177:21 charged 99:23 133:20 185:9 **chart** 39:6 63:21 89:13 **charter** 31:5 135:16 135:16,18 **charts** 51:3 89:2 130:7 **check** 10:15 66:5 67:15 77:9,11 84:16 check-a-box-type 66:18 **checked** 82:1,1 checking 80:13 116:23 117:6 **checklist** 57:15,21 59:4.18 65:24 66:4 81:19 82:9 **checks** 67:16 181:9 CHELIBASHKI 2:24 chemical 65:15 chemicals 65:16 **chief** 2:7,8,16,17 6:1 6:4,12,24 7:1,3,5,7 7:9,13 38:14,16 39:5 67:9 89:23 184:16 185:12 186:2 190:3 children 32:15 179:11 choice 33:5 **chose** 165:2 **Chris** 3:5 127:9 128:15,20,21 182:7 **churned** 158:2 circle 58:4 clarification 175:12 **clarify** 74:24 83:11 116:6 124:12 145:11 clarifying 89:10 clarity 63:22 **Clark** 31:12

Castaldis 168:17,19

169:13

,
class 33:2
classroom 172:3
clear 29:9 30:6 55:6
59:3 62:1,2 78:4,11
90:7 107:1 114:24
114:25 117:2
120:23 121:4 125:3
154:16 157:4
clearly 23:15 115:17
129:23,25 144:9
clerical 59:25
Clerk 2:14
close 128:25
closed 25:22 138:2,3
closer 110:4 186:17
closures 146:25
clue 111:17
clues 145:2
CMAR 166:19,21,22
174:9,14
Coker 2:21 7:17,18
7:18 51:4,8,13
56:25 57:8 97:6,12
97:14,14,17 98:15
98:19 100:1,5,12
100:16,18 101:14
101:24 102:3,17
104:4 106:3 107:4
107:6,9,12 108:9
108:23 109:9 110:7
110:14 115:21
119:16,21 121:23
122:12,23
Coker's 59:19 60:10
73:12
cold 144:13
collaboration 77:4
78:3,5 80:15
collaboratively 77:24
column 111:8 112:4
114:13
come 16:20 17:18
33:24 55:16 74:16
81:13 134:13
136:13 143:23
144:12 158:7
164:22 167:10
180:19 189:7,8
comes 8:7 97:6 113:6
168:2 169:21
coming 27:13 29:15
32:2 53:13 55:20

147:7 159:24
164:23
comingle 159:16
comma 91:15,15 commendable 34:23
comment 10:13,18
10:19,21 34:25
35:13 58:4 78:24
79:1 120:19 131:20
137:24 152:15
154:14 166:12
174:9 190:4
comments 32:8 35:15
57:7 78:11 147:2
166:16 175:3,10 179:2 180:10
commingled 110:17
commitment 129:6,8
129:13 149:13,24
149:25 153:25
154:2
commitments 130:6
148:12,25 149:6,10
149:11
committed 150:3 151:1,1
committee 1:4 2:1
4.9 19 7.22 8.4 9.4
10:8 11:10,25 12:8
15:9 37:7,19 40:9
49:9 53:14 57:11
60:21 64:13,15
70:24 84:24 92:13
93:20 94:10 95:14
96:5 117:21 120:25
123:12,22 126:17 127:12 128:2,4,19
138:16 147:10
161:13 165:1
174:12 175:13
184:8 185:8 186:22
187:8 190:15,17
committee's 23:14
39:22
commodities 23:25 107:23
common 88:19
103:21,21
communicated 15:8
communications 15:8
communities 136:22
130.22

community 136:11
136:14,17 137:22
139:9 142:4,4
143:12 146:21
179:2
company 158:20,21
167:6,7,9
comparative 162:13
168:6 170:20
176:17
compare 19:9 20:6
22:15 162:16,16
163:18 173:24
compared 141:14
comparing 26:20
28:19 164:19 172:6
comparison 32:19
53:2
competitive 41:20
42:10 50:3
compiled 17:13
complain 145:4
complaints 171:24
complete 19:1 50:5
51:1 129:1 138:20
189:14 192:8
completed 99:16
117:15 131:10
117:15 131:19 164:18,20
104:18,20
completely 79:4
151:25
completion 40:22
55:22 138:12
173:25 174:1
compliance 45:16,20
46:1,2 47:9 51:15
73:25 75:3 77:9,11
77:18 101:2 113:9
113:20 131:1,12,16
148:21 150:11
153:2 154:4,9
163:8 171:16 172:2
172:22 182:12,14
compliant 172:17
complicated 176:19
complying 103:14
component 185:21
Comprehensive 12:5
computer 65:23
conceivably 68:20,23
concern 22:14 23:14
59:15 74:7 124:10
JJ.1J /T./ 127.10

165:12 170:19 **concerned** 19:6 66:7 90:13 154:11 185:7 concerning 98:3 concerns 15:12 21:2 57:3 171:25 concluded 191:6 conclusion 45:9 176:20 conduct 4:17 conducting 18:17 cone 152:23 **confirm** 36:3 84:17 91:25 93:6 confirmation 10:18 80:18 82:3 confirmed 80:14 82:10 conflated 70:16 conform 56:4 **confused** 55:11.12 72:12 132:14 confusing 118:2,3 conjunction 35:10 77:21 consciously 165:11 consider 45:22 considerable 163:2 considering 130:23 consisted 80:24 consistency 51:6 **consistent** 50:5 63:11 consistently 47:8 consists 87:2 constantly 59:23 constructed 175:1 construction 53:3,6 122:17 153:3 155:3 156:23 157:8 166:22,23 167:5,7 167:9 174:19 consultant 9:6 consulting 3:5,5 185:23 contemplated 22:9 context 113:20 182:9 **continue** 144:2,3,4 continuing 30:13 130:3 142:5 143:25 continuously 145:23 **contract** 33:19 41:16 70:3,4,6,12,19,21

70:25 71:14 130:9 147:6 168:4 contractors 130:21 153:2 contractors' 130:14 contracts 22:9 41:18 41:21 70:18 93:7,8 contractual 154:22 contradictory 115:12 control 2:11 45:19 47:4,5,6,8 48:11 58:7 64:12 65:15 82:22 85:15,16 103:15 122:2 186:10 187:16 control-related 46:25 controls 45:7,12,14 46:3,6,8,20,25 47:22 48:10,14,25 49:6 61:3,6,10 64:23 65:21 72:14 98:6,11 101:11 106:24 108:8 118:12 185:10 186:12.13 187:15 conversation 31:23 112:3 136:8 146:20 conversations 165:13 convinced 112:8 cooperation 94:24 coordinate 150:21 **copied** 37:8 **copies** 100:25 **copy** 54:22 104:20 **correct** 13:1,5 15:7 17:11 28:17 43:18 43:18 90:1 100:16 116:11 125:11,16 125:22 143:15 150:18 153:23.23 corrected 112:17 114:19,22 150:19 cost 62:18 108:18 137:19,20 157:23 159:13 180:24 181:4,7,21 183:18 183:25 190:19 costs 156:23 157:9,17 158:15 159:3,6,10 160:1 184:16 190:18

Counsel 51:16

count 30:21 31:4	95:17,20 117:4	184:18,21,24 185:7	131:14 148:5,7	digest 186:15
country 34:11	120:17,18,20	189:7 190:3,10	150:14	diligent 59:19
County 1:2 19:19	126:17,18,20	deal 57:1	departments 80:24	dimed 181:3
23:20 30:25 31:13	139:5,15 140:11,14	dealing 52:1	87:10 96:2 107:13	direct 75:2 108:14
69:4 97:21 151:8	141:3 146:6 176:22	Deborah 2:17 6:12	Depot 104:11	directed 82:20
151:15 192:3,11	178:16 180:8	decades 29:14	Deputy 2:16 7:15 8:8	direction 152:4 160:3
couple 29:14 73:1	186:25	December 12:10,15	89:7	173:11 182:6
76:11 98:25 139:17	daily 24:18 105:11	15:13 67:12 68:2	describe 46:1,11	director 2:9,9,10,18
147:3 170:23	dais 183:6	decide 178:21 187:4	described 86:21	2:19,20,20,21,22
course 10:19 40:7	Dale 2:23 6:17	187:7	describing 139:18	6:2,3,6,7,11,20,21
115:6 135:1 136:3	data 30:2 65:14	decided 169:17	description 171:10	7:11,18 8:9,10 74:4
136:15 138:19	date 15:22 18:1,3	decision 165:4,11	171:10	74:10 89:6 104:20
139:15 190:9	40:22 55:22 59:14	declining 30:22	deserve 143:13	106:16 112:24
Court 1:22 3:6 192:4	59:21 60:2,2 97:1	136:9	design 134:19 135:11	113:23 114:2
192:14	124:17 163:17	deep 41:19,21	designee 6:6 8:13	132:18 133:13
covered 41:6 74:25	173:25 176:8,9,9	Deerfield 138:17,21	despite 153:25	134:5 151:10
COVID 25:22	176:11	Deerfield's 138:19	destructive 169:20	disagree 145:25
CPAs 3:4	dated 17:9,25 111:21	default 191:4,5	detail 42:14,15 79:4	disappear 174:11
CPCM 138:6	128:19 192:10	defer 131:19	79:12 84:24 172:7	disappeared 180:1
cracks 65:20	dates 56:10,22,23	deficiencies 170:3	184:9	discern 176:23
crap 160:18	57:4 66:9 71:5	172:9 175:17	detailed 46:16 65:7	disciplinary 103:25
crazy 24:12 146:5	170:12 174:1	deficiency 162:14	85:1	discount 25:7
create 30:13	176:19 177:14	163:24 167:17,19	details 98:1	discrepancy 54:9
created 52:25	178:6,7	168:7,10,15 170:3	determine 46:15 49:5	discretionary 25:22
creation 50:3	Dave 6:3	172:8,8 173:5	132:4 171:20	discuss 21:15 27:23
credit 102:6 105:4	Dave's 165:18	defined 135:18	determined 176:4	28:4 72:24 126:25
CRI 3:3,3 36:9 39:24	DAVID 2:9	defining 108:20	183:6	152:24 157:15
40:3 79:24 184:11	day 16:4 17:6 32:24	135:7	determining 169:18	181:23 185:20
critically 136:7	34:7 105:19,21,22	definitely 20:12,24	developed 22:10	186:15 187:10
criticism 17:20	107:20 108:3,5	32:16 104:16	62:14 119:8 134:6	discussed 129:4
cross-functional	136:13 192:10	Definitions 122:15	135:18 168:7	147:19 161:11
86:13 88:4	day's 73:15	delay 58:21 165:14	developing 135:2	184:6
cry 155:9	days 104:19 138:12	delayed 117:2 170:13	137:8	discussing 54:6
curious 63:2 160:21	144:20	170:13,14	development 51:14	146:25 148:11
current 23:1 41:3	DCD 23:24 24:3,5	deliberate 46:14	118:21 120:13	discussion 11:5,21
50:5 62:14 69:4	DCDs 26:23	deliver 16:14	134:23 151:9	37:14 72:23 92:10
90:21 93:8 111:25	De 2:3 5:5 12:19 15:3	deliverable 131:18	169:24	94:7 119:23,24
112:5 115:22 116:1	26:7 34:19,20	deliverables 131:5,10	dialogue 134:21	121:12 123:5
128:9	37:14 38:9,11,16	150:13	dictate 169:15	126:14 156:13
currently 26:13	38:19,23 39:1,3,9	delivered 56:19	dictates 125:8	161:11 163:3
70:22 71:10	39:12 45:1,2,5 46:5	137:4	dictating 122:5	182:13 188:13
customer 141:13 cut 133:12	46:13 47:10,21	delivery 8:3 16:8 174:21	difference 55:6 57:25	discussions 131:13
cutting 142:21 181:8	48:12 49:1,20 58:4 93:13 94:5,6 160:5	demographic 29:17	58:14,18 129:8 173:6	disparity 148:10 disproportionately
Czubkowski 2:17	160:9,12 161:8,9	demographics 25:1	differences 55:10	21:6
6:12,12 127:10	162:11,12 163:1,2	demographics 23.1 demolished 169:7	different 39:4 61:1,1	dispute 167:20
132:6,22 152:15,16	163:20 164:14	department 77:4,15	63:3,9 71:2 92:22	distinction 100:21
	165:8 168:5 169:25	77:21,23 80:3,7,8	137:5 140:23	distinctly 18:5
D	170:1,12 171:1,9	80:16,25 81:2,8,13	141:16,23 144:7	district 2:15 5:25
Dade 19:11	170:1,12 171:1,5	83:8,12 84:15	184:15,17	17:2 18:19 19:15
Dahl 2:2 5:3,4 43:22	175:5,13,23 176:5	85:13 86:23 87:12	difficult 15:22	20:12 21:4 22:1
44:4,7,12,22 92:8	178:22,25 184:4,6	88:7,16 107:14	dig 72:11,23 149:18	32:21 33:3 34:1,11
	<u> </u>	<u> </u>		<u> </u>

41:24 55:12 56:24 60:25 99:7,20 133:17,18,18 134:22 136:19 137:10 140:7,20 143:15 144:5 145:16 151:16 156:4 163:19 167:1 169:17 171:16,21 172:2 190:12,20 District's 6:1 154:23 171:14 184:14,23 districts 19:5,13,18 disturbed 156:4 dive 41:19,21 diversity 51:14
150:10
document 37:1 45:9 54:11,12,21 71:1 86:22 87:3,7,13 93:6 110:23 111:1 115:14 134:7,24 documentation 101:1 101:10
documented 84:7
documents 7:21 8:2 12:7 16:9,18 31:18 44:25 63:16,19 111:17 168:4 170:23 173:17 176:4 186:17 DOE 19:23 doing 17:22 31:7 53:6 55:19 60:5 69:16,19 71:6 74:20 77:20 85:2 85:21 90:25 96:2 110:19 117:2 124:23 137:9 145:24 146:24 148:17 155:2 158:25 166:9 dollar 73:15 156:21 dollars 25:16 73:16 150:3 155:10 173:8 176:14 177:11 180:25 door 4:18 161:24,25
Dorsett 2:18 6:19,19
8:10
doubling 161:18 downsizing 34:1

Dr 2:4,16,17 4:3,14
5:11,12 6:4,4 7:25
8:13,16,25 9:8 10:5
10:7,9,11,16,23
10.7,5,11,10,25
11:4,7,11,13,19,23
10.1 2 12 12.0 6 14
12:1,3,13 13:2,6,14
13:18,22,25 14:3
14:11,17,20,23,25
15:14,19 16:24
17:24 18:20,24
19:7,10 20:3 21:9
21:17,22 25:10,24
*
26:3 27:5,7,10,15
27:24 28:1,4,18,23
29:2,7,10,20 30:11
32:6 33:11 34:5,15
35:14,17,22 36:1,6
36:19,24 37:5,12
37:16,20,22 38:4,8
38:10,15,18 39:6
39:13,18 40:2,11
41:1,10 42:21 43:2
43:21 44:9,17 45:1
49:23 51:22,25
52:19,23 53:4,20
54:11,15,23 55:9
55:15 56:6,10,14
58:3,17,20 59:1,10
59:13 60:15 61:5
61:15 62:5 63:3,6
63:19,21 64:10,21
64:25 66:15,20,22
66:25 67:3,6,8,8,13
67:22 68:1,3,4,8,11
69:5,11 70:3,5,7,11
70 17 22 71 0 11
70:17,23 71:8,11
71:20,23 72:9,17
71.20,25 72.5,17
73:7,20 74:24 75:6
75:11,13,18,24
76:8,24 77:2,7 78:2
78:7,14,16,22
79:13,20,25 80:4
80:12 81:12,15
82:24 83:2,15,19
83:25 85:15,19,24
86:17 87:1,5,8,16
88:6,10 89:1,8,10
89:12,16,20,24,25
90:3,6,14,20 91:1,5
91:8,12,14,18,23
92:7,9,12,14,16
93:1,3,10,16 94:4,6

94:9,11,13,25 95:2
95:14,18,21 96:8
96:11,14 97:7,10
97:19 105:6,13
108:21,25 109:5,10
109:16 110:1,3,5
110:16,23 111:3,10
111:13,18 112:7,10
110:16,23 111:3,10 111:13,18 112:7,10 112:13,18,22 113:17 114:8,17,23
113:1/114:8,1/,23
115:6,16 116:12,19
117:5,24 118:4,7
118:19,25 119:10
120:7,15,18 121:11
121:19 122:4,8,22
123:2,8,11,13,15 123:23 124:4,11
125:10,12,17,25
126:6,9,11,13,16
126:18,20 127:4,13
127:16,19,23,25
128:6 132:7,22
133.2 6 8 21 24
133.2,0,0,21,24
138.21 24 130.1,7,7
133.2,0,0,21,24 137:2,13 138:1,7,9 138:21,24 139:2,14 140:10,13,25 141:17 143:10
141.17 143.10
144:21 145:11
146:9,12,16,23
147:5 152:8,13
153:21,24 155:22
156:7,16,18 157:1
157:6,20,23 158:11
158:24 159:7,10,16
159:19,22 160:4,11
160:13,18,24 161:4
161:6,9,14,16,23
162:5,7,10,18,23
163:1 165:6 166:15
166.18 168.1 160.5
169:11 170:11,25 171:13 172:21 173:10,24 174:21
171:13 172:21
173:10,24 174:21
174:25 175:6,20
176:3 177:3,24
178:20 179:1 180:4
180:9,16 181:1,19
182:3,17 183:10,19
183:24 186:4,23
187:12,21 188:14
188:23 189:2,4,9
189:16,19 190:23

191:2,5 **draft** 76:16 draw 43:8 drawing 26:3 driving 152:4 drunken 25:25 due 16:7 71:5 **duties** 39:9 111:9 **Dwight** 149:23

\mathbf{E} earlier 83:7 129:20 136:8 179:5 early 32:4 easier 56:12 68:16 120:10 easily 21:14 170:22 eastern 25:2 easy 50:5 121:6 157:7,9,10 echo 178:2 Economic 51:14 151:9 economical 168:20 **EDDC** 51:14 74:4 75:1,3,19 131:12 131:13,16 147:22 148:4,7,21,24 150:10,13,14,16,21 150:23 153:13,17 154:7,8 **EDDC's** 153:1 **EDDY** 3:4 education 33:2 **effective** 19:14 99:9 152:3

effectively 129:13

effort 76:5 156:5

either 68:1 129:1

131:19 183:20

electronically 44:10

eight 109:2,6 123:24

efficient 19:14

efforts 129:16

124:2,13

189:6

element 166:1

Elena 2:12 7:6

138:24

Elv 165:15

em 150:6

email 62:22 93:21,24 104:19 106:19 184:18 **emailed** 93:19 **emails** 155:6 **embedded** 119:12 emergencies 104:9 **employee** 63:1 97:21 **employees** 124:2,13 125:2,4,21,22 **empty** 30:15 128:3 encouraging 47:24 **ended** 69:16 166:20 enforce 50:19 enforcement 154:22 engagement 175:8 enhancing 87:12 enrollment 30:22 32:18 136:9 **ensure** 51:6 59:14 114:5 144:8 ensuring 101:10 **entire** 78:6 114:18 149:20 entirety 71:1 **entity** 20:8,9 environment 190:19 **equipment** 79:2 84:5 84:6 equivalent 84:5 **Erhard** 2:12 7:2,2 **errors** 103:10 **Erum** 2:17 6:8 23:25 **Erum's** 39:7 escalated 103:11 escalation 103:12 especially 21:4 114:12 185:13 **essence** 163:25 170:19 essentially 82:16 122:10 129:14 154:12 157:21 183:16 **Estate** 149:22 estimated 40:22 55:22 **Elementary** 32:11,14 et 99:24 102:7 event 25:9 151:18 eventually 103:12 everybody 4:4 17:1,2 32:20,21 60:8,12

,	I			I
60:25 69:2 143:17	expeditiously 56:22	familiar 44:6 81:9	74:23 76:3 82:25	38:12,14,16 39:5
154:13 178:12	74:14	100:19 120:11	90:12,16,23 91:3,6	financials 14:15 18:8
189:24	expenditures 102:8	137:10	91:10,13,15,21	18:13 26:14
everybody's 29:18	117:11	families 24:23 30:14	92:5,20 93:2,5,12	find 14:12 21:14
139:3	expenses 33:14	32:11	93:21 94:1 109:19	46:14 60:22 78:22
everyone's 128:11	185:23	family 29:22	110:2,4,7,18,25	98:12 102:24
154:11	experience 32:9	fantastic 151:10	111:6,12,16,24	137:17 139:7 143:5
evidence 48:6	74:16	184:21	112:9,12,15,20	162:2 178:10 179:6
exact 23:4	expert 153:9	far 19:6 96:20 141:18	114:12,18 115:9,15	187:19
exactly 16:1 36:3	expiration 124:17	153:10 188:19	116:9,13,18 117:13	finding 46:24 48:15
39:11 49:16 61:24	explain 15:1 26:23,24	190:18	118:2,6,16 119:3	53:12 75:25 80:22
61:25 109:21	35:7 79:11,21	fashion 153:6	119:19 120:4,8	106:8 112:11
152:16 153:14	explained 35:8 42:22	faster 55:24	121:5 123:6,10	148:14 155:21
163:4 176:24	65:9 104:21 140:24	favor 10:7 11:4,8,23	124:3,8 126:4,10	169:14
example 20:10 29:15	explaining 26:16	37:16,18 92:12	131:21 132:20	findings 40:15,16,20
32:11 40:21 46:9	explanation 12:18,20	94:9 123:11 126:16	133:22 135:7,23	41:22 42:3 48:6
63:25 83:14 85:14	12:21 18:6 23:20	161:12 163:10	136:1 137:7,15,24	49:19 67:21 68:24
105:16 107:14,25	25:25 26:10,19,22	164:2 165:15	138:8,10,17,22	74:15 78:8 93:11
114:19 121:24	28:23 55:19 110:13	170:14	139:1 142:1 144:16	96:4 99:2 112:22
153:15 164:11	118:8 131:22,22	favorably 34:3	144:23 146:2,7,14	128:24 148:1
171:6 185:22	explanations 37:2	favorite 26:7	146:18 155:20,23	150:19 187:16
examples 64:3	exploding 24:11	February 27:18,20	158:6,13,21 160:20	fine 16:2 38:5 81:2,4
exception 48:8 84:3	express 49:7 124:9	92:23 93:2 119:15	161:2,5,9,22 162:1	128:8 165:8,8
87:25 138:4	expressed 22:13	130:11 131:8	162:6,8 164:5	177:11 189:5,9
exceptions 65:13	23:15 45:8,9	146:25 187:18	165:9 167:24 169:9	finished 139:20,20
78:25 98:3	extent 138:18	188:9,11,20 189:3	172:14 173:14,22	165:24
excited 139:19	external 47:13,18	189:17	174:2,8,9,23	fire 140:12
excused 5:20	48:20 100:24	feedback 144:9	175:14,15 176:25	firm 148:18,19
executed 41:16	103:15 108:20	186:24	179:2,21,25 182:9	firms 148:8
130:12 162:15	113:5 115:24 116:4	feel 64:18 136:24	182:19 183:13	first 4:10,21 7:25 9:2
168:9 175:9	146:9,10,11,13	143:4,9 178:3	184:5 185:2 187:23	33:2 40:2 51:1
execution 96:17	externally 114:10	feels 136:6,11,17	188:15,25 189:5	52:25 56:17 59:9
executive 2:13,18,19	146:1	146:21	190:25	60:6 61:7 72:22
2:20 6:10,19 8:9	extra 44:25	fell 75:7	fieldwork 177:24	76:13 78:12 96:11
50:13 89:5	$oxed{\mathbf{F}}$	female-owned 152:6	figure 16:18 112:19 180:20	102:18 106:6
exemption 103:19	facilities 2:17 6:13	Fertig 2:3 5:6 10:3		110:11 112:18
exercise 155:16 exhibits 63:21	38:15 52:2,8,10	11:2,3,17,19 15:15	figured 152:2	116:23 132:6
eximits 63:21 exist 88:22 171:18	122:16 162:19	15:20 16:3,6,13,23 17:9,15,16 21:9,10	file 21:13 files 175:9	136:15 147:5 151:11 164:20
existing 70:12 186:3	fact 16:14 25:21	21:18 23:16 24:16	fill 97:25 99:10	
expand 35:4 74:9	29:24 45:24 58:11	24:20,24 27:21,25	101:21	166:2,18 168:21
80:17 97:4,15	81:13 84:17 102:20	28:2 29:5,11 30:4	filtered 149:4,15	171:7 173:20,23 174:2
expanded 74:2	factor 16:8 24:1,2	30:23 31:10 35:20	final 32:8	fiscal 66:12 190:5
expanded 74.2 expanding 74:11,18	30:21 34:12	35:23 36:17,20	finance 2:17 6:9 9:6	fiscally 178:4
expect 4:16 18:2	fail 78:9	37:10,13 40:18	38:22 39:8 87:14	fist 75:8
49:15 134:25	failed 130:18	44:15,18 49:23,24	87:23,25 88:11,13	fits 69:3
expectation 53:14	failing 61:25	50:12,15 51:24	88:20 89:7,15,17	five 21:20 29:7 56:24
169:14	failure 63:11 143:17	53:16 55:18 56:8	89:19	125:20 136:2,5
expectations 142:4	failures 61:19 63:22	56:12,20 57:5,12	Finances 7:16 88:9	180:11
expected 14:6,8 53:9	63:24	57:18,24 58:9,18	financial 2:22 6:6	five-year 26:20 28:20
180:25	fallen 18:25	58:21 59:6 60:3,19	12:5,23 13:12 26:8	167:17
expedite 73:18	falls 75:4	61:11 62:5,8 73:2,8	34:20 35:2,11	fix 67:14 82:8 142:24
		01.11 02.5,5 75.2,6		

,	1]	
179:6	192:10	103:15 108:20,24	182:3 187:3	52:12 53:16 57:22
fixated 148:19	forth 32:2 87:21	109:23 110:10,14	gist 85:6	57:24 60:22 61:8
fixed 116:16 139:25	100:20 182:6	113:1,4,13,22	give 31:17,18 49:10	64:4 65:6 73:9
140:2	185:11	114:11 115:18,20	65:6 128:13 132:3	75:14 76:1 81:21
fixing 82:11	forward 12:10 25:8	115:24,24,25 116:4	133:16,16 147:16	83:2 84:20 85:3
FL 1:24	55:21 100:15	116:6,25,25 117:7	151:20 173:8	87:9 90:9,16 92:23
flags 4:11	129:21 142:3 143:5	117:11,18 148:20	186:24	94:22 95:4 101:9
Fleming 89:24 90:4	144:1,6 145:1	169:4 185:10	given 21:6 33:2,4	101:21,22 106:1,4
flipped 152:9	178:14	further 37:14 92:9	51:16 53:8 74:8	106:17,19,22
floor 166:7	foul-ups 177:16	94:7 121:11 126:14	99:3 105:4 121:22	107:24 108:17
Florida 1:12 13:7	found 124:15 129:18	130:22 131:20	141:8 164:2 170:9	109:14 112:14
19:23,24 22:25	131:9 148:24	163:15	170:10 171:2,3	117:14 119:3,15,19
192:2,5,11	155:25 158:8	future 16:11 44:20	176:10	121:14 122:1,9
Florida's 19:22	four 105:25 124:15	54:20 74:2 97:2	gives 120:24	124:9 129:24
flow 63:21	124:16,18 128:25	146:22 179:18	giving 26:18	131:25 135:14
flowchart 61:22	187:5	190:18	glad 23:16 30:24	136:13,13,17 137:6
flowing 61:24	fourth 109:22 153:20	G	73:11,14 175:15	137:14 139:7,10,12
fluff 147:13	frame 175:25	Gabriel 2:10 6:25	glasses 54:4	139:16,21 140:1,19
focus 34:24 41:13,25 135:4 153:1 176:5	free 43:17 183:10,10 freeze 33:25	gained 163:15	go 4:16 12:7 14:6 22:21 25:9,12	140:23 141:12,15 141:22,23 143:5,5
focused 41:19 134:8	Friday 16:9	gamed 103.13 game 32:25	31:15,23 33:5 36:9	141:22,23 143:3,3
135:2 175:24	friendly 115:3	gaps 153:17	39:25 40:12,13	143.20,21,23
185:12 186:10	front 7:22 51:3	Garth 134:6 137:7	41:8 42:16,18 50:1	145:8,9 146:3,4,21
follow 16:10 50:21	122:14 142:11	142:8 155:15,17	50:8,22,25 51:20	146:23 147:13
57:14 58:2,22	147:20 166:6	gas 104:7	53:9,10 57:18	148:11 151:24
59:19 66:16 73:20	178:11 182:8	gatekeeper 82:21	68:13 74:19 75:21	152:17 154:2
101:3 102:15 105:3	frustrating 65:8	gather 93:23	75:22 82:16 84:19	155:20 156:3 158:9
130:7	FTE 30:8	general 10:21 26:10	86:2 96:4,12 99:21	160:24 162:15,16
follow-up 9:11,12	FTF 72:12 132:12	43:3 46:19,21,23	100:7,14,17 101:20	165:21,21 168:11
12:16 67:23 73:21	134:25	51:16 98:24 102:4	102:7 103:1 104:22	168:12 169:14
128:24 130:9	fulfill 154:1	102:9 122:16	105:2,25 109:3,3	170:2,21 172:23
161:19 175:21	full 44:21 67:11	156:25 159:15	110:5 111:12	173:4 175:15 176:1
followed 59:20	full-time 125:17,23	generally 163:12,16	112:10 119:3	177:21 178:2,8
following 4:1 58:13	133:13	generate 33:6 72:20	120:16 121:7,8	179:5,7,7 180:23
58:15 101:11	fully 67:22	188:20	124:3 128:20 132:5	181:4,7,21 182:4
105:22	fun 20:4 147:1	generated 188:12	136:14 138:13	183:18,24 184:25
Food 122:17	function 41:12 44:19	gentleman 6:15	139:3,5 144:4	185:14 186:25
foot 66:13	45:15 48:21 110:22	genuinely 89:12	149:17 160:7 162:6	187:24 188:10
foregoing 192:7	115:23 125:15	Gerri 6:5	162:7 164:4,6	good 4:3,24 7:18 8:21
forensic 138:15	187:10,11	GERRILYN 2:22	166:21 173:1	10:1,23 11:7 27:21
forever 132:16	fund 7:24 12:15,23	getting 17:6 18:3	177:13 180:24	28:11 41:9,9,10
forget 72:13 103:18	18:19 20:10 21:25	54:24 63:9 68:21	185:4,13 187:12	61:7,21,22 71:18
109:5 133:4	22:1,5,14 23:14	68:22,22 69:9	goes 52:4 57:9 60:4	71:25 72:5,21
forgot 4:4 66:4	25:17,20,23 26:10	85:24 90:13 92:24	78:1 83:9 86:18	74:15 76:11,22
103:18,20	28:16 34:3,7 36:25	100:25 110:16	179:4	97:17 106:24
form 52:25 65:23	101:5 102:4	115:17 124:22	going 4:16 8:1 9:23	109:17 124:6,7
77:25 101:21	funded 23:7,9 30:6,7	137:13 139:23	13:19 17:3 20:11	133:4 142:17
formal 15:10 41:16	113:3	140:8,8,11,12,14	27:1,7,11 30:14	151:19 156:1 162:1
forming 72:11	funding 22:25	140:16,21 141:1	31:10,24 32:22	164:9 173:9,11
forms 97:25	funds 2:11 62:24	144:9 147:7 150:16	33:14 35:12,17	175:12,21 177:22
Fort 1:12,24 24:16	63:4 94:18 95:6,19	155:11 164:14	36:8,20 40:18,23	182:10
24:21 29:16 31:20	95:24 100:24 102:9	171:11 180:12,22	42:24 50:25 51:2	Gorokhovsky 6:7

Gouldbourne 2:11 186:19 171:24 186:18 important 17:22 7:12,12 **hearing** 55:19 74:21 **hoping** 134:24 120:9 136:7 143:8 H 74:21 110:1 114:15 176:19 179:8 184:7 govern 93:14 hour 42:24 65:3 half 128:1 187:6.11 impropriety 164:1 161:16 179:2 governed 121:3 125:21,22 187:5,6 halls 146:25 government 88:20 183:17 hours 125:21 187:11 **improve** 145:15,23 hammers 158:4 heat 142:15,16 housed 75:1 116:4 145:24 **governmental** 66:1 hand 82:25 96:12 improved 98:25 governor's 23:1 144:12 **houses** 24:12 103:19 138:19 28.14heater 144:14 hovered 18:17 155:13 142:14 **grand** 183:25 184:1 **Heery** 147:14 **HR** 9:21 106:17 improvement 186:13 handful 148:6 held 153:25 grandchildren improvements 45:23 186:12,18 **handled** 102:11 53:11 99:2 179:12 **Hello** 9:3 78:13 huge 32:18 58:18 **handout** 26:9.11 **Granger** 107:24,25 help 24:1 83:11 137:18 144:17 **in-person** 187:20,22 55:11 154:10 human 65:21 67:18 **granted** 144:19 188:4 189:1,2,12 128:7 135:15 hands 124:5 158:3 graph 21:24 136:23 137:11 **hundred** 180:24 inadequate 48:11 hang 111:4,4 162:18 inception 77:25 **great** 19:20 20:15 166:3 175:19 hundreds 173:7 happen 73:6,19 26:22 57:1 60:11 186:11 hurt 35:3 **include** 53:18 84:4 80:25 116:8 137:6 74:17 106:3 107:14 **helpful** 30:20 46:17 **HVAC** 134:17 140:9 137:22 150:16 139:16 155:12 113:4 140:7,20,25 46:18 52:14 84:22 167:21 173:3 happened 17:20 156:2 158:11,19 helping 130:4 **included** 8:4 39:21 43:24 137:18 **I301** 117:9 165:12 177:1 **Hey** 162:19 40:9 65:16 130:15 147:10 155:18 idea 181:3 182:18 184:24 186:4 Hi 9:3 79:23 132:8 167:25 165:17,19 169:16 188:5 **includes** 70:20 83:22 greatly 44:3 **hiding** 133:3 176:24,24 182:21 **high** 42:2,19 138:22 identified 29:22 154:4 green 68:11,12 **happening** 24:19,20 48:10 64:19 82:18 138:25 **including** 184:15 **grew** 31:7 29:24 62:3,20 64:2 102:25 163:9 **group** 9:1 46:14 **high-rise** 25:5 32:10 incomplete 50:18 134:15 154:10 69:14 75:20 114:10 32:15 identifies 102:18 56:1,3 79:7 153:14 156:3 **identify** 61:18 77:15 high-rises 25:6 29:15 incorporate 122:13 **groups** 137:11 **happens** 83:24 97:23 81:19 105:1 154:19 30:17 31:24 incorporation 130:13 **grow** 24:10 102:16 114:10 172:10 **growing** 24:22 **higher** 19:18 22:6 incorrect 116:10 growth 30:9 31:12 136:18 169:6 24:5 26:23 104:1 identifying 77:18 incorrectly 64:1 idle 116:24,25 117:7 happy 4:5 9:4 57:10 highest 21:7 31:12 **increase** 22:8 24:10 guess 18:10,12 19:13 **Ighodaro** 5:10 114:5 128:20 highly 84:9 85:1 21:10 34:22 41:9 154:23 137:11 138:15 Ighodaro's 128:5 increased 106:21 48:4 50:18 55:6 hire 153:16 154:1 143:19 144:10 **ignored** 169:12,22 60:3 63:14.16 hiring 33:25 130:4 129:13 II 2:12 188:6 71:24 72:6 79:14 historical 18:14 independent 145:17 hard 17:21 19:16.25 **III** 2:13 83:4 85:11.18 86:1 **historically** 18:15,16 index 23:25 33:25 50:16 77:16 **imagine** 62:11 86:15 96:17 98:2 20:11 95:23 indicate 115:8 109:13 157:17 **imbedded** 122:25 **history** 22:16 26:20 individual 136:23 110:8 124:21 immediate 117:11 159:10 185:17 150:15 169:24 33:20 individuals 123:21 immediately 104:19 **Harpalani** 2:10 7:10 185:14 hit 135:19 124:2 7:10 impact 25:19.21 **industry** 20:17 69:23 guessing 17:4 **hold** 109:20 111:3 33:13.15 138:14 **GUESTS 3:1** hate 140:20 112:7 118:13 150:9 **informal** 48:18 154:24 guidance 122:20 he'll 44:21 information 2:16 183:21 head 18:23 23:12 impacted 25:17 **holidav** 16:8 17:7 21:15 28:17,19 **guide** 118:22 146:22 31:4 122:19 impacts 8:11 **Gums** 3:5 127:9,22 Home 104:11 29:5,17 35:2 40:10 implementation 67:4 128:21,21 138:4 hear 4:18 41:7 52:5 homes 30:13 49:10 67:9 76:17 68:13 97:17 110:2 69:13,18 163:12 166:13 76:20 83:11 97:3 Homestead 24:11 110:7 126:9 127:16 implemented 67:1,23 171:12 hone 28:16 103:17 159:17 133:21 162:24 69:21 guys 13:7 41:7 53:25 **hope** 12:18 55:23 165:2,5 166:10 54:5 128:9 150:16 heard 24:24,25 54:20 73:14 172:20 implementing 69:24 176:23 177:8 55:4 69:2 78:14 70:22 184:14 185:25 155:8 171:19 **hopefully** 34:3 68:2 135:8 143:14 **imply** 59:8 73:25 116:22 156:2 188:16 177:12,21 186:18

infraction 103:5	internally 114:4	114:16 126:23 127:5 133:8 1
Infractions 103:24,25	interphases 71:20	
Ingram 38:1	interrupt 100:2 184:13	items 8:11 9:11
initial 41:13		9:18 10:20 12
initially 40:16	interviews 176:1,3	35:7 36:10 47
initiate 118:21	intra 20:23	49:15,18 51:5
innovative 74:20	introduce 9:1	65:24 94:19 9
input 81:8 143:13	introducing 8:17	126:22 141:5
157:12	Inventory 2:10	161:25 186:7
inquire 171:17	invest 144:2	Itohan 5:10
inquiry 124:15	invested 117:1	
insane 147:12	151:21,23	J
inside 69:18	investment 117:10	J 117:9
insight 163:15	invite 189:23	Jabouin 2:8 4:2
instance 65:7 113:24	INVITED 3:1	5:3,5,8,13,16
instances 58:6	invites 189:21	5:23,25 6:1,1
171:18	invoice 85:22 102:2	7:17,20 8:2 1
instructions 122:20	138:6	12:6,25 16:6,
180:19	invoiced 129:9	17:11 22:24 2
instrument 132:10	invoices 155:15	36:16 37:3,6
136:10	involved 88:2 135:17	39:17,19 40:6
instrumentation	142:9 152:5	44:4,8,11,19,
141:19	ironic 148:18	51:8,19 57:9
Insufficient 154:21	irregularities 177:17	78:19 86:10 9
insurance 83:14,23	issuance 41:14	92:6 93:5,19,
intake 77:25	issue 24:6,7 25:11	94:3 95:10,23
intend 57:4 104:2	30:8,25 31:1,16	96:19,22 97:5
intended 48:1	46:2,25 47:9 48:11	109:7 110:24
intent 187:21 189:12	48:19,20,22 59:24	115:13 116:1
intercompany 20:23	63:10 69:8 72:2,3	117:17,20 11
interested 21:19	81:22 86:12 121:16	119:2 123:20
142:12 182:20	141:4 144:22 148:4	127:6,21,24
interesting 31:11	issued 64:1 96:24	132:5,25 159
151:8	98:8,9	160:1,15 164
interim 13:11 14:15	issues 9:12 45:19	166:7,14 171
18:8	57:3 64:18 69:12	173:12,21 17
interims 26:12	137:14 172:19	175:2,7 178:1
internal 2:11 41:17	it'll 39:14 46:1,9,9	180:18 181:1
45:7 46:3 47:14,22	116:16	181:23 182:5
48:14,25 49:6	ITB 51:5,11 52:3	183:2,5,9,12
53:10 58:7 61:6	76:16 79:3,8 84:4,4	184:13,20,22
63:4 64:22 65:20	84:25 85:19 90:20	185:6,18 186
72:14 94:18 95:6	90:20,21 91:9,13	187:18,25 18
95:19,24 98:6,11	92:2 93:10	189:1,3,13,17
99:12 101:5,5	ITBs 84:19,23 93:16	190:9,13,21
102:10 108:8,24	item 8:5 9:16,23 12:3	jacked 144:14
109:23 110:10,14	14:19 28:7 34:18	Jaclyn 2:6 5:21
	36:14 37:18,25	123:18 141:2
113:1,1,3,12,13,22	· ·	January 1:14
114:11 115:18,20	38:6 39:16 47:16	13:10 15:22 2
115:24,25 116:6	56:17 62:23 65:10	27:8,9 35:18
118:12 146:8,10,13	76:22 78:1 85:14	51:2,17 56:19
186:10,12 187:15	109:22,22 111:2	1 31.4,17 30:15

16 126:23 5 133:8 161:17 8:11 9:11,12,13 10:20 12:16 36:10 47:15 5,18 51:5 4 94:19 95:5 22 141:5 25 186:7 **1** 5:10 J 9 ,20 8:2 10:14 ,25 16:6,22 1 22:24 27:9

in 2:8 4:23,24 5,8,13,16,18,20 ,25 6:1,14 7:14 6 37:3,6 38:3,6 7,19 40:6 41:4 ,8,11,19,23 ,19 57:9 78:15 9 86:10 91:25 93:5,19,23 95:10,23 9,22 97:5,12 7 110:24 111:1 :13 116:17 17,20 118:23 2 123:20 127:2 6,21,24 128:3 5,25 159:2,6 1,15 164:25 7,14 171:5 12,21 174:5 2,7 178:18,23 :18 181:10,17 23 182:5,24 2,5,9,12 13,20,22,25 6,18 186:20 18,25 188:8,18 1,3,13,17,25 9.13.21 **1** 144:14 **1** 2:6 5:21 18 141:25 ry 1:14 4:8 0 15:22 27:3,4 ,9 35:18 40:22

161:21 186:7 192:10 **Jennifer** 2:10,20 6:10 7:10 151:4 153:17 **Jeremiah** 2:13 6:23 Jill 30:2 **Jim** 6:16 **job** 60:11 140:7,21 140:25 151:10,19 177:22 **jobs** 125:18 177:14 **Joe** 6:4 30:2 67:8 **John** 142:19 **Joris** 2:8 6:1 165:9 **JOSIAH** 2:16 **iudge** 143:3 judgment 48:24 176:7 **Judith** 2:16 7:15 44:11 **July** 75:9 99:9,11 149:14 jumped 55:13 166:19 **jumping** 60:16 **June** 12:22 13:3 14:1 55:23 66:9,11 67:5 67:10 68:1 71:5 74:12 99:5 129:10 131:8 150:12

K **Kathleen** 3:2 132:15 132:17 133:11 134:4 150:15 **Kayla** 3:3 39:25 79:23 KC 1:11 **keep** 33:9 61:8 89:3 89:13 108:19 118:5 119:4 189:13 kept 62:20 119:21 130:22 **key** 80:9 186:13 **kids** 25:13 **kiln** 169:1.8 **kilns** 169:4 **kind** 19:16 20:9 29:16 35:4,25 41:1 41:5 42:5,5,6 45:11 50:2,22 55:12 59:9 59:10 63:10 66:7 68:18 69:23 71:1

95:16 98:3 127:15 167:2 174:19 **kinds** 134:20 **know** 9:7 12:7 15:2,3 15:21,23 16:1,4 17:19,20 19:8,12 20:24 22:15 23:11 25:6,12 26:3,20 28:24 29:11 32:10 35:6,7 36:3,4,24,25 38:4 39:15 40:21 41:11 46:19 47:1 48:20 49:11 51:25 53:19 54:6 55:1,4 58:6,8 59:11 60:20 60:22 61:10,23,23 61:24 62:1,16,17 62:23 63:1,7,10,11 63:13,14,17,25 64:4,7,8,14,16,17 65:2 66:8 70:14 71:5 72:1,5,5,7 73:12 75:21 76:6 77:6,19,22 81:9 84:20 85:3 86:15 88:3 92:18,22 98:6 98:8 99:22 101:14 101:23 102:1.14 103:1,9,18,19,20 104:1 105:9,25 106:22 107:20 108:2,12 111:13 115:20 116:3 119:5 121:17 127:16 129:11 132:16 133:6,14 134:16,18 134:20 135:2 136:24 139:11,15 139:23 140:3,5,8 140:11 141:9,12,20 142:2,3,9,23,25 143:7,16,25 144:11 144:11,15 145:23 147:18,21 148:2 149:8 151:7 152:9 153:9 154:13 156:9 156:24 157:9 158:1 158:6,15 160:18 162:20 163:7,13,15 163:21 164:16 165:18,18 167:5,11 167:13,16 168:1,2

160.15 170.6 60	lood 62:15	122.14 155.1 7	160-2 170-5 171-20	62.10.21.64.10.21
168:15 170:6,6,8	lead 62:15	132:14 155:1,7	168:3 170:5 171:20	63:19,21 64:10,21
170:22,24 172:17	leaky 144:25	157:4,12 176:16	174:18,24 175:16	64:25 66:15,20,22
172:19 174:19	leave 8:10,14 33:1	live 25:5 51:20 60:1	looks 12:22 44:23	66:25 67:3,6,13
175:23,25 176:14	36:12 65:2 109:2,6	70:21 100:4,6	49:3 57:13 81:15	68:1,4,8,11 69:5
177:16 178:6,7,10	109:8	124:18	116:9 117:13	70:3,7,11,17 71:11
179:4,9,10,19,24	leaving 36:5	lived 24:16	127:14 132:17	71:20,23 72:9,17
179:24,25 180:5,15	left 82:19 167:22	lobbyists 155:9	lose 172:15	73:7,20 74:24 75:6
180:21,22 181:6,20	legislation 28:15	locate 97:5	lost 31:6,8 34:2	75:11,13,18,24
182:4,25 183:18,19	legitimize 148:1	location 79:6	123:18 133:10	76:8,24 77:2,7 78:2
183:20 184:12	lens 168:11	locations 104:8	152:8 189:21	78:7,14,16,22
185:8,9 187:9	let's 8:16 20:2 68:9	lock 161:24	lot 17:12,17 44:1,13	79:13,20,25 80:4
188:1 189:10 190:7	72:22 105:18,23	logically 178:5	50:2 60:20 65:9	80:12 81:12,15
knowing 21:19 34:12	106:10 112:10,13	long 24:25 31:23	73:12,19 74:20	82:24 83:2,15,19
136:6 143:8 182:20	138:2 146:14 162:8	60:11,21 109:14	83:11 92:22 97:2	83:25 85:15,19,24
knowledge 86:9,15	168:13 178:13,14	122:25 124:18	142:5,6 148:23	86:17 87:1,5,8,16
knowledgeable	178:14 181:24	136:16 137:9	164:9 187:9	88:6,10 89:1,8,10
176:22	letter 36:25	165:24 176:2	love 158:1,14	89:12,16,20,25
known 171:17	letter's 175:8	177:19 182:15	low 21:3 22:12 150:2	90:6,14,20 91:1,5,8
knows 143:18 153:13	letting 140:7	longer 13:9 90:5	lower 18:13 22:2,5	91:12,14,18,23
178:12	level 34:22 42:2,19	142:24 181:13	22:17,18,20 24:14	92:7,9,12,14,16
L	77:13 79:4 84:24	look 18:14 20:16,21	26:16 129:5	93:1,3,10,16 94:4,6
	120:25 163:16	20:23 22:21 25:1	lowest 21:25 77:10	94:9,11,13,25 95:2
LA 19:19	167:3,4	27:16 29:16 31:24	Lynch-Walsh 2:4 4:3	95:14,18,21 96:8
lab 99:20 172:4	light 68:11,12	33:20 34:1 35:1	4:14 5:11,12 7:25	96:11,14 97:7,10
labels 65:15	limit 105:18 106:9,15	39:23 41:2 43:6	8:16,25 9:8 10:5,7	97:19 105:6,13
labored 181:1	107:8,10	44:2 62:12 71:7,8	10:9,11,16,23 11:4	108:21,25 109:5,10
lack 32:18 45:19 47:4	limited 163:13	80:6 82:16 104:17	11:7,11,13,19,23	109:16 110:1,3,5
64:22 163:7	190:11	110:12 111:7	12:1,3,13 13:2,6,14	110:16,23 111:3,10
laid 49:20 163:23	limits 105:11	114:12 117:13	13:18,22,25 14:3	111:13,18 112:7,10
land 24:9 30:15	line 14:8 35:7 62:23	121:9 132:17	14:11,17,20,23,25	112:13,18,22
landscaped 127:17	114:18 115:12	134:10 139:12	15:14,19 16:24	113:17 114:8,17,23
Langan 3:2 132:17	lines 87:9,12	140:17,19,23	17:24 18:20,24	115:6,16 116:12,19
133:4,7,16 134:1,5	link 151:11 189:20	141:19 144:6 145:9	19:7,10 20:3 21:9	117:5,24 118:4,7
135:10,22,25	list 38:13 70:1 72:19	148:12 151:12	21:17,22 25:10,24	118:19,25 119:10
137:23,25 138:13	99:13,24 102:17	153:10 158:22	26:3 27:5,7,10,15	120:7,15,18 121:11
150:18 152:19	103:3 104:22,24	164:10 170:7	27:24 28:1,4,18,23	121:19 122:4,8,22
153:8,23 157:19,22 169:3	117:14 169:11	173:16,18,19,22	29:2,7,10,20 30:11	123:2,8,11,13,15
	172:9 174:3 179:23	174:2,6 177:1,13	32:6 33:11 34:5,15	123:23 124:4,11
language 48:17 92:1 113:25 116:5	182:15 186:22	185:17 186:21	35:14,17,22 36:1,6	125:10,12,17,25
160:22 161:1	listed 167:15,18	looked 18:1 41:6,17	36:19,24 37:5,12	126:6,9,11,13,16
lapse 33:19,21 34:3	listen 110:12	66:3 82:17 132:12	37:16,20,22 38:4,8	126:18,20 127:4,13
_	listening 112:2 177:7	looking 9:15 10:15	38:10,15,18 39:13	127:16,19,23,25
lapsed 33:12,16,17 40:7	listing 79:2 170:2	15:17 26:9 28:22	39:18 40:2,11 41:1	128:6 132:7,22
	172:8 173:5 177:13	29:13 31:12 32:1	41:10 42:21 43:2	133:2,6,8,21,24
large 32:10 34:11 192:5	listings 162:14	41:13 43:23 44:12	43:21 44:9,17 45:1	137:2,13 138:1,7,9
larger 74:2	163:24 167:17	44:13 49:24 53:21	49:23 51:22,25	138:21,24 139:2,14
late 38:12 133:10	168:7 170:21 172:8	55:1 65:10 67:12	52:19,23 53:4,20	140:10,13,25
Lauderdale 1:12,24	literally 52:19	77:5 84:1,18 85:17	54:11,15,23 55:9	141:17 143:10
24:16,21 29:16	little 27:22 31:6 35:4	86:6 112:15 138:23	55:15 56:6,10,14	144:21 145:11
31:20 192:11	35:6 36:8 55:24	142:14 148:6	58:3,17,20 59:1,10 50:13 60:15 61:5	146:9,12,16,23
launched 51:20	68:19 79:11 84:15	151:17 152:19	59:13 60:15 61:5	147:5 152:8,13
iauliciicu 31.20	97:4 118:3 131:2	159:2 162:3 164:19	61:15 62:5 63:3,6	153:21,24 155:22

156:7,16,18 157:1
157:6,20,23 158:11
158:24 159:7,10,16
159:19,22 160:4,11
160:13,18,24 161:4
161:6,9,14,16,23
162:5,7,10,18,23
163:1 165:6 166:15
166:18 168:1 169:5
169:11 170:11,25
171:13 172:21
173:10,24 174:21
174:25 175:6,20
176:3 177:3,24
178:20 179:1 180:4
180:9,16 181:1,19
182:3,17 183:10,19
183:24 186:4,23
187:12,21 188:14
188:23 189:2,4,9
189:16,19 190:23
191:2,5
M
M/WBE 129:5,13,18

130:1,5 147:17 148:7 149:19 154:16,19,22,24 ma'am 19:3 21:22 22:17 27:6 35:21 89:9 119:10 machinations 147:10 **macro** 76:16 77:13 Macy's 104:7 **Madam** 38:9 39:17 43:1 51:10 56:5,16 59:12 61:13 65:8 83:6 94:23 109:12 115:2 119:9 156:15 magically 139:10 main 41:25 74:10 139:25 **maintain** 19:6 101:10 maintaining 21:1 **major** 50:7 making 23:18 53:2 59:20 61:8 66:3 101:2 118:10 119:15 137:18 141:1 160:23 185:9 manage 190:18 management 49:17

122:18 126:24 159:14 171:17 management's 47:24 manager 2:10,11,12 2:23,24 3:4,5 39:25 86:5 102:12 108:17 113:1,13 128:21 166:23 managers 166:24 **mandate** 174:16 mandated 99:5 mandatory 96:23 99:11 183:3 manner 166:4 174:18 manual 62:13 97:8.9 98:22,25 99:1 110:21 112:25 113:2,2,10,18 114:1 115:5,23 116:3 118:8,22 119:1,1,2 120:2,3 122:9,24 **manuals** 118:12 Maplewood 138:11 Mark 2:18 6:19 market 20:24 **Marquardt** 2:13 7:4 7:4 Marte 2:16 7:14,15 7:15 8:9,12 21:12 21:21,23 22:20 23:22 24:3,19 25:19 26:2,16 27:3 27:6,13 28:12,19 29:1,4,8 30:1,5,18 31:2 33:16 34:9 35:21 36:4,8 37:8 38:21,25 39:2,5,11 52:16,21 53:3 54:2 54:2,3,5 56:5,15,16 56:21 57:17,20 59:12,14 60:7 66:19,21,24 67:2,5 74:1,13 75:23

82:25 83:5,6,17,20

84:1 86:25 87:4,6

87:11,15 88:12,19

88:25 89:5,9,11,14

89:17,22 90:3

109:8,12 120:21

Marte's 7:23 188:21

142:19 188:15

15:14 29:23 51:22 55:13,16,17 87:19 109:11 126:3 138:13 141:25 144:2,12 164:4 172:12 176:20 179:19 Mary's 17:25 30:11 112:8 115:17 116:1 118:8 165:6 **massive** 143:17 **match** 114:14 matching 85:21 material 37:11,11,17 37:17 47:10,15 56:4 materializes 30:7 materially 79:8 materials 27:12 80:10 matrix 42:16 56:6 Matt 182:7 matter 174:22 179:14.15 mattered 179:15 **matters** 46:15 **Matthew** 3:5 127:9 **Maximo** 71:19,21 72:5 **Mayersohn** 2:4 5:13 5:15 61:13 65:1,4,5 84:8 96:10,13,15 97:20 98:15,17 100:1,9,13,17 101:13,17,25 102:15 103:16 104:5 105:6,7,8,14 106:25 107:5,7,11 108:7,25 109:1,3 109:25 124:6,7 Mayersohn's 60:16 67:14 McDonald 151:9 152:7 153:6 **MD&A** 34:24,25 mean 17:2 19:10 21:12 22:19 31:24 36:17 42:15 46:23 48:18 49:7 52:18 55:18 56:1 58:9 62:13 63:7,8 65:5

Mary 2:3,21 5:6

66:6 71:17 73:6 75:6 76:3,4 77:12 77:13,19 79:9,16 86:1,19 88:14,15 88:23 89:12 98:1 104:8 119:24 139:1 144:11,12 158:8 166:24,25 168:5 175:8 178:3 179:7 182:5 189:5 meaning 80:25 157:1 169:19 means 54:18 80:21 83:3 87:18 150:4 163:11 meant 47:2 80:10,21 measure 132:11,12 media 74:21 134:19 **Medvin** 2:5 5:16,17 132:19 177:5,6 178:3 179:19.22 meet 27:18,18 57:8 82:18 134:14 147:13 153:19 meeting 1:4 4:5,8,9 4:17 9:2 12:10 14:13 15:10 16:21 17:14 18:6 20:14 26:12 27:1,19,20 28:1 35:19 36:3 72:10,13,24 92:24 93:2,9 117:22 128:19 142:3 161:21 175:8,11 181:5 183:7 184:19 186:5,24 187:5,13 187:20 188:4,11,13 191:6 meetings 16:11 44:21 129:4 139:17 140:18 141:4 142:11 163:3 175:11 185:19 187:1,17 189:22 **MELONI** 2:19 135:21 162:22,25 member 4:19,22 8:17 8:20,22 28:10 43:23,24 99:18 members 2:1 10:8 11:10,25 37:19 92:13 94:10 95:15

123:12 126:17 128:4 161:13 187:7 190:15 members' 7:22 memo 12:17 15:2 33:24 37:5 memorandum 7:23 37:4 memory 128:11 memos 59:17 mention 7:20 8:8 162:4 mentioned 26:23 55:8 64:6 84:13 104:24 128:17 150:9 167:14 168:3 mentioning 55:3 **mentions** 166:22 **Menzul** 2:5 5:18,19 8:22,23,24 9:3,4 53:23,24 54:3,14 54:22,25 55:14 60:18 61:16,17,18 62:7 63:5,8,20,24 64:11,24 68:5 69:5 69:7 70:1,8,13 71:4 71:17,22,24 72:16 85:8.11.16.20 86:1 86:12 87:14,23 88:9,14,23 121:13 121:14,22 122:7,11 156:16 180:6,13,20 181:8,15 182:22,25 183:4,8,15,23 **Meo** 2:3 5:5 12:19 15:3 26:7 34:19,20 37:14 38:9,11,16 38:19,23 39:1,3,9 39:12 45:1,2,5 46:5 46:13 47:10,21 48:12 49:1,20 93:13 94:5,6 160:5 160:9,12 161:8,10 162:11,12 163:1,2 163:20 164:14 165:8 169:25 170:1 170:12 171:1,9 172:25 173:2,11,13 175:5,13,23 176:5 178:22,25 184:4,6 184:18,21,24 185:7 189:7 190:3,10

Meo's 58:4 168:5	module 66:22 67:24	37:10 55:24 64:25	83:20 85:13 86:17	124:13
message 61:1	69:19	73:14 85:9 90:9,10	87:17 88:4 91:19	noncompliance
met 12:14 86:24	modules 67:10,12	90:16 100:15	91:23 92:7,18 94:4	60:23 101:4 171:18
182:14	69:7,14,17,21 70:2	126:10 128:1,3	100:20 101:15	nonphysical 156:22
method 174:21	70:6 71:9	132:18 133:1 144:1	102:6 109:1 113:25	noon 8:11 36:12 65:2
methodology 20:22	mom-and-pops	145:1 178:14	120:15 123:23	116:20
154:16 157:5	155:2	moved 11:1,17,19	126:11 135:14	normal 16:8 44:5
Miami 23:9	moment 44:1	12:3,10 37:13	142:2 144:1 145:22	normally 18:21
Miami-Dade 19:19	Monday 17:12,13	123:5 161:9	157:15 160:15	105:24 106:18
20:1 22:15 23:3	51:17	moving 37:24 73:11	161:6 170:17,24	north 32:20 74:17
24:5,9,10 26:17,21	money 26:5 33:6,7	73:14 89:2 95:17	173:16 176:15	Northeast 142:21
28:20 30:10 31:3,5	68:23 136:3 139:11	123:17 126:22	177:23 178:15	165:15,22,22 169:9
Michele 2:13 7:4	142:5,6 143:14	129:21 130:8,25	179:22 180:8 181:6	171:24 172:19
micro 77:13	147:23 154:8	142:2	185:17 189:19,20	Notary 192:4
mike 41:7 68:8	158:17 178:9,13	MSL 3:4 12:4	189:21,23	note 43:22 53:20
millenniums 24:23	179:23	multiple 51:3 106:4	needed 12:9 58:11	73:3 90:17
million 23:8,10 149:6	monitor 108:18	111:16 121:8	77:15 80:24 116:8	noted 16:22 34:20
149:7,10,24 156:23	113:9,20	166:23	117:11 118:1	48:7 96:5 130:3,19
millions 148:20	monitoring 154:21		153:16 172:11	137:23,25
150:3 155:10	171:15	N	needs 32:16,21 44:1	notes 8:15 93:9
176:14 185:15,16	monopolize 105:9	Nakia 2:11 7:12	46:3 47:5 50:6 77:5	189:14 192:9
mind 99:1 133:11	month 13:13 44:13	name 9:3 24:4 45:3	85:14 86:5 121:15	noticed 18:25
149:9	44:14 102:4,23	54:1 121:9 135:14	122:2 136:11	noticing 160:16
minded 178:5	151:3	146:2 165:16	146:20 168:8	November 4:7 12:8
mine 116:22 126:4	monthly 75:15,23,24	Nathalie 2:4 5:11	negative 5:7 145:9	15:10,13 40:8,17
144:15	76:2 105:12 106:14	127:14 131:25	negatively 154:24	44:16 128:12,18
minimum 18:18	107:2,8,10 130:15	164:6	neighbors 32:19	number 8:6,19 9:16
20:10 79:3 80:23	131:5,7 151:2	Nathalie's 50:15	never 9:13,23 15:9	9:23 16:15 23:4
82:18 84:4	153:12	nation 19:13	18:18 49:5 150:4	24:8 28:13 32:9,17
minority 148:8	months 75:3 186:8	nationwide 30:25	155:16 156:10,12	33:8 34:18 36:16
minority-owned	morning 4:3,24 7:18	31:14	new 4:5,22 8:22	37:18 38:7 39:16
151:13	15:19,20 18:3,4	nature 47:16 183:5	16:19 24:3 28:10	42:12 49:24 50:25
minute 164:16	26:11 41:9,10	nauseam 147:20	30:13 37:11,17	51:5 55:2,23,24
minutes 10:16,25	motion 10:24 11:15	near 24:11 32:10	38:14,15 43:22,24	57:23 58:10,12
11:5,9,15,24 109:2	36:21 37:13 53:18	74:1 97:2	54:6 62:11 69:20	59:2,5 61:19 65:11
109:6 119:6 123:24	90:13 92:1,16,20	nearly 133:10	74:4,9,16 99:10	73:3,7,22,22 81:16
172:24 180:11	93:25 94:2,13	necessarily 24:22	127:7 128:16,22	81:17,21 90:11
missed 84:12	118:16 119:6	62:8 76:15 165:14	135:3 139:24	105:12,14 111:2
missing 65:10 80:9	120:11 126:20	necessary 60:24	142:21 143:2 144:3	126:23 127:5 129:3
83:23 118:15	161:3,16 175:22	74:19 98:2 177:10	144:7 179:13	130:25 133:9 138:2
123:18	182:22 183:11,21	177:20	newest 8:17 70:19	138:5,7,8 147:6
mission 29:9	188:25 189:20	necks 132:24	news 165:23	148:14 155:21
mistake 137:19	190:21,23,25	need 4:15 8:10,14,17	nice 43:23 64:3	156:21 161:17,22
mistaken 52:1	motions 183:3	9:13 10:24 11:15	nickeled 181:2	163:3 172:3,13
mistakes 62:2	Motiwala 2:17 6:8,8	23:18 30:5 32:2	night 13:8 17:6,23	numbers 31:8 133:12
misunderstanding	12:25 13:1,5,11,17	33:9 34:1 36:14,16	104:10 133:10	133:24 148:24
82:6	13:21,23 14:2,7,15	36:21 37:12 47:3	165:23,23,24	153:19 157:8
mixed 127:15	14:18,22,24 24:2	49:11 55:4 63:12	nobody's 96:12	Nutrition 122:17
mode 99:8	27:4 89:11,14,17	63:16 65:1,22 69:1	143:19	
models 154:20	89:21 90:5	70:11,13 71:7	nodding 165:18	0
modifications 130:10	move 9:16 10:2 25:8	72:24 74:8 76:23	174:7	object 161:1
mounications 150.10				
130:13	32:12,13 36:8	77:3 79:21 80:7	non-instructional	objection 120:23

,
objective 45:5 47:22
49:5
objectives 45:6 47:25
74:10 162:12
obligation 179:17
observation 46:10,10
47:17 65:6 128:10
128:14,16,22 129:2
130:25 138:5 147:5
172:4
observations 42:3,6,9
42:12 45:11,25
46:16 55:2 84:14
127:8,8 128:23
130:8,11
obtain 79:6 81:10
86:20 102:5 170:23
171:14
obtaining 100:25
obvious 140:4
obviously 16:11 21:2
33:3 44:20 51:18
66:9 93:24 101:20
103:6,8,10 107:16
117:23 152:23
166:8 189:10
OCA's 184:8
OCA's 184:8 occasionally 155:6
OCA's 184:8 occasionally 155:6
OCA's 184:8 occasionally 155:6 occurred 16:25
OCA's 184:8 occasionally 155:6 occurred 16:25 occurring 30:17
OCA's 184:8 occasionally 155:6 occurred 16:25 occurring 30:17 63:23
OCA's 184:8 occasionally 155:6 occurred 16:25 occurring 30:17 63:23 October 10:17,17,25
OCA's 184:8 occasionally 155:6 occurred 16:25 occurring 30:17 63:23 October 10:17,17,25 11:9,13,15,24
OCA's 184:8 occasionally 155:6 occurred 16:25 occurring 30:17 63:23 October 10:17,17,25
OCA's 184:8 occasionally 155:6 occurred 16:25 occurring 30:17 63:23 October 10:17,17,25 11:9,13,15,24 13:11,16,22 14:12
OCA's 184:8 occasionally 155:6 occurred 16:25 occurring 30:17 63:23 October 10:17,17,25 11:9,13,15,24 13:11,16,22 14:12 14:21 26:15,15
OCA's 184:8 occasionally 155:6 occurred 16:25 occurring 30:17 63:23 October 10:17,17,25 11:9,13,15,24 13:11,16,22 14:12 14:21 26:15,15 off-line 17:3
OCA's 184:8 occasionally 155:6 occurred 16:25 occurring 30:17 63:23 October 10:17,17,25 11:9,13,15,24 13:11,16,22 14:12 14:21 26:15,15 off-line 17:3 offend 165:16
OCA's 184:8 occasionally 155:6 occurred 16:25 occurring 30:17 63:23 October 10:17,17,25 11:9,13,15,24 13:11,16,22 14:12 14:21 26:15,15 off-line 17:3 offend 165:16 offense 102:19,19
OCA's 184:8 occasionally 155:6 occurred 16:25 occurring 30:17 63:23 October 10:17,17,25 11:9,13,15,24 13:11,16,22 14:12 14:21 26:15,15 off-line 17:3 offend 165:16
OCA's 184:8 occasionally 155:6 occurred 16:25 occurring 30:17 63:23 October 10:17,17,25 11:9,13,15,24 13:11,16,22 14:12 14:21 26:15,15 off-line 17:3 offend 165:16 offense 102:19,19
OCA's 184:8 occasionally 155:6 occurred 16:25 occurring 30:17 63:23 October 10:17,17,25 11:9,13,15,24 13:11,16,22 14:12 14:21 26:15,15 off-line 17:3 offend 165:16 offense 102:19,19 154:14 offer 45:22
OCA's 184:8 occasionally 155:6 occurred 16:25 occurring 30:17 63:23 October 10:17,17,25 11:9,13,15,24 13:11,16,22 14:12 14:21 26:15,15 off-line 17:3 offend 165:16 offense 102:19,19 154:14 offer 45:22 office 2:7 6:23,25 7:2
OCA's 184:8 occasionally 155:6 occurred 16:25 occurring 30:17 63:23 October 10:17,17,25 11:9,13,15,24 13:11,16,22 14:12 14:21 26:15,15 off-line 17:3 offend 165:16 offense 102:19,19 154:14 offer 45:22 office 2:7 6:23,25 7:2 7:4,6,8,12,24 98:23
OCA's 184:8 occasionally 155:6 occurred 16:25 occurring 30:17 63:23 October 10:17,17,25 11:9,13,15,24 13:11,16,22 14:12 14:21 26:15,15 off-line 17:3 offend 165:16 offense 102:19,19 154:14 offer 45:22 office 2:7 6:23,25 7:2 7:4,6,8,12,24 98:23 101:12 102:12
OCA's 184:8 occasionally 155:6 occurred 16:25 occurring 30:17 63:23 October 10:17,17,25 11:9,13,15,24 13:11,16,22 14:12 14:21 26:15,15 off-line 17:3 offend 165:16 offense 102:19,19 154:14 offer 45:22 office 2:7 6:23,25 7:2 7:4,6,8,12,24 98:23 101:12 102:12 151:8 152:2,4
OCA's 184:8 occasionally 155:6 occurred 16:25 occurring 30:17 63:23 October 10:17,17,25 11:9,13,15,24 13:11,16,22 14:12 14:21 26:15,15 off-line 17:3 offend 165:16 offense 102:19,19 154:14 offer 45:22 office 2:7 6:23,25 7:2 7:4,6,8,12,24 98:23 101:12 102:12 151:8 152:2,4 184:16 186:2
OCA's 184:8 occasionally 155:6 occurred 16:25 occurring 30:17 63:23 October 10:17,17,25 11:9,13,15,24 13:11,16,22 14:12 14:21 26:15,15 off-line 17:3 offend 165:16 offense 102:19,19 154:14 offer 45:22 office 2:7 6:23,25 7:2 7:4,6,8,12,24 98:23 101:12 102:12 151:8 152:2,4 184:16 186:2 office's 185:21
OCA's 184:8 occasionally 155:6 occurred 16:25 occurring 30:17 63:23 October 10:17,17,25 11:9,13,15,24 13:11,16,22 14:12 14:21 26:15,15 off-line 17:3 offend 165:16 offense 102:19,19 154:14 offer 45:22 office 2:7 6:23,25 7:2 7:4,6,8,12,24 98:23 101:12 102:12 151:8 152:2,4 184:16 186:2 office's 185:21
OCA's 184:8 occasionally 155:6 occurred 16:25 occurring 30:17 63:23 October 10:17,17,25 11:9,13,15,24 13:11,16,22 14:12 14:21 26:15,15 off-line 17:3 offend 165:16 offense 102:19,19 154:14 offer 45:22 office 2:7 6:23,25 7:2 7:4,6,8,12,24 98:23 101:12 102:12 151:8 152:2,4 184:16 186:2 office's 185:21 officer 2:16,17 6:13
OCA's 184:8 occasionally 155:6 occurred 16:25 occurring 30:17 63:23 October 10:17,17,25 11:9,13,15,24 13:11,16,22 14:12 14:21 26:15,15 off-line 17:3 offend 165:16 offense 102:19,19 154:14 offer 45:22 office 2:7 6:23,25 7:2 7:4,6,8,12,24 98:23 101:12 102:12 151:8 152:2,4 184:16 186:2 office's 185:21 officer 2:16,17 6:13 38:14,15,17 39:5
OCA's 184:8 occasionally 155:6 occurred 16:25 occurring 30:17 63:23 October 10:17,17,25 11:9,13,15,24 13:11,16,22 14:12 14:21 26:15,15 off-line 17:3 offend 165:16 offense 102:19,19 154:14 offer 45:22 office 2:7 6:23,25 7:2 7:4,6,8,12,24 98:23 101:12 102:12 151:8 152:2,4 184:16 186:2 office's 185:21 officer 2:16,17 6:13 38:14,15,17 39:5 75:3 89:23
OCA's 184:8 occasionally 155:6 occurred 16:25 occurring 30:17 63:23 October 10:17,17,25 11:9,13,15,24 13:11,16,22 14:12 14:21 26:15,15 off-line 17:3 offend 165:16 offense 102:19,19 154:14 offer 45:22 office 2:7 6:23,25 7:2 7:4,6,8,12,24 98:23 101:12 102:12 151:8 152:2,4 184:16 186:2 office's 185:21 officer 2:16,17 6:13 38:14,15,17 39:5 75:3 89:23 officers 38:13
OCA's 184:8 occasionally 155:6 occurred 16:25 occurring 30:17 63:23 October 10:17,17,25 11:9,13,15,24 13:11,16,22 14:12 14:21 26:15,15 off-line 17:3 offend 165:16 offense 102:19,19 154:14 offer 45:22 office 2:7 6:23,25 7:2 7:4,6,8,12,24 98:23 101:12 102:12 151:8 152:2,4 184:16 186:2 office's 185:21 officer 2:16,17 6:13 38:14,15,17 39:5 75:3 89:23 officers 38:13 oh 7:25 13:25 25:11
OCA's 184:8 occasionally 155:6 occurred 16:25 occurring 30:17 63:23 October 10:17,17,25 11:9,13,15,24 13:11,16,22 14:12 14:21 26:15,15 off-line 17:3 offend 165:16 offense 102:19,19 154:14 offer 45:22 office 2:7 6:23,25 7:2 7:4,6,8,12,24 98:23 101:12 102:12 151:8 152:2,4 184:16 186:2 office's 185:21 officer 2:16,17 6:13 38:14,15,17 39:5 75:3 89:23 officers 38:13

34:19 36:16 50:12
55:9 62:5 78:16
83:19 90:14 91:1
94:1 103:18 111:3
111:13 117:5
123:18 127:25
131:22 133:2
140:19 152:18
156:18 160:13,18
150.16 100.15,16
160:24 162:6,10,18
167:22 169:11
170:3 172:24 177:5
178:25 183:12
186:5 189:2
okay 5:8 8:16,25 9:8
10:3,4,5,11,23 11:1
11:13,19 12:13,19
13:2,6,14 14:3,11
14:17,20,25 18:24
21:18 25:24 26:1
27:15 28:4,11 29:1
29:8 31:10 33:11
34:15,17 35:22
37:12,22,23 38:23
39:3,16 40:2,11
41:7 43:19 44:22
45:1 46:13 49:1,22
50:14,14 54:3
55:18 56:8,20
57:12,24 58:24
60:3,19 64:25 68:1
69.4 75.11 76.10
68:4 75:11 76:10
76:19,24 77:2,7
78:7 80:6,12,20
81:15 87:1,5,16
89:1,10,20,25 90:6
90:9,14,16 91:5,15
91:18 92:7,16 93:1
93:23 94:3,4,13,25
96:14 98:19 100:17
101:13 102:15
105:8 107:11 110:4
111:5 112:12,19,20
111.3 112.12,19,20
113:17 114:8,23
115:9 116:19 118:7
120:15 121:11
122.7 122.5 7 15
122.7 123.3,7,13
124:4,11 125:12,25
122:7 123:5,7,15 124:4,11 125:12,25 126:6,11 127:13,21
128:6,8,15 132:10
122.7 125.75 120.1
133:7 135:25 138:1
138:7 143:12,17

144:1,20 145:11
151:14,21 152:12
152:12 156:20
159:18,18,21,25
160:4 161:4,9
162:1,10,22,23,25
163:1 164:8,13
166:14,18 172:24
173:15 180:11
173:15 180:11 183:23 184:5
185:16 186:4
188:18 189:25
old 37:11,17
older 172:6
Oleg 6:7
on-line 14:14 26:12
59:23 99:19 100:4
once 57:6,7 61:23
67:22 106:23
135:19 144:15
one 103:25
ones 19:18 100:24
106:12 108:14
135:12 155:7
158:25 165:20
174:3
open 129:1 130:11
opening 130:23
operate 16:12 19:14
operating 47:7 54:17
89:23
operational 52:16,18
52:21
Operations 2:12,16
2:18,20,23 6:11,18
6:20 7:16 36:10
75:5 86:11 88:13
89:6,7,15,18,19
opine 166:12
opining 48:12,13
opinion 48:19,21,22
49:8 65:6 66:10
137:5
opportunity 16:5
opposed 10:9 11:11
12:1 37:20 66:3
92:14 94:11 123:13
126:18 158:16
161:14
optimistic 136:4
opting 33:4
order 4:9,10,21

41:15 42:10 43:13 50:3,23 88:21 99:15 133:12 163:22 169:4 **ordered** 181:9 orders 41:23 43:5 105:16 130:12,18 **org** 39:6 89:2,13 organized 50:5 oriented 45:16 **original** 166:11 175:16 originally 117:21 128:18 originated 134:4 **originating** 79:6 80:2 outcome 144:8 outcomes 156:11 **outlets** 172:13 **outline** 70:6 71:1 **Outlook** 189:23 outreach 156:9,10 outside 10:15 20:23 185:14.15 overall 32:1 42:6,7 158:15 overarching 64:22 overlap 122:2 **overly** 136:3 overpaid 124:22 125:2 oversee 100:21 108:9 108:16 overseeing 190:7 oversees 98:21 113:3 overspent 143:19 overstep 114:7 **overview** 127:20 128:14 **owner** 77:4 ownership 121:18 P

P-card 96:15 97:8,15 97:23 98:4,21,21 99:15 100:21 101:18 102:9,10 103:23 104:1 105:10 106:14 107:15,21,22,24 110:22 112:23,25 113:2,17 114:1,2

115:23 116:3 118:8 118:19,20,21,23,24 119:7,11,17 120:1 120:2,6,13,14,21 121:2 122:13,20 **P-cards** 96:21 100:22 100:23 104:5 106:9 113:3 118:9 120:1 121:25 **p.m** 1:15 191:6 **PA** 77:8,10 82:17 **PA's** 82:14 **package** 8:3 40:10 44:21,24 packages 130:16 131:7,11 packet 43:24,25 44:12 150:17 186:6 packets 44:15 page 50:10,12 55:2 65:13 75:12 76:13 78:24 84:1 85:17 86:19 88:1 109:19 109:21 111:5,6 112:11,19 117:4,5 124:1,8 129:3 130:9,25 138:23,23 150:7 154:15 161:20 185:1,4,6 186:2,13 pages 8:5,6,6 35:5 39:21,23 42:3 122:24 130:7 **paid** 124:23 125:10 125:15 137:13 147:23 148:20 155:4,11 157:25 158:7,14 **Palm** 19:10 20:3 22:16 23:2,7,20 24:4,8,12 26:17,21 28:20 30:10 31:7 **paper** 118:5 **papers** 15:17 **parent** 137:11 **parents** 33:1,4 Parkland 189:8 part 18:4,12 25:20 45:17 50:23 53:17 54:14,16 59:14,15 59:20 62:9 66:7

71:15 79:16 83:17

83:18 93:17 97:11
99:2 100:10 106:7
117:20 118:12,16
120:21 121:2
122:15,15,16,17,17
122:18,18 129:16
141:4 146:1 152:20
156:13 167:7,20,21
168:7 173:21
181:13 190:19
part-time 125:24
133:5
partially 129:1
participation 56:9
129:5,19 130:5
147:17 148:15,16
149:16,20 150:12
154:18
particular 46:8 84:1
87:25 102:13
114:16 116:20
153:18 157:13
163:17
particularly 106:11
_ ·
108:16 136:8
175:13
partner 39:24
parts 41:25 71:2
party 131:25
passed 104:18 117:23
passed 104:18 117:23 passes 10:11 37:22
passed 104:18 117:23 passes 10:11 37:22 92:16 123:15
passed 104:18 117:23 passes 10:11 37:22
passed 104:18 117:23 passes 10:11 37:22 92:16 123:15
passed 104:18 117:23 passes 10:11 37:22 92:16 123:15 126:20 161:16 path 20:8
passed 104:18 117:23 passes 10:11 37:22 92:16 123:15 126:20 161:16 path 20:8 pattern 176:6
passed 104:18 117:23 passes 10:11 37:22 92:16 123:15 126:20 161:16 path 20:8 pattern 176:6 Pavel 2:5 5:18 8:22
passed 104:18 117:23 passes 10:11 37:22 92:16 123:15 126:20 161:16 path 20:8 pattern 176:6 Pavel 2:5 5:18 8:22 9:3 28:9 87:22
passed 104:18 117:23 passes 10:11 37:22 92:16 123:15 126:20 161:16 path 20:8 pattern 176:6 Pavel 2:5 5:18 8:22 9:3 28:9 87:22 pay 107:14,16 130:15
passed 104:18 117:23 passes 10:11 37:22 92:16 123:15 126:20 161:16 path 20:8 pattern 176:6 Pavel 2:5 5:18 8:22 9:3 28:9 87:22
passed 104:18 117:23 passes 10:11 37:22 92:16 123:15 126:20 161:16 path 20:8 pattern 176:6 Pavel 2:5 5:18 8:22 9:3 28:9 87:22 pay 107:14,16 130:15
passed 104:18 117:23 passes 10:11 37:22 92:16 123:15 126:20 161:16 path 20:8 pattern 176:6 Pavel 2:5 5:18 8:22 9:3 28:9 87:22 pay 107:14,16 130:15 150:4,5,6 155:5,10 180:25 185:14
passed 104:18 117:23 passes 10:11 37:22 92:16 123:15 126:20 161:16 path 20:8 pattern 176:6 Pavel 2:5 5:18 8:22 9:3 28:9 87:22 pay 107:14,16 130:15 150:4,5,6 155:5,10 180:25 185:14 payable 85:25
passed 104:18 117:23 passes 10:11 37:22 92:16 123:15 126:20 161:16 path 20:8 pattern 176:6 Pavel 2:5 5:18 8:22 9:3 28:9 87:22 pay 107:14,16 130:15 150:4,5,6 155:5,10 180:25 185:14 payable 85:25 paying 68:20 156:12
passed 104:18 117:23 passes 10:11 37:22 92:16 123:15 126:20 161:16 path 20:8 pattern 176:6 Pavel 2:5 5:18 8:22 9:3 28:9 87:22 pay 107:14,16 130:15 150:4,5,6 155:5,10 180:25 185:14 payable 85:25 paying 68:20 156:12 payment 149:24
passed 104:18 117:23 passes 10:11 37:22 92:16 123:15 126:20 161:16 path 20:8 pattern 176:6 Pavel 2:5 5:18 8:22 9:3 28:9 87:22 pay 107:14,16 130:15 150:4,5,6 155:5,10 180:25 185:14 payable 85:25 paying 68:20 156:12
passed 104:18 117:23 passes 10:11 37:22 92:16 123:15 126:20 161:16 path 20:8 pattern 176:6 Pavel 2:5 5:18 8:22 9:3 28:9 87:22 pay 107:14,16 130:15 150:4,5,6 155:5,10 180:25 185:14 payable 85:25 paying 68:20 156:12 payment 149:24 154:12 payments 149:6,10
passed 104:18 117:23 passes 10:11 37:22 92:16 123:15 126:20 161:16 path 20:8 pattern 176:6 Pavel 2:5 5:18 8:22 9:3 28:9 87:22 pay 107:14,16 130:15 150:4,5,6 155:5,10 180:25 185:14 payable 85:25 paying 68:20 156:12 payment 149:24 154:12
passed 104:18 117:23 passes 10:11 37:22 92:16 123:15 126:20 161:16 path 20:8 pattern 176:6 Pavel 2:5 5:18 8:22 9:3 28:9 87:22 pay 107:14,16 130:15 150:4,5,6 155:5,10 180:25 185:14 payable 85:25 paying 68:20 156:12 payment 149:24 154:12 payments 149:6,10 149:12
passed 104:18 117:23 passes 10:11 37:22 92:16 123:15 126:20 161:16 path 20:8 pattern 176:6 Pavel 2:5 5:18 8:22 9:3 28:9 87:22 pay 107:14,16 130:15 150:4,5,6 155:5,10 180:25 185:14 payable 85:25 paying 68:20 156:12 payment 149:24 154:12 payments 149:6,10 149:12 payroll 94:19 95:7,19
passed 104:18 117:23 passes 10:11 37:22 92:16 123:15 126:20 161:16 path 20:8 pattern 176:6 Pavel 2:5 5:18 8:22 9:3 28:9 87:22 pay 107:14,16 130:15 150:4,5,6 155:5,10 180:25 185:14 payable 85:25 paying 68:20 156:12 payment 149:24 154:12 payments 149:6,10 149:12 payroll 94:19 95:7,19 96:1 123:17,20
passed 104:18 117:23 passes 10:11 37:22 92:16 123:15 126:20 161:16 path 20:8 pattern 176:6 Pavel 2:5 5:18 8:22 9:3 28:9 87:22 pay 107:14,16 130:15 150:4,5,6 155:5,10 180:25 185:14 payable 85:25 paying 68:20 156:12 payment 149:24 154:12 payments 149:6,10 149:12 payroll 94:19 95:7,19 96:1 123:17,20 125:6,7 155:5
passed 104:18 117:23 passes 10:11 37:22 92:16 123:15 126:20 161:16 path 20:8 pattern 176:6 Pavel 2:5 5:18 8:22 9:3 28:9 87:22 pay 107:14,16 130:15 150:4,5,6 155:5,10 180:25 185:14 payable 85:25 paying 68:20 156:12 payment 149:24 154:12 payments 149:6,10 149:12 payroll 94:19 95:7,19 96:1 123:17,20 125:6,7 155:5 pens 158:5
passed 104:18 117:23 passes 10:11 37:22 92:16 123:15 126:20 161:16 path 20:8 pattern 176:6 Pavel 2:5 5:18 8:22 9:3 28:9 87:22 pay 107:14,16 130:15 150:4,5,6 155:5,10 180:25 185:14 payable 85:25 paying 68:20 156:12 payment 149:24 154:12 payments 149:6,10 149:12 payroll 94:19 95:7,19 96:1 123:17,20 125:6,7 155:5 pens 158:5 people 25:5 35:10
passed 104:18 117:23 passes 10:11 37:22 92:16 123:15 126:20 161:16 path 20:8 pattern 176:6 Pavel 2:5 5:18 8:22 9:3 28:9 87:22 pay 107:14,16 130:15 150:4,5,6 155:5,10 180:25 185:14 payable 85:25 paying 68:20 156:12 payment 149:24 154:12 payments 149:6,10 149:12 payroll 94:19 95:7,19 96:1 123:17,20 125:6,7 155:5 pens 158:5

57:15 58:6,13,22
59:22 60:5 61:9
65:1,9 71:6 72:6 73:13 88:2,15
103:14 104:23
109:1 118:13 119:5 120:10 121:7
120:10 121:7
135:13,17 140:21
141:1 144:9,18 145:2,13,14 146:4
147:15 154:6 155:4
155:9 162:19 176:1
177:18 178:4 179:15 180:11
percent 12:24 13:4
Dercent 12:24 13:4 13:21,22,25 14:2,6
14:8,10,22 18:18
19:1 22:3,22 26:13 26:18 33:7 59:21
129:14,19 138:20
147:9,16 149:7,12
149:17,25 154:12 155:12
percentage 18:15
19:6 21:3 33:15,17
34:13 129:14
percentages 21:24 22:4 28:21 150:24
perception 81:6
perfect 73:18 139:10
perform 110:10 111:9,15 149:2
164:17 168:6
performed 114:6
128:23 163:18,22
164:16 168:16 169:19 170:9
performing 125:14
153:3
performs 109:23 113:8,19
period 31:21 43:11
43:15,16 74:25
75:7,9 89:22 90:4 128:10,16 131:8
179:3
periods 138:3
person 64:5 100:7
102:24 103:8 107:18 114:13 21
107:18 114:13,21

133:11,14 152:10

personal 32:9 66:10
102:6
personally 20:7
143:7 152:6
personnel 154:14
perspective 47:18
49:13 82:23
pertain 9:17 pertained 115:20
pertained 113.20 pertaining 117:10
pertains 159:22
pest 65:15 85:15,16
Peter 2:6 5:23 158:6
Peter's 73:16
phantom 28:8
phases 145:22 167:12
167:13
Phillips 2:16 6:4,4
8:14 67:8,9,22 68:3
69:11 70:5,23 71:8
phone 5:1,6,14 124:6
phrasing 174:17 Phyllis 5:20 78:14
Phyllis's 62:5
physical 2:18,23 6:17
6:20 36:9 86:11
88:6
pick 43:7,17 58:24
165:16
picked 64:13
picking 170:23
piece 45:15 74:3
75:19
pieces 29:4 71:3 80:9
piggyback 74:13
pin 51:22 pitiful 33:8
place 32:25 58:14
59:9 60:6 61:7 66:2
71:12 79:1 98:11
107:22
plain 161:3
Plains 113:5
plan 9:22 71:9
129:18,21 153:18
154:17 163:8
167:17 168:23
186:9
planning 31:20 161:19 167:11
plans 163:23
plant 2:18,23 6:17,20
Piulit 2.10,23 0.17,20

36:10 86:11 88:6
Plantation 25:11
play 166:24
playground 141:10
please 6:14 8:25 19:9
39:23 92:10 111:22
132:23
pleased 143:1
Pledge 4:10,13
plenty 72:18
PM 134:8,9 PM/OR 131:1 134:14
138:5 150:11
154:18
PMs 130:21
PO 62:17 64:1 85:22
86:7
pocket 158:3
pockets 158:4
point 16:1,25 17:17
17:25 45:13 50:20
59:2 60:16,24
61:19 63:11 65:20
67:15,19 73:5,10
73:16 76:3,6 78:7
89:25 92:25 110:9
111:7 116:2 145:8
149:19 150:23
158:18 160:22
165:21 167:18
168:5 169:18
177:23 179:6
180:16 190:24
pointed 17:25 142:11
points 131:17 186:21
policies 52:17 55:3,7
93:14,16 113:9
117:10,12 121:9
policy 13:9 18:19
45:20 46:2 47:9 52:7,22,23 64:7
74:5 99:1 118:9,11
118:13,15,18,19,22
118:23,24,25 119:1
119:8,12,13,13,17
119:23,24,25 120:3
120:6,10,14,22
121:3,7,20,21
122:5,9,14,14,21
123:1,4,9 125:8
188:13,21
pool 74:6,9,11,18
-

poor 77:16 139:21
140:21
population 21:5
43:10
portion 21:7
POs 121:23
position 39:3,6 143:6
positions 34:6,13
124:19 125:4,13,19 125:23
positive 143:21,24 possible 15:25 16:3
29:11
possibly 22:22 26:18
posted 14:16
postponed 99:8
posts 27:13
potential 154:19
171:17
potentially 30:14
86:5 121:16
PPO 40:2,4 53:5
76:18 80:16,17
81:3,6,7,22,24 82:4
82:10,11 83:23
86:23 94:24 104:9
106:10,12 108:16
practice 52:18,22
55:7 88:19 117:8
practices 16:8 54:9
55:7 69:23 70:8
169:13,15
Pre-Construction
2:19
Precisely 171:9
preference 42:23
preparation 34:21 prepared 128:18
185:20 188:8
present 5:19,22
20:13 29:12
presentation 12:12
23:13,17 26:25
28:12,14 35:25
presented 12:8 13:12
15:13 43:4,7 65:25
91:16 165:2
presenting 48:22
pretty 21:3,13 50:7
preventing 52:10
prevention 65:16
previous 20:16 73:13

Q

,
125:5 129:4 174:13
previously 13:15
60:14 129:4
price 77:10
primarily 145:20
188:13
primes 149:1,2,16,23
155:4
principal 101:18
102:12 134:8,14
principals 135:13
145:21
print 15:23
printed 15:17 16:16
prior 16:20 21:16
99:6 101:22 124:16
127:8 128:23,24
130:8,25 138:3,5
175:11 176:9
prioritization 166:11
priority 163:21 170:9
170:10 171:2,3
Pritykina 2:12 7:6,6
Proano 6:16,16
probably 34:15
39:14 49:7,25 50:1
55:20 70:23 72:20
113:25 123:2
132:25 153:1 175:2
179:20 182:19
problem 16:13 59:8
67:14 75:25 82:8
82:12 117:14
144:18
problems 177:9
procedure 54:17
55:3 122:10
procedures 54:10
55:7 58:1,2,15,16
61:2 113:10 118:11
167:15 168:12
171:15
proceed 42:20
proceedings 4:1
192:7
process 39:20 41:14
41:20 43:10 44:6
45:22 50:4 51:4
52:5,16 57:15
61:25 63:23 69:13
76:14,16 77:8 78:6
79:13,22 96:16

97:21 98:18 101:3
102:14,16 103:11
105:23 107:15
108:16,19 112:14
130:4,21 131:19
processes 50:4 58:12
63:12 71:13,15
99:12,22 171:15
procure 76:23 Procure-To-Pay
69:17
procured 69:25 procurement 2:21
7:19 9:22 36:7,9
39:20 40:3 41:12
41:13 42:8 51:12
52:24 72:11,14
76:25 77:1 80:12
81:3 83:9,13 89:18
90:1 96:24 98:20
105:23 119:13
procurement-related
84:11
procuring 69:17
1 1 1 1 7 0 0
produced 147:22
produced 147:22 product 86:8 136:25
product 86:8 136:25 137:17
product 86:8 136:25 137:17 professionals 25:12
product 86:8 136:25 137:17 professionals 25:12 program 32:24 36:13
product 86:8 136:25 137:17 professionals 25:12 program 32:24 36:13 98:21 100:21
product 86:8 136:25 137:17 professionals 25:12 program 32:24 36:13 98:21 100:21 109:23 113:7,18,21
product 86:8 136:25 137:17 professionals 25:12 program 32:24 36:13 98:21 100:21 109:23 113:7,18,21 126:24 131:7
product 86:8 136:25 137:17 professionals 25:12 program 32:24 36:13 98:21 100:21 109:23 113:7,18,21 126:24 131:7 132:18 133:13
product 86:8 136:25 137:17 professionals 25:12 program 32:24 36:13 98:21 100:21 109:23 113:7,18,21 126:24 131:7 132:18 133:13 134:4,5,6 148:22
product 86:8 136:25 137:17 professionals 25:12 program 32:24 36:13 98:21 100:21 109:23 113:7,18,21 126:24 131:7 132:18 133:13 134:4,5,6 148:22 149:20,21 152:25
product 86:8 136:25 137:17 professionals 25:12 program 32:24 36:13 98:21 100:21 109:23 113:7,18,21 126:24 131:7 132:18 133:13 134:4,5,6 148:22 149:20,21 152:25 153:22 157:18,24
product 86:8 136:25 137:17 professionals 25:12 program 32:24 36:13 98:21 100:21 109:23 113:7,18,21 126:24 131:7 132:18 133:13 134:4,5,6 148:22 149:20,21 152:25 153:22 157:18,24 159:23 163:15
product 86:8 136:25 137:17 professionals 25:12 program 32:24 36:13 98:21 100:21 109:23 113:7,18,21 126:24 131:7 132:18 133:13 134:4,5,6 148:22 149:20,21 152:25 153:22 157:18,24 159:23 163:15 167:1
product 86:8 136:25 137:17 professionals 25:12 program 32:24 36:13 98:21 100:21 109:23 113:7,18,21 126:24 131:7 132:18 133:13 134:4,5,6 148:22 149:20,21 152:25 153:22 157:18,24 159:23 163:15 167:1 program-wide
product 86:8 136:25 137:17 professionals 25:12 program 32:24 36:13 98:21 100:21 109:23 113:7,18,21 126:24 131:7 132:18 133:13 134:4,5,6 148:22 149:20,21 152:25 153:22 157:18,24 159:23 163:15 167:1 program-wide 148:15,15 154:4
product 86:8 136:25 137:17 professionals 25:12 program 32:24 36:13 98:21 100:21 109:23 113:7,18,21 126:24 131:7 132:18 133:13 134:4,5,6 148:22 149:20,21 152:25 153:22 157:18,24 159:23 163:15 167:1 program-wide 148:15,15 154:4 programs 132:2
product 86:8 136:25 137:17 professionals 25:12 program 32:24 36:13 98:21 100:21 109:23 113:7,18,21 126:24 131:7 132:18 133:13 134:4,5,6 148:22 149:20,21 152:25 153:22 157:18,24 159:23 163:15 167:1 program-wide 148:15,15 154:4 programs 132:2 progress 60:20 75:14
product 86:8 136:25 137:17 professionals 25:12 program 32:24 36:13 98:21 100:21 109:23 113:7,18,21 126:24 131:7 132:18 133:13 134:4,5,6 148:22 149:20,21 152:25 153:22 157:18,24 159:23 163:15 167:1 program-wide 148:15,15 154:4 programs 132:2 progress 60:20 75:14 75:20 76:1 131:20
product 86:8 136:25 137:17 professionals 25:12 program 32:24 36:13 98:21 100:21 109:23 113:7,18,21 126:24 131:7 132:18 133:13 134:4,5,6 148:22 149:20,21 152:25 153:22 157:18,24 159:23 163:15 167:1 program-wide 148:15,15 154:4 programs 132:2 progress 60:20 75:14 75:20 76:1 131:20 project 29:22 67:11
product 86:8 136:25 137:17 professionals 25:12 program 32:24 36:13 98:21 100:21 109:23 113:7,18,21 126:24 131:7 132:18 133:13 134:4,5,6 148:22 149:20,21 152:25 153:22 157:18,24 159:23 163:15 167:1 program-wide 148:15,15 154:4 programs 132:2 progress 60:20 75:14 75:20 76:1 131:20 project 29:22 67:11 69:20 71:2,9 72:7
product 86:8 136:25 137:17 professionals 25:12 program 32:24 36:13 98:21 100:21 109:23 113:7,18,21 126:24 131:7 132:18 133:13 134:4,5,6 148:22 149:20,21 152:25 153:22 157:18,24 159:23 163:15 167:1 program-wide 148:15,15 154:4 programs 132:2 progress 60:20 75:14 75:20 76:1 131:20 project 29:22 67:11 69:20 71:2,9 72:7 130:14 134:11,12
product 86:8 136:25 137:17 professionals 25:12 program 32:24 36:13 98:21 100:21 109:23 113:7,18,21 126:24 131:7 132:18 133:13 134:4,5,6 148:22 149:20,21 152:25 153:22 157:18,24 159:23 163:15 167:1 program-wide 148:15,15 154:4 programs 132:2 progress 60:20 75:14 75:20 76:1 131:20 project 29:22 67:11 69:20 71:2,9 72:7
product 86:8 136:25 137:17 professionals 25:12 program 32:24 36:13 98:21 100:21 109:23 113:7,18,21 126:24 131:7 132:18 133:13 134:4,5,6 148:22 149:20,21 152:25 153:22 157:18,24 159:23 163:15 167:1 program-wide 148:15,15 154:4 programs 132:2 progress 60:20 75:14 75:20 76:1 131:20 project 29:22 67:11 69:20 71:2,9 72:7 130:14 134:11,12 135:5,6,16,16,18
product 86:8 136:25 137:17 professionals 25:12 program 32:24 36:13 98:21 100:21 109:23 113:7,18,21 126:24 131:7 132:18 133:13 134:4,5,6 148:22 149:20,21 152:25 153:22 157:18,24 159:23 163:15 167:1 program-wide 148:15,15 154:4 programs 132:2 progress 60:20 75:14 75:20 76:1 131:20 project 29:22 67:11 69:20 71:2,9 72:7 130:14 134:11,12 135:5,6,16,16,18 135:19 136:6 143:4
product 86:8 136:25 137:17 professionals 25:12 program 32:24 36:13 98:21 100:21 109:23 113:7,18,21 126:24 131:7 132:18 133:13 134:4,5,6 148:22 149:20,21 152:25 153:22 157:18,24 159:23 163:15 167:1 program-wide 148:15,15 154:4 programs 132:2 progress 60:20 75:14 75:20 76:1 131:20 project 29:22 67:11 69:20 71:2,9 72:7 130:14 134:11,12 135:5,6,16,16,18 135:19 136:6 143:4 146:4 159:14

```
177:15 182:23
  183:8,9
projected 13:15
  129:18,23
projection 13:19
  14:4,9
projections 13:18
  33:22 153:12
projects 135:3 144:3
  144:7 151:23,24
  152:21 160:2
  164:20,22 166:25
  174:1 177:10
  180:21 181:12,16
promised 164:10
  166:5
promoting 47:23
proof 83:13
proper 58:15 185:10
property 2:10 21:8
proposals 185:19
proposed 23:1 28:15
  52:13
proposing 54:16
protect 105:15 106:2
protest 152:23
prove 165:10
provide 44:2,24
 45:18 70:24 98:5
  102:18 108:8 130:6
  151:11,14 173:17
  184:9 190:16
provided 44:9 65:12
 65:14 76:17,20
 90:18 91:7 92:3
  130:20 131:5,10
  150:13 186:22
provider 151:12
provides 175:12
providing 76:19
provision 84:5
Provisions 122:16
public 10:13,18,19
  136:6 142:12 143:3
  153:13 166:5 179:8
  183:7 192:5
publicize 170:17
publicly 22:14
  174:14
pull 9:18 20:12 75:18
 76:10 123:3,4
  160:6,7
```

pulled 13:8 84:18
111:4
pulling 161:25
purchase 41:15,23
42:9 43:5,13 50:3
50:23 96:23 102:4
102:22,25 104:14 105:16,19,20,21,22
105:16,19,20,21,22
106:23,25 107:1
108:1 109:22 110:9
110:21 141:7,10
purchased 69:15,16
86:16
purchases 96:16
104:15 108:3,5,14
purchasing 62:13
77:14,17,24 78:8 79:5 80:1 81:23
82:7,9 84:20 85:3
86:5,6,10,14,20
87:9 88:7,10,12
99:4,6 105:16
108:10 120:22
121:2,21 123:9
purports 132:11
purpose 40:15
117:12 145:12
154:6 187:25
188:12
purposely 32:12,13
pursuing 31:16
purview 100:22
put 25:23 30:18
32:17,25 49:13
61:13 62:5 63:14
73:4 76:5 88:21
91:11,14 96:10
99:8 101:11 103:2
112:5 115:4 119:4
142:5,6 144:14
149:18,22 151:23
156:4 160:25 166:6
170:18 172:16
184:14
puts 112:1
putting 26:24 132:1
164:7
PWS 81:7,20 82:14
82:20 94:24 101:8 110:22 111:13
110:22 111:13
115:4,5,23 116:4
113.7,3,43 110.4

quantified 129:8 quantify 179:17,23 quarterly 75:15 145:12 182:1 **question** 8:1 15:15,16 18:10,12 19:7 21:12 25:3,16 33:12 43:4 48:1 51:11 53:24.25 54:7 56:21 60:4 68:7,15 71:12 73:21,21 75:8,17 78:10 79:11,15 86:19 88:24 89:2 90:24 97:18 98:16 101:15 106:3 111:14,25 116:21 121:22 124:21 125:1 126:1,2 150:15 156:20 166:8 177:9 187:1 187:18 questioned 25:4 questioning 64:6 **questions** 15:4,12 18:11 25:15 34:17 40:14,24 42:21 62:16 72:21.25 96:6,8,9 100:9,14 106:5 123:22,25 127:11 141:21 157:6 166:16 188:21 190:14 **queue** 61:14 96:10 quick 15:15,16 41:2 89:2 90:10 95:21 116:22 127:19 132:3 156:20 162:21 180:10 **quicker** 73:19 quickly 40:15,20,25 73:15 74:14 129:2 130:2 153:15,16 157:15 quietly 177:6 **quite** 63:15 116:8 147:25 157:13 quorum 4:15,18 8:20 8:21 187:25 189:21 quote 74:19

quotes 74:7 155:25	rebuilding 30:16	refund 103:2	replace 168:20	88:21
	recalculated 129:17	refunded 105:2	replies 188:22	requisitioning 59:22
R	receipt 85:22 104:18	regarding 134:3	report 8:7 12:5 38:20	requisitions 64:3
R 1:23 192:4,14	receipts 102:7 113:9	171:5 172:2	40:1 41:5 44:10	reserve 188:17
Radcliff 2:14 7:8,8	113:20	regardless 106:14	45:13 48:9 57:3	reserves 33:8
rail 151:24	receive 15:25 16:4	142:1	89:3 90:4 96:5 98:7	resources 111:9,23
rainy 34:7	47:19 92:21	regards 129:21	99:13 101:3 104:23	112:6 114:20,20
raised 96:12 172:16	received 12:17	regular 27:20 121:20	127:7 128:11,17,22	190:12
raises 22:8	recess 95:1	161:21	129:25 130:17	respect 46:8 48:24
Ramblewood 138:11	reciprocity 74:5	relate 9:15	131:6,15,16,18	95:11,13 96:1
ramifications 68:17	recited 4:13	related 25:15 34:18	145:12 150:7,16	respectfully 83:25
68:19,24	recognition 34:22	41:22 42:9,12	151:2,2,6 153:5,11	respond 79:19,21
randomly 43:7	recognize 17:16	48:10 71:12,14	153:12 156:8,13	96:20 107:17
re-evaluate 32:3	recommend 37:6	72:13 81:16 99:25	157:20,21 160:15	123:21 190:14
re-implementation	112:24	150:13 159:23	163:21 177:12	responding 53:12
70:20	recommendation	186:18	180:23 192:7	56:15
re-implementing	45:21 47:2 81:21	relates 24:7 36:15	Reporter 1:22,23 3:6	response 10:10 11:6
69:20	81:23,24 82:4	39:22 102:10	192:4,14	11:12,22 12:2
re-trained 59:22	90:18 91:6 92:2	130:12 131:3	REPORTER'S 192:1	35:16 37:15,21
reach 76:6	113:11 115:19	relation 71:19	reporting 1:23 2:22	40:5 49:17 78:21
reached 73:10	118:10 119:7	relationships 154:24	3:6 6:6 49:4 90:3	92:11,15 94:8,12
read 15:24 30:23	120:12,24 129:20	relevant 12:17 73:22	131:1,3,7 150:11	110:15 111:10,11
35:10 40:16 50:16	136:12 183:1	rely 65:21,22 83:7	150:22,23 151:1,19	111:14,21 112:8,14
56:12 164:16	recommendations	relying 82:2 84:16	153:11	123:14 126:8,15,19
186:20	45:17 46:11,17	remaining 124:24	reports 75:14,21 76:1	130:2,19 139:21
reading 62:2 64:20	49:14 81:18 152:22	125:13 128:25	89:6,8 117:21	142:1 147:4 161:15
84:3 98:2 133:10	174:12	189:22	125:7 131:6 147:22	166:17 183:14
ready 38:2 90:12	recommended	remediate 47:3	182:2 188:9,11,19	responses 77:7,9,11
131:24 134:25	134:10 174:14	remediated 46:4	reputational 154:23	78:4 141:24
real 90:10 149:22	reconcile 101:25	remediation 45:18	request 15:21 16:20	responsibilities 39:9
162:21 176:18	103:17	129:16	101:21 103:1	responsibility 115:18
reality 29:19 32:4	record 32:18 182:23	remedy 46:12 49:18	115:13 160:23	116:3,7 148:21
realize 103:23	192:8	59:15	requested 35:19,20	185:11 190:6
really 41:19 42:15	recorded 100:5	remember 16:25	80:3 92:21	responsible 77:17
44:19 73:15 98:24	redoing 73:9	18:5 23:4 102:20	requesting 83:8	80:13 82:14,15,21
104:4 115:9,10	reduce 185:22	135:14 155:15	requests 185:12	83:24 100:25
134:7,10 135:4	reduced 103:14	181:25 188:10	190:11	114:13,21 135:11
139:9 140:16,21,22	reduction 22:11	189:15	require 105:24,25	responsive 79:8
141:5 142:25	190:19	remind 155:20	185:13	rest 10:1 69:24
146:19 151:19	reevaluated 124:19	remove 160:25	required 22:2 49:17	111:22 163:19
158:1 166:25 167:3	refer 123:8	removed 124:20	52:7 58:23 80:10	175:20,21
170:5,15 173:6	reference 54:25	125:5,8,9	81:20 100:10	restrained 190:10
175:25 177:23	referenced 84:23	renewal 153:20	requirement 47:19	restraint 190:5,6
185:17 186:14	144:12	renewed 147:7	77:9,11 84:4	restrictions 104:6
reason 16:25 23:24	referendum 25:16	renovate 168:21,24	requirements 79:3	restroom 172:19
24:4 40:6 75:1	refine 163:3	168:25 169:6	80:23 82:19 97:25	restrooms 172:16
84:25 117:20 123:3	reflect 115:10,15	rent 32:12,12	99:22 112:25 131:1	restructure 129:22
170:4 176:12	163:5	reoccur 44:5	131:3 134:18	result 133:8 163:14
reasonable 177:20	reflected 136:18	repair 168:24	154:22	185:23
Rebecca 2:2 5:3	reflection 45:11,25	repay 104:3	requiring 58:22	results 49:4 130:23
43:21 139:4	refresh 128:11	repeat 48:4 109:21	requisition 50:23	143:20,22 147:23
rebuild 30:13	refresher 95:22	repeating 178:8	60:10 61:20,23	156:5
	<u> </u>	<u> </u>	<u> </u>	

,
retested 130:17
retirees 24:23
retrain 60:25
retraining 60:12
returning 17:12
review 16:5,21 17:23
51:17,19 52:13
67:19 72:19 102:23
104:25 112:25
135:1 138:14
reviewed 114:3,18
129:17 131:6
reviewing 96:15
101:1
reviews 77:8,10
185:24
revise 58:1
revised 51:11 56:17
57:15 59:4,6,7
61:10 87:6 98:22
119:14
revising 57:21
revisions 51:15
revisit 34:16
rewrite 116:15
RFP 51:11 52:3,25
90:18 91:7,13,15
92:2 135:3
RFPs 151:13
RFQ 52:3,24 91:14
91:16 92:3 129:7
131:4
Rhodes 2:9 6:3,3
ribbon 142:20
Riggs 38:1
right 4:3,14,21 6:15
8:21 9:9 10:24 11:4
11:8,23 12:3 13:16
13:17 14:25 18:7
20:8,18 21:9 24:20
27:15 28:18 32:6
34:5 35:17 36:6
37:10,16,24 39:16
40:5 41:1 43:9,21
44:24 47:5 48:17
51:23 56:7 58:9,20
62:20 63:5,8,20,24
64:24,24 66:13,15
69:14 70:8,9,13,17
71:6,19 72:16,25
77:7 78:2,22 79:20
81:12 85:5,16 86:8

06.14.17.00.2.16
86:14,17 88:2,16
88:23 89:14 90:8
91:18,23 92:9,12
93:1,12,20 94:15
95:2,4,9,14,20
97:10 100:14,15
104:3 108:21,25
109:10 114:24
115:6,16 117:24
121:16,18,24 122:4
122:22 123:3,8,11
123:15 124:4 126:6
126:9,13,20 128:9
131:25 133:22
139:2,14 146:9
147:2 151:17 153:8 153:15 156:7 160:4
153:15 156:7 160:4
160:19 161:2,6
160:19 161:2,6 162:11,20 163:5
164:21 171:13
173:24 174:16,23
175:6,20,24 179:9
180:21 181:1
182:20 184:3
186:23 188:14,23
191:2
rise 4:12
risk 3:5,5 122:18
154:23
Rob 3:3 39:24 45:4
Robert 2:4 5:13
97:19
robust 99:21
roles 72:4
roll 4:21 22 71:24
roll 4:21,23 71:24
roof 140:10 166:3 167:21,23
roofing 158:9 176:25
roofs 140:11 142:24 144:24,25 165:22
*
165:22,24,25 166:2
166:4,5 167:19,20
room 1:11 30:12
32:21 136:21 169:1
169:8
rotate 144:1
round 31:8
row 6:14
rowdy 180:12
RSM 3:5,5 9:19 36:8
37:24 76:9 126:23
126:25 127:10

128:21 157:15 158:7,14,17 159:3 160:4 161:23 166:8 174:6 175:3 177:12 181:11 184:11 RSM's 127:7 174:12 rule 118:21 119:15 rules 19:23 50:19 64:16 122:6 run 49:2 121:16 153:10 running 69:9 Ruth 2:2 5:1 78:16 78:18 Ryan 2:20 6:21 113:23	
S	
S/M/WBE 73:3	
150:12 155:25 safety 65:12,14	
sailors 25:25	
salaries 33:12,16,17	
sales 99:23 102:25	
103:19 105:1,3	
salient 186:21	
sample 41:24 42:10	
43:7,11 64:10,11	
130:17	
Sandy 151:9 153:6	
Sandy's 153:7	
SAP 69:19	
sat 31:19 136:21	
139:16 140:18	
142:10	
satisfaction 120:25	
131:12,23 132:4,8	
132:13 134:3,7,16 135:5 141:13 150:8	
satisfied 137:17	
139:6,6	
satisfy 80:23 134:18	
satisfying 79:3	
Saturday 133:17	
saved 158:17	
saw 28:8 36:23 41:18	
62:21 79:1 97:7	
117.1 150.10	ı

```
103:24 153:24
 154:3 161:1 164:21
  165:19 167:4
 183:16 190:8
says 52:19 59:2 65:11
 66:4 76:17,19 77:8
 79:5 84:3 85:13
 86:20 98:7 110:19
 110:21 111:8,13
  112:1,1,23 168:5
scenes 168:3
schedule 130:10,14
  163:10 166:11
scheduled 117:22
schedulers 138:15
school 1:2 24:8 32:14
 33:5 34:11 99:7
  102:13 117:10
 134:19,21 136:19
 138:22,25 139:12
  140:17 142:15
 144:5 146:25
 151:15 162:13
 164:2,3 165:16
  168:7 169:10 171:1
 171:2,3,4 178:16
 178:18 179:13
  180:13
school's 140:19
schools 19:17 21:6
 25:2,13 31:5,7,25
 32:1,19 33:1 62:25
 95:24 97:22 113:3
 135:19 136:23
 139:10,13,18
  140:22 141:9,10
 143:23 144:13,17
  145:19 163:8,10,18
 169:16 170:16,18
 171:7 172:5,7,18
  173:4,22,25 176:10
  176:18 178:11,14
 179:6,12
scope 41:16 42:1
 70:25 71:14 83:9
 83:21 93:7 95:15
  137:3 141:20
  147:18 157:12
  162:13 163:5,12,16
  164:6,15 168:13,14
  168:24 169:24
  170:3,4,21 172:7
```

173:3,6,10 176:13
176:16 180:2
scopes 162:14 168:8
screen 149:18 188:7
screw 177:16
screwed 177:19
se 1:12 69:12
seats 31:4
second 11:1,18 31:21
37:12 45:15 57:12
57:20 91:24 92:7,8
92:18,20 93:24
94:1,4,5 100:3
102:19 104:20
111:7 120:15,17,18
126:11,12 161:7,8
162:18
seconded 11:20
37:13 94:6 123:5
161:10
seconding 10:5
secret 144:10
Secretary 2:13
section 117:9
sections 42:5
see 17:5 20:7,10
24:18 29:14,16,17
30:2 31:13,25
41:22 42:2,11
49:18 52:14 53:11
53:14 54:4 55:21
58:21 60:3 61:21
61:22,22 62:13,19
62:21 63:16,17
64:3,7 70:1,14 71:9
71:18 72:23 73:8
73:17 74:12 78:2,2
81:22 82:8 84:24
85:19 86:17 87:17
87:17 124:5 127:14
132:19,24 133:3,15
136:20 138:2,17 150:23 154:4
150:23 154:4
155:13 156:19
167:13 174:4 180:14,21 184:10
180:14,21 184:10
186:6 188:6
seeing 60:24 63:11
64:18 74:21 134:11
156:5
seek 105:25
seeking 186:12

117:1 158:10

48:4 56:10,11

70:19 86:8 88:2

saying 14:5,7 29:24

30:12 46:24 47:5

,	l	I	I	I
seen 53:22 110:15	shift 8:18	128:24 180:20	79:18 81:7 91:1	79:17,23,23 80:1,5
132:16	shifting 37:24 94:20	six-year 31:21	97:18 100:17	81:5,14
select 43:11	shocking 158:10	size 21:4 22:7 64:10	103:18 109:12	spend 26:4 151:22
selection 41:18 147:9	shop 49:2	64:11 171:23 172:3	110:8 117:5 119:9	173:7 177:11,20
self-performing	shopping 103:22	172:4	119:16,18 133:23	178:13 179:22
149:1,15,22	short 90:4	slash 115:3,7	138:22,23 149:7,9	spending 25:22,25
sell 165:20	shortcomings 68:18	slated 164:17	156:18 160:13	26:5 57:1 101:23
semantics 168:2	shorter 171:10	sleep 99:8	162:6 163:1 172:14	154:8 178:9 184:10
send 16:9 30:24	187:17	slide 30:19	186:5	185:15
31:10 104:19	show 103:3,4 129:7	slightly 37:25	sort 26:24 54:25	spent 143:15 156:22
106:18 116:15	190:5	small 24:6 140:16	68:15 86:21 94:16	156:24 157:11
155:8 184:22,25	showed 165:23	148:7,8 155:24	105:24 122:1	158:16
186:1	showing 63:22	SMART 36:13	156:25 157:1	spirit 16:12
sending 86:7	147:23	126:23 131:7	161:18 175:21	spite 75:25
sends 80:17	shows 104:23 129:23	149:20 152:25	sound 167:2	split 128:7
Senior 3:4	164:15	157:18,24 159:5,23	sounds 64:2 72:2,10	splitting 94:2
sense 48:19 71:4	shut 99:7	167:1	72:18 86:4 88:1	spots 128:4,8
136:4 167:16	sic 122:18	SMART-related	114:9 118:11	spreadsheet 103:3
sent 8:3 15:18 80:2	side 52:2,8 71:6	158:25	124:12 156:1,2	149:13
81:3,24 186:17	82:11 128:5 145:6	Smiley's 39:6	182:9	squeeze 27:17
189:23	sign 62:6 72:7 88:20	Smith 2:20 6:21,21	sources 159:17	SREF 171:16,20
separate 91:2,19,19	108:17	8:10 95:12 109:9	south 1:24 24:11	SRO 22:8
119:12,21 120:6,24	signature 87:9	113:23,23 125:1,11	32:20	staff 2:7,15 4:23 5:25
121:6,15 123:1	signatures 88:5	125:16,19	speak 34:8 46:7	17:12,21 59:16,19
157:6	significance 15:1	Snickers 187:13	64:15 119:14 138:8	60:10 102:19
separately 121:17	significant 22:8,10	social 74:21	138:24	110:12,20 111:8,15
separating 121:19	22:16 24:9 47:15	soft 157:9,17 158:15	SPEAKER 78:13	115:21
September 13:3,9 14:10	103:9 177:11	158:16 159:6,10	speaking 54:9,10 57:23 58:7 61:20	staffing 129:17,21
	significantly 22:6,17 22:18,20,24 24:14	software 65:23 99:24 147:22	64:14 72:9	154:17,20 stage 169:21
seriously 74:15 serve 8:12	30:22	solicitation 41:20	speaks 70:21	stage 109.21 stakeholder 131:11
service 1:23 76:22	signs 86:22	42:11 50:4 52:20	Spear 2:23 6:17,17	131:23 132:4,7,12
77:5	silence 152:24	54:17 76:17 83:8	Spec 2:14	131.23 132.4,7,12
services 2:21 7:19	silly 184:2	83:22 105:24	special 27:19 28:1	137:1 145:7,19,25
51:13 80:3 96:25	similar 23:23 82:5	solicitations 53:7	72:10	150:8
98:20 145:15,18	153:6	54:19	Specialist 2:12	stakeholders 135:6,8
147:14	simple 163:7	solution 180:7	specific 19:22 42:9	135:12,20 137:21
set 19:23 31:16	simplistic 68:6,15	somebody 58:24 61:4	51:6 69:7 70:2	139:8,19 140:6,18
sets 169:20	simply 56:2	66:4 84:16 86:13	71:25 79:15 85:1	143:9,13,23 145:13
seven 4:15,16 42:4	single 61:19 76:7	86:14 98:4 107:7	85:14 95:25 96:9	145:18,21 146:3,8
share 23:13 70:5	108:3,5	somewhat 68:6 152:3	99:25 107:23	146:15 179:5
101:12 151:20	singles 25:12	soon 4:16 5:9 10:17	109:18 113:24	stale 111:21
shared 51:18 57:11	sir 38:10 45:2	74:11	114:1 120:2 123:25	standard 19:5 20:25
sharing 43:25	sit 34:14 134:13	sooner 56:11 57:6	specifically 18:20	52:3,12,24 54:16
Shaw 5:20 62:3	143:2 145:4 158:22	SOP 54:14 71:14	67:24 104:17	83:13 117:8 172:22
she'd 152:10	170:6	93:7,8 97:8	108:12 130:22	standards 20:18,20
she'll 5:8 74:11,19	sitting 16:17 33:13	SOPs 63:18 71:12,21	specifics 77:6 97:15	171:16,21 172:2
sheets 65:14 118:5	33:17 34:7 117:7	72:17 76:15 93:16	specified 84:7 129:6	standpoint 46:18
Shelley 2:19 133:3	142:18 179:16	sorry 45:2 49:25	specs 76:22 77:15,18	49:9
135:14 162:19	situation 17:14	50:10,12 53:25	77:19 81:13 86:24	star 74:17
182:17	115:11 181:10	54:5,7 55:14 57:6	spelling 122:5	start 8:16 9:22 20:2
Shelley's 134:15	six 4:15 56:25 128:23	62:7 67:8 75:16	Spellman 3:3 39:25	29:13 72:18,19
	<u> </u>	I	I	I

,	I	I	I	I
112:13 122:19	165:15 167:19	suggest 49:1 50:6	137:20 138:9	talks 122:15
146:24 151:5 169:8	168:13,18,18,22	66:2 115:2 119:19	152:13 155:11	Tallahassee 23:19
175:24 177:1 178:7	strategies 23:19	120:4	161:20 165:11	target 66:8
187:1	Strauss 2:6 5:21,22	suggested 168:16	171:12 172:15	Task-Assigned 2:12
started 18:2 55:9	10:4,6 11:1,18,20	suggesting 116:14,14	173:17 174:6 185:9	taste 146:24
91:4 124:12 134:6	19:4,8,12,20 20:1	Suite 1:24	190:1	tax 21:5,5,8,8 24:7,10
134:9 147:7 155:23	20:15,20 22:18,23	summarize 40:14	surprised 65:3 98:10	24:14 26:23 30:8,9
155:24	26:19 29:5 32:7,8	summarized 40:20	survey 132:13 136:20	99:23 102:25
starting 66:12 129:3	35:20 143:11,12	summarizes 50:2	137:8 140:6 141:19	103:19 105:1,4
167:18 180:11	144:20 145:7 146:8	summary 41:2 42:2	142:7 143:20,22	taxable 30:20
187:3	146:10 151:7	50:13 95:15	145:15,20,25	taxes 35:9 104:25
starts 61:23	152:12,18 153:5	summer 59:17 60:1	surveying 137:3,16	144:4
state 19:22 22:25	188:1	131:24	141:18	taxpayer 148:20
34:22 45:20 121:5	stressing 108:19	sums 175:5	switch 144:21	taxpayers 144:3
192:2,5	stronger 61:9	Sunday 133:18	switched 39:14	team 51:13 86:13
stated 46:9 74:4	structured 129:22	sunset 39:6	symptoms 58:5	88:4 127:11 147:15
129:20	struggling 118:4	Superintendent 2:16	system 2:12 45:6	151:4 152:7 153:7
statement 78:20	stuck 47:21	2:17 6:9 7:16 8:9	48:24 58:8 67:16	188:19
102:5 104:18 105:5	student 23:2,5,23	8:15 33:23 38:22	99:20 100:8 103:7	Teams 36:2 187:22
113:7 126:25	24:14 30:21	39:8 89:7	113:4	188:5,6 189:12,16
157:14 160:5,9,10	students 24:8 29:23	Superintendent's	systems 62:17 72:8	189:17,19,23
statements 12:23	30:6 31:6,8 32:2,25	8:13	134:17	tearing 30:16
13:12 26:8 34:21	33:9,10 34:2 62:25	supervisor 113:13		technical 84:9
35:3,11 38:12	study 148:10	supply 9:5	T	Technology 67:9
102:21,23 110:11	stuff 17:6 35:8 44:13	support 2:12,20 6:22	T 16:10	122:18
113:8,19	58:7 62:19 85:13	9:20 35:2 36:10	tab 78:23 85:6	Telephonic 2:2,4
states 19:24 113:2,18	127:15 187:9	94:18 95:5,6,18,25	116:23	tell 12:21 42:19 49:2
115:5	stupid 186:25	101:6,8 102:8,11	table 129:7 142:10	57:15 103:12
stating 53:12	sub 155:16	102:13 106:12	tables 130:6	135:24 146:7,19
station 104:7	subcontractors	108:11 111:21	tabs 85:7	158:17 160:25
statistical 109:24	129:10,24	112:24 113:12,16	take 8:14 46:16 49:25	170:21 175:19
110:10 113:8,19	subdepartments	113:24 115:19,25	62:12 74:14 84:2	179:11,13 185:16
114:9	88:17	118:22	94:16 100:8 109:14	telling 59:18
status 41:3 111:25	subjective 132:13	supporting 63:19	142:24 144:6,18	tells 168:20
112:5 115:22 116:1	176:7	102:11	146:14 149:21	template 51:15 52:3
statutes 13:7 19:24	submission 65:17	supposed 50:21	158:9 174:5 181:13	52:11,13 54:12,12
stenographic 1:23	submit 65:17,18,24	57:14 62:24 81:25	185:14,17	54:18,21 81:19
192:9	67:16,20 79:2	141:14 155:2	taken 95:1	83:10 90:18,20
stenographically	submittals 81:20	164:12 167:24	takes 181:25	91:7
192:7	submitted 67:17,17	171:6,21,23 173:19	talk 28:2 34:8 35:23	templates 51:12
step 32:25 78:3	80:11 153:17	174:4 176:8 178:7	36:2 47:14 119:25	52:17,20 53:22
Stephenson 149:23	subs 130:4 148:5,17	188:24	122:23 132:1	56:18 57:8 59:4
stick 51:22	153:15,22,22 154:1	sure 20:19 32:5 36:1	134:15 156:8	63:17 91:13,16
stickies 76:12 109:16	subsequent 8:3 17:3	40:8 43:20 44:8	172:12	92:3
stockroom 106:13	186:8	46:22 49:22 57:2,9	talked 12:15	temporarily 116:25
stood 67:10	substantial 138:12	57:10 59:20,21	talking 9:22 28:24	117:7 123:18
stop 109:13 140:13	substituted 84:6	60:13 69:2,22	31:4 57:21 60:12	tenth 131:25
169:9	substitutions 84:6	78:17 83:24 87:19	83:15 84:10 88:3,3	terming 31:21
stopped 25:24 148:13	such-and-such 167:5	91:12 96:13 101:2	110:18 113:22	termite 65:15
story 138:11	sufficiency 61:6	105:1,3 110:1	119:4 135:8 145:16	terms 41:19 42:1,2,6
straight 112:23 118:5	sufficient 134:20	120:7 121:2 122:3	153:21 165:7	42:7,14 43:9 45:14
Stranahan 164:11	sufficiently 51:6	128:15,21 137:10	173:16	69:8 79:8 163:7
	1	I	I	ı

testation 48:21	21:7 23:11 30:16	179:10,17 180:6	143:19 147:16	59:24 60:1,6,10
tested 186:14	42:22 44:1 58:10	182:17 184:1,7	164:18 165:3 166:1	61:9 62:9,10 96:16
testing 42:10,11 49:4	65:10 66:1,18	185:2,17 186:10,14	167:10 178:9	96:17,23,23 97:1
65:13 78:24 87:25	68:21 71:13 74:20	186:16 187:23	186:14 187:9	97:16 99:11,14,19
130:19,22,24 138:6	82:19 84:11,12,21	188:1,4 189:12	timeframe 67:3	99:20 100:3,5,6,7,8
169:20	92:22 99:25 102:22	190:16,25	timeline 67:24	100:11 101:20
Texas 19:19	104:17 115:12	thinking 77:16 91:22	timely 166:4	130:20
thank 4:14,24 16:23	117:1 119:25	115:22 136:21	times 17:19 103:4,9	training's 82:7
29:8 32:6 33:11	134:20 139:7 140:4	third 109:22 110:9	timing 12:14 162:17	transaction 105:11
35:14 37:23 39:12	140:5,16 141:16	111:6	177:10	107:4,5,6,18
43:19 44:22 49:21	144:5 151:24 152:9	thorough 177:21	Timothy 1:23 192:4	transactions 87:24
51:10 56:16 66:15	157:3 158:1 164:8	thought 28:8 34:24	192:14	93:15
		35:5 73:3 80:20		
69:1 74:23 83:6	165:19,25 176:19		title 38:18,19,21 39:4	transcript 192:8
92:6 94:21,22,23	179:14 182:15	132:9 136:2 137:5	39:7 122:19 166:19	transferred 117:19
94:25 95:8,20 96:7	188:3	139:9,22 140:1,19	175:2 titles 38:25 39:14	transit 5:5,10
96:22 98:15,19	think 4:4 12:19 15:23	141:5,7,15,22		translate 23:6
112:12,21 114:24	16:24 17:18,21	187:22 189:25	today 4:7,7,20,22 6:7	transmit 36:17 37:11
116:17,18 125:1	18:25 21:11 24:17	thousand 31:6	9:10 21:15 25:3	37:13 53:18 90:17
126:4,13 127:18	24:25 25:14 26:22	180:25	30:24 92:21 100:20	92:1 118:17 119:7
131:22 135:22	30:19 31:15 32:1	thousands 173:8	105:19 107:19	120:12 126:10
152:18 160:16	32:20 35:3,9 36:21	threat 181:2	108:1 148:12 156:2	160:14,19 161:3
162:2 174:23	46:19,20 49:11	three 41:21 42:5	156:6 182:21	transmitted 36:19
175:14 184:24	50:15,20 54:25	71:13 78:25 88:15	today's 26:9	115:14 160:16
189:18 190:13	55:3,4,11 58:9 62:4	105:25 121:25	TODD 2:24	transmitting 37:17
Thanks 164:6	62:9,15,20 63:3,7	125:20 130:18,18	told 142:19 187:25	transparent 151:25
That'd 184:21	63:25 64:5,7,12,13	142:9 154:7 169:16	tomorrow 105:20	Treasury 2:24,24
theirs 24:15	64:21 65:8 69:1	170:16 171:7 172:6	107:19 108:2	treatment 65:16
theme 64:22	70:7,13,23 71:11	173:3,12,25 187:10	tone 154:15	trend 28:21 29:14
theoretically 62:18	71:22 72:17 74:6	187:10	tonight 156:14	31:14 34:4
118:14	79:10 81:5 82:13	three-point 85:21	tons 32:14	trends 21:24 35:1
theories 32:3	82:25 83:10 84:8	three-prong 103:6	tool 49:11	tri 106:4
theory 14:5 17:5	85:5 87:16 88:1	thresholds 106:6,7	top 18:22 174:10	tried 136:23
29:18 32:23 37:1	92:24 95:2 96:11	throw 182:11	175:24	tries 178:4
38:8 67:18 86:15	109:2 112:9 114:4	thrown 188:3	topic 26:7 120:9	true 155:8 183:12
145:13 152:10	114:25 118:1 121:6	THURSDAY 1:14	tore 155:14	192:8
thereof 192:9	123:6 126:1 128:18	tied 62:17	torn 168:25 169:1	try 15:23 30:18 68:9
they'd 141:2	132:16 136:5	tiered 103:7,24	total 42:4 149:11	106:4 110:4 169:6
thick 185:1	137:15,18,21 139:6	TIM 3:6	159:3	179:17
thing 31:19 69:24	139:20 140:1,6	time 9:11 16:21	totally 84:12 116:10	trying 16:17 21:11
70:24 76:7 80:22	141:1 142:2,2,7,17	17:19,23 24:25	137:5	35:18 46:13 76:14
91:2 92:18 104:25	143:2,3,7,16,21	27:22,23 31:23	touch 52:9	90:7 104:11 106:16
105:8 107:19,19,20	144:25 145:20	35:25 38:5 40:7	touching 130:2	122:8 124:11 162:2
114:24 121:8	146:20 149:3 151:3	43:11,15,16 50:1	town 146:24	170:15 187:14
122:13 141:6	152:19 154:5 158:4	52:25 54:20 57:1	track 72:15,16 81:19	188:4 190:17
142:17 148:3 150:1	158:5,13,24,25	60:11,21 69:4 73:4	105:3 129:25	Tuesday 17:13 27:13
154:13 155:13	160:6 161:11 164:5	74:15 77:16 84:2	154:16 162:21,22	27:14
156:1,25 157:1	164:8,14 165:9,10	85:10 87:20 90:13	tracking 130:5	turn 128:15 139:12
162:9 166:18	165:12 168:3,17	97:23 104:20	trades 155:3	Turso 2:6 5:23,24
168:21 174:10	170:1 172:11	105:10 116:16	traditional 31:4,7	43:1,3,13,16,19
182:10 184:4,5	173:15 174:17	117:23 130:10,13	trained 59:22 60:14	68:4,6,9,12 69:1
187:5 188:2	175:5,19,23 176:3	133:19 136:16	65:9 97:24	156:15,17,17,18,20
things 9:17,19,21	176:5,20 179:4,8	137:9 138:14	training 59:16,17,23	157:3,25 158:19
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

,
159:8,14,18,21,25
178:1,2 191:4
tutorial 100:4
twist 148:18,18
two 32:8,17 39:19,21
41:6,25 45:12
68:10,17 70:15
80:24 88:2,4 98:22
103:13 105:14
109:16 117:15
124:18,24 125:13
125:17 128:8,25
130:18 131:9,17
138:18 141:15,23
152:21 154:6 157:6
159:17
twofold 68:16
tying 97:5
type 30:2
types 54:19 104:14
108:5
typical 72:7
Typically 54:12
TI

\mathbf{U}

Uh-huh 14:11 79:25 80:4 157:22 **ultimate** 136:25 ultimated 137:16 **ultimately** 82:14,15 82:20 86:7 115:14 121:18 136:17 165:1 166:20 175:18 179:7 183:2 unanimous 10:11 unanimously 37:23 92:17 94:14 123:16 126:21 161:17 unassigned 12:24 **unblock** 104:13 underlying 35:1 underrepresented 149:5 **understand** 5:8 29:9 30:20 39:13 48:3 49:12 60:13 61:11 64:8 65:19 75:16 75:19 76:14 115:17 140:22 154:5 171:11,19 173:21 174:8 175:7,10

understanding 35:12

85:12 131:14 135:23 147:25 171:14 174:7 **Understood** 71:8 122:11 **Unfortunately** 152:8 UNIDENTIFIED 78:13 United 3:6 units 24:21,22 29:23 184:15 unreasonable 21:11 upcoming 97:1 **update** 40:6,18,24 109:20,21 110:25 111:1 112:16,17 115:13 117:14 118:24 151:20 154:17 158:12 160:7 186:9 **updated** 40:4 134:23 **updates** 17:3 117:25 118:1,1 127:4 130:10 updating 61:8 **ups** 177:16 **upward** 34:4 usage 120:2 use 47:13 48:23 50:6 51:20 54:18 104:6 104:7,8,11 106:13 107:21,24 174:14 176:7 useful 35:9 93:13 173:6 user 76:18,20 77:15 77:21,23 80:2,7,8 80:16,25 81:2,8,13 83:12 84:15 85:12 85:12 86:23 87:10 87:11 88:7 103:1,4 103:8,16 137:16 users 99:7 106:11 135:21,22 usual 17:14 usually 15:4 40:12 52:1,8 180:18 usurped 106:1 utilities 107:13,15,17 utilization 130:1

154:17,20

utilize 101:19 150:5

utilized 73:24 74:8 150:4 156:12 utilizing 47:8 101:22

vacancies 33:21 vacant 34:6,14 vacate 162:20 vacuum 75:20 78:9 80:15 valid 125:14 valorem 35:8 valuable 178:9 **value** 30:21 variance 129:15 variances 154:19 **varies** 33:22 **variety** 184:17 various 96:2 162:14 168:8 185:19 vehicle 77:1 **vendor** 65:11 79:7 81:11 84:7 105:17 105:18,20 155:25 vendors 50:9,17 51:7 51:21 55:25 65:12 74:6,9 154:25 184:10,10 versa 99:15 versus 137:4 146:9 146:10,11,13 151:22 157:9,17 164:10 166:10 168:10 vice 99:15 view 41:23 168:11 **virtual** 189:1,2,10 **virtue** 48:5,8 49:13 visibility 190:17 voice 78:14 143:13 vote 4:17 36:16 90:23 141:2 144:4 165:14 189:10 190:24 **vouchers** 31:5 32:23

wage 24:2 wait 56:2 87:19 106:25 160:13 183:13 waiting 98:12

vulnerable 154:9

walk 43:5 96:16 97:20 98:13,17 129:2 walkthrough 134:13 **walkway** 167:23 walkways 164:12 167:21,24 180:1 **Walmart** 104:2 **Walsh** 54:5 86:4 Wanda 2:14 7:8 want 4:19 10:2 19:8 28:13,16,17,19 29:8 30:5 31:14,19 31:22 32:17 33:1,6 33:6.7 40:14 42:16 42:18,20 43:17 49:2,8 50:1,19 53:17 59:25 60:19 70:3,18 73:2,2,17 79:18 80:20 84:2 85:19 91:20 93:5 94:23 95:15 96:12 98:19 100:18 105:9 107:20 108:19 114:6 115:4.10 118:17 120:22 121:1,4 125:2 128:7 141:18 151:12 157:17 159:16 160:21 161:2 162:24 163:6 163:6 164:2.10 170:8 172:15,15 173:1,7,12 174:5,9 174:15 175:22 176:13,17 179:25 186:8 187:7,8,19 188:25 190:3 wanted 7:20 8:8,18 12:20 19:4 29:6 34:24 40:8 76:10 81:7,7 92:20 101:12 109:19,20 114:23 116:5 132:3 139:2 141:6,11 148:1 153:3 163:4 173:14 183:17 187:4 wanting 81:10 wants 177:8

warehouse 51:13

96:25 108:11

Warehousing 2:21 7:19 98:20 wasn't 18:7 44:18 78:4,11,17 81:4 90:1 115:21 140:22 140:24 160:7 162:10 172:10 wasted 185:10 watched 31:22 way 23:7,9 38:3 62:19 63:15 77:25 84:19 85:4 115:8 123:6 127:2 129:23 132:23 142:14,24 145:14 147:13 152:1 173:15 179:6 183:25 187:24 189:6.7 ways 19:14 72:3 we'll 9:18 14:12 27:22 28:4 34:15 36:2 44:24 45:17 45:20,21 58:4 63:6 79:22 87:15 90:9 91:19 94:19 98:7 103:1 114:4 126:25 176:20 186:15,23 we're 4:15.16 9:23 11:7 13:3,10,19 14:4,6 17:6,22 18:3 18:10 22:12 23:12 24:13 26:7.12 30:21 35:17,18 36:8 37:24 43:23 44:12,13 46:24 47:5 55:1,2 66:3,12 67:12 68:20 69:12 69:19,20,24 70:15 71:9 72:11 73:8,9 73:14 76:11 84:10 86:8 87:12,12 90:9 92:24 94:15 95:2,4 95:4 97:5 98:12 110:16 112:14 113:22 114:5,14 115:16 117:2 118:15 121:1 122:8 123:17 131:24 134:11 135:2 136:1 136:13 137:16,18 143:5,18,19,20

148:11 151:16

*
156:5 159:2 161:17
161:18,20,22
165:19 166:1 170:2
170:5,15 171:11
172:20 173:4
174:18,23 179:5
180:22 182:3
183:24 184:10
185:8,9,15 186:16
186:17 187:2,3
188:10 190:17
191:2
we've 8:4 18:16,21
48:7,9 60:20 69:16
69:21 85:8 90:10
90:15 92:18,22
109:13 112:18
123:24 135:3 142:3
145:1,1 156:1,22
156:24 158:2,7,13
158:16 160:20
165:12 180:21
182:6 184:6 187:23
188:3 190:10
weakness 45:12 46:2
46:12
1 45 10
weaknesses 45:19
47:10,15
47:10,15
47:10,15 week 16:14 33:24,25
47:10,15 week 16:14 33:24,25 125:21,22
47:10,15 week 16:14 33:24,25 125:21,22 weekends 133:17
47:10,15 week 16:14 33:24,25 125:21,22
47:10,15 week 16:14 33:24,25 125:21,22 weekends 133:17 weekly 107:2 151:20
47:10,15 week 16:14 33:24,25 125:21,22 weekends 133:17 weekly 107:2 151:20 weeks 56:25 135:2
47:10,15 week 16:14 33:24,25 125:21,22 weekends 133:17 weekly 107:2 151:20 weeks 56:25 135:2 weigh 143:3
47:10,15 week 16:14 33:24,25 125:21,22 weekends 133:17 weekly 107:2 151:20 weeks 56:25 135:2 weigh 143:3 Welcome 4:6 9:8
47:10,15 week 16:14 33:24,25 125:21,22 weekends 133:17 weekly 107:2 151:20 weeks 56:25 135:2 weigh 143:3
47:10,15 week 16:14 33:24,25 125:21,22 weekends 133:17 weekly 107:2 151:20 weeks 56:25 135:2 weigh 143:3 Welcome 4:6 9:8 went 12:14 13:8 15:5
47:10,15 week 16:14 33:24,25 125:21,22 weekends 133:17 weekly 107:2 151:20 weeks 56:25 135:2 weigh 143:3 Welcome 4:6 9:8 went 12:14 13:8 15:5 16:16 25:17,23
47:10,15 week 16:14 33:24,25 125:21,22 weekends 133:17 weekly 107:2 151:20 weeks 56:25 135:2 weigh 143:3 Welcome 4:6 9:8 went 12:14 13:8 15:5 16:16 25:17,23 84:18 151:16
47:10,15 week 16:14 33:24,25 125:21,22 weekends 133:17 weekly 107:2 151:20 weeks 56:25 135:2 weigh 143:3 Welcome 4:6 9:8 went 12:14 13:8 15:5 16:16 25:17,23 84:18 151:16 152:22 167:7,12
47:10,15 week 16:14 33:24,25 125:21,22 weekends 133:17 weekly 107:2 151:20 weeks 56:25 135:2 weigh 143:3 Welcome 4:6 9:8 went 12:14 13:8 15:5 16:16 25:17,23 84:18 151:16
47:10,15 week 16:14 33:24,25 125:21,22 weekends 133:17 weekly 107:2 151:20 weeks 56:25 135:2 weigh 143:3 Welcome 4:6 9:8 went 12:14 13:8 15:5 16:16 25:17,23 84:18 151:16 152:22 167:7,12 169:13
47:10,15 week 16:14 33:24,25 125:21,22 weekends 133:17 weekly 107:2 151:20 weeks 56:25 135:2 weigh 143:3 Welcome 4:6 9:8 went 12:14 13:8 15:5 16:16 25:17,23 84:18 151:16 152:22 167:7,12 169:13 weren't 56:3 58:13
47:10,15 week 16:14 33:24,25 125:21,22 weekends 133:17 weekly 107:2 151:20 weeks 56:25 135:2 weigh 143:3 Welcome 4:6 9:8 went 12:14 13:8 15:5 16:16 25:17,23 84:18 151:16 152:22 167:7,12 169:13 weren't 56:3 58:13 61:7 74:8 125:6,6
47:10,15 week 16:14 33:24,25 125:21,22 weekends 133:17 weekly 107:2 151:20 weeks 56:25 135:2 weigh 143:3 Welcome 4:6 9:8 went 12:14 13:8 15:5 16:16 25:17,23 84:18 151:16 152:22 167:7,12 169:13 weren't 56:3 58:13 61:7 74:8 125:6,6 125:10
47:10,15 week 16:14 33:24,25 125:21,22 weekends 133:17 weekly 107:2 151:20 weeks 56:25 135:2 weigh 143:3 Welcome 4:6 9:8 went 12:14 13:8 15:5 16:16 25:17,23 84:18 151:16 152:22 167:7,12 169:13 weren't 56:3 58:13 61:7 74:8 125:6,6
47:10,15 week 16:14 33:24,25 125:21,22 weekends 133:17 weekly 107:2 151:20 weeks 56:25 135:2 weigh 143:3 Welcome 4:6 9:8 went 12:14 13:8 15:5 16:16 25:17,23 84:18 151:16 152:22 167:7,12 169:13 weren't 56:3 58:13 61:7 74:8 125:6,6 125:10 west 24:13
47:10,15 week 16:14 33:24,25 125:21,22 weekends 133:17 weekly 107:2 151:20 weeks 56:25 135:2 weigh 143:3 Welcome 4:6 9:8 went 12:14 13:8 15:5 16:16 25:17,23 84:18 151:16 152:22 167:7,12 169:13 weren't 56:3 58:13 61:7 74:8 125:6,6 125:10 west 24:13 western 139:13
47:10,15 week 16:14 33:24,25 125:21,22 weekends 133:17 weekly 107:2 151:20 weeks 56:25 135:2 weigh 143:3 Welcome 4:6 9:8 went 12:14 13:8 15:5 16:16 25:17,23 84:18 151:16 152:22 167:7,12 169:13 weren't 56:3 58:13 61:7 74:8 125:6,6 125:10 west 24:13 western 139:13 wheelhouse 68:14
47:10,15 week 16:14 33:24,25 125:21,22 weekends 133:17 weekly 107:2 151:20 weeks 56:25 135:2 weigh 143:3 Welcome 4:6 9:8 went 12:14 13:8 15:5 16:16 25:17,23 84:18 151:16 152:22 167:7,12 169:13 weren't 56:3 58:13 61:7 74:8 125:6,6 125:10 west 24:13 western 139:13 wheelhouse 68:14 whichever 43:17
47:10,15 week 16:14 33:24,25 125:21,22 weekends 133:17 weekly 107:2 151:20 weeks 56:25 135:2 weigh 143:3 Welcome 4:6 9:8 went 12:14 13:8 15:5 16:16 25:17,23 84:18 151:16 152:22 167:7,12 169:13 weren't 56:3 58:13 61:7 74:8 125:6,6 125:10 west 24:13 western 139:13 wheelhouse 68:14
47:10,15 week 16:14 33:24,25 125:21,22 weekends 133:17 weekly 107:2 151:20 weeks 56:25 135:2 weigh 143:3 Welcome 4:6 9:8 went 12:14 13:8 15:5 16:16 25:17,23 84:18 151:16 152:22 167:7,12 169:13 weren't 56:3 58:13 61:7 74:8 125:6,6 125:10 west 24:13 western 139:13 wheelhouse 68:14 whichever 43:17 88:14
47:10,15 week 16:14 33:24,25 125:21,22 weekends 133:17 weekly 107:2 151:20 weeks 56:25 135:2 weigh 143:3 Welcome 4:6 9:8 went 12:14 13:8 15:5 16:16 25:17,23 84:18 151:16 152:22 167:7,12 169:13 weren't 56:3 58:13 61:7 74:8 125:6,6 125:10 west 24:13 western 139:13 wheelhouse 68:14 whichever 43:17 88:14 whip 90:15
47:10,15 week 16:14 33:24,25 125:21,22 weekends 133:17 weekly 107:2 151:20 weeks 56:25 135:2 weigh 143:3 Welcome 4:6 9:8 went 12:14 13:8 15:5 16:16 25:17,23 84:18 151:16 152:22 167:7,12 169:13 weren't 56:3 58:13 61:7 74:8 125:6,6 125:10 west 24:13 western 139:13 wheelhouse 68:14 whichever 43:17 88:14 whip 90:15 whispering 36:7
47:10,15 week 16:14 33:24,25 125:21,22 weekends 133:17 weekly 107:2 151:20 weeks 56:25 135:2 weigh 143:3 Welcome 4:6 9:8 went 12:14 13:8 15:5 16:16 25:17,23 84:18 151:16 152:22 167:7,12 169:13 weren't 56:3 58:13 61:7 74:8 125:6,6 125:10 west 24:13 western 139:13 wheelhouse 68:14 whichever 43:17 88:14 whip 90:15 whispering 36:7 wholly 77:17
47:10,15 week 16:14 33:24,25 125:21,22 weekends 133:17 weekly 107:2 151:20 weeks 56:25 135:2 weigh 143:3 Welcome 4:6 9:8 went 12:14 13:8 15:5 16:16 25:17,23 84:18 151:16 152:22 167:7,12 169:13 weren't 56:3 58:13 61:7 74:8 125:6,6 125:10 west 24:13 western 139:13 wheelhouse 68:14 whichever 43:17 88:14 whip 90:15 whispering 36:7

winter 142:16 wise 40:19 wish 78:19 97:13 women 148:8 155:24 wondering 73:10 110:19 112:3 138:10 word 48:23 54:20 146:15 words 79:15 164:21
wordsmith 116:5
work 40:13 70:25 71:14 77:3,24 83:20 93:6,7 96:18 127:1 130:3 133:12 133:17,25 137:3 141:20 148:23 149:2 152:1,13 154:6 157:14 160:5 160:10 162:15 163:5,9,13,16,22 163:22 164:15 168:9,13 170:8,14
170:18,21
work's 178:5 work-up 25:8
work-up 23.8 worked 51:12 146:4 151:4 152:6 workflow 50:24 working 23:12,16,19 56:22 57:1 74:13 98:13 111:16 134:17 135:12
works 17:21
workshop 27:5,8,11 28:13
workshops 76:4
world 25:5 61:3 73:18 141:8 worth 31:16 158:13 wouldn't 19:17 69:11 69:11 83:23 104:4
104:15
wow 22:23 140:19 WRIGHT 1:11 write 69:10 76:16 written 164:9 wrong 90:1 114:21 167:8,9,12 168:22 174:17 179:9

X

X 101:23 105:17
165:16
Y
Y 101:23 105:17
165:16
yada-yada 117:12
yeah 16:6,24 17:9,24
18:24 19:12 21:10
21:20 25:10 26:4
27:25 28:4 36:1,2
36:20 39:1 40:3
44:4,17,18 45:10
46:22 48:3 49:20
49:24 51:24 55:15 56:6 57:17 59:1,3,4
59:6 61:12 63:7,8
64:11,21 68:9,12
70:5,7,18,23 71:13
73:8 75:13 76:8,9
79:14,20 81:5
83:25 85:6,20
87:16 88:8 90:23
91:3,8,21,25 93:3,4
93:16,21 94:1
95:23 97:20 98:7
98:17 109:1,11
110:16,16 112:15 114:23 116:12
118:4,6,20 121:19
124:11 127:16
128:6,7,8 132:20
132:22 133:2 21
135:22 137:19 138:17 139:1
138:17 139:1
146:12 154:8 155:1
160:6 161:4,5,23
164:5 169:11 170:1
170:11 172:14
175:5 176:5 177:3 177:6 179:19 180:9
180:10,18 183:2
186:20 187:21
188:8 189:9,12,13
year 4:5 13:23 14:9
22:7 24:4 31:3,3
34:14 39:15 66:12
67:6 98:8 99:6
129:17 134:1
153:20 164:21,22 164:23,23 181:11
164:23,23 181:11 185:20 186:3
103.20 100.3

```
year's 21:20
years 21:20 25:2,20
 25:21 29:7,25
 98:10,10,23,25
  101:9 103:13,13
  106:9 119:22 125:5
  136:1,2,5 142:16
  143:18 155:14
  177:19 179:3
yep 29:10 85:2,2,2,2
 85:2 146:6
yesterday 15:18
  16:16 17:18
young 25:12 30:2
         \mathbf{Z}
Z 101:23 105:17
  165:16
Zoning 31:20
         0
          1
1 28:13 49:25 55:2,23
 57:23 58:10 61:19
 75:9 122:15,19
  129:3 133:9 139:3
  147:3,6 164:22
1/30 27:8
1:00 187:2
1:15 186:5
1:20 1:15 191:3,6
1:30 187:2.4
10 8:6,11 38:7 39:16
 39:23 94:15 98:9
  122:24 126:22
 130:9 136:1 142:15
  143:18 160:19
  164:23 177:19
10,000 106:23
10:00 142:22
100 59:21 72:20
  184:1
100,000 141:7,8,11
  183:18
10th 171:8
11 8:11 90:11,15
 94:16,19 95:5,18
  111:2,3 126:22
  149:7,11 160:19
11.3 149:10
11:00 104:10
```

```
11th 1:14 4:8 171:8
12 8:6,12 9:16 10:2
  36:5 90:15 94:16
  94:19 95:5,18
  111:4 126:22
  160:19 172:24
  177:19
12-month 134:13
12.95 149:17,25
  154:12 155:12
12/31/9999 124:17
12:15 109:8,10,13
  123:24
12th 10:17,25 11:9
  11:13 171:8
13 76:13 131:1 150:7
15 25:2 98:9
16th 4:7 12:9 40:8
173 23:8
18 138:23
18th 17:4
19 22:4
19th 10:17 11:15,24
  142:22
1st 99:9
          2
2 55:24 58:12 59:2,5
  65:11 81:16,17,21
  109:19,21 111:5,6
  122:15 130:25
  138:2 139:3 147:3
  148:14
20 29:25 98:10
  164:23
2000s 32:4
2014 22:7 168:8
  172:12
2017 21:23
2018 22:1,4,12
2018-19 25:18
2019 22:13
2020 22:5 130:11
2021 75:9
2022 75:10
2023 13:3 129:10
  131:8,8 150:12
2024 1:14 14:1 40:22
  51:2 55:23 56:2
  59:2 67:7,11,12
  192:10
20th 18:6
```

			Page 216
21 22:5 22 22:6 22.94 149:16 22nd 192:10 230 181:21 230,000 181:11 182:2 23rd 13:13 14:12 26:12 24 133:11,14 149:24 24.7 149:6,10 25 65:13 25th 27:9,17 35:19 161:21 181:5 188:2 26 78:24 86:20 88:1 29th 27:20 188:11 189:11 3 3 18:17 19:1 22:2 33:7 42:3 50:12,25 51:5 55:2,17,18 122:16 126:25 157:14 160:4 162:15,20 163:13 165:3 166:9,10 168:19 171:5 175:4 178:11 180:17 183:9 3,000 105:19,20,21 105:21,22 108:1,2 3.5 19:1 30 64:5,6,8 67:5 104:19 300 23:4 300-plus 23:3 30th 13:3 14:1 27:4,8 27:12 75:10 99:11 3320 119:13,17,25 120:3 122:14 123:1 33301 1:24 35 125:21,21 39 138:19 3rd 1:12 117:22 4 413:21,22,25 14:2,6 14:8 42:4 122:17 124:1 129:3,17 154:15 4,999 106:15	4.15 13:3 14:4,6,9 26:13 4.17 14:22,23 18:9 26:14 4.36 12:23 26:13 4.5 18:21 45 147:9,13,16 46 149:7,7 5 5 18:21 22:22 26:17 112:11,19,20 117:5 122:17,18 134:1 138:5,7,8 164:21 183:25 5-and-something 18:21 5,000 101:23 106:17 107:1,2 108:18 121:25 50,000 106:13 107:10 107:17 500 1:24 53.47 129:14,19 6 6 8:6 22:22 26:18 39:23 73:3,7,22,23 75:12 122:19 155:21 168:14 169:2 6,000 31:9 34:2 600 1:12 633 1:24 7 7 8:11,19 9:14,16 10:2 12:4 161:19 161:22 7003 52:23,24 72.85 149:12 751 23:2 8 8 8:11 9:23 34:18 36:16 37:18 149:12 800 31:8 100:22 156:23 86 136:15 87 136:16 88 23:10 8th 17:1,10 18:1	27:18,24 31:17 35:24 36:2 51:17 56:19 92:23 93:2 187:19 188:9,20 189:3,4,18 9 9 126:23 127:5 161:17 9:30 187:3 9:43 1:15	