GOVERNMENT OF THE DISTRICT OF COLUMBIA

+ + + + +

BOARD OF ELECTIONS

+ + + + +

REGULAR BOARD MEETING

+ + + + +

WEDNESDAY,
JULY 1, 2015

+ + + + +

The District of Columbia Board of Elections convened in Room 280 North, 441 4th Street, N.W., Washington, D.C. 2001, pursuant to notice, at 10:30 a.m., Deborah K. Nichols, Chairperson, presiding.

BOARD OF ELECTIONS MEMBERS PRESENT:

DEBORAH K. NICHOLS, Chairman STEPHEN I. DANZANSKY, Member

BOARD OF ELECTIONS STAFF PRESENT:

CLIFFORD D. TATUM, Executive Director KENNETH J. MCGHIE, ESQ., General Counsel

OFFICE OF CAMPAIGN FINANCE STAFF PRESENT:

CECILY COLLIER-MONTGOMERY, Director WILLIAM SANFORD, ESQ., General Counsel

C-O-N-T-E-N-T-S

Adoption of Agenda
Adoption of Minutes from June 3, 2015 3
Executive Director's Report, Clifford Tatum . 4
A. General Matters:
 Election Calendars
General Counsel's Report, Kenneth McGhie 9
A. Proper Subject Matter Determination . 10 for an Initiative - "Fair Minimum Wage Act of 2016."
Comments: Mr. Harry Wingo
B. Litigation Matters - McMillian v 55 Board of Elections
Campaign Finance Report - Ms. Cecily Collier-Montgomery
Report of Office of General Counsel 60 Mr. William Sanford
Adjournment

P-R-O-C-E-E-D-I-N-G-S 1 2 (10:35 a.m.) 3 CHAIRMAN NICHOLS: Good morning. 4 Welcome. I hereby call to order the Regular Meeting of the Board of Elections for July 2015. 5 It is Wednesday, July 1, 2015, the time is 10:36 6 7 a.m. and we are meeting in Room 280 North of One Judiciary Square. 8 I'm Deborah K. Nichols, Chairman of 9 10 the Board. Present with me this morning is Board Member Stephen Danzansky. 11 BOARD MEMBER DANZANSKY: Good morning. 12 13 CHAIRMAN NICHOLS: Also present this morning are Mr. Clifford Tatum, the Board's 14 15 Executive Director, Ms. Cecily Collier-Montgomery, the Board's Director of 16 Kenneth McGhie, the Board's Finance and Mr. 17 general counsel. 18 Without objection the agenda for this 19 20 morning's meeting is adopted. Subject to minor

corrections and technical edits, the Minutes of

the meeting of June 3, 2015 are adopted.

21

there any matters the 1 Are members wish to address in this public meeting 2 3 this morning? BOARD MEMBER DANZANSKY: None here, 4 Madam Chair. 5 CHAIRMAN NICHOLS: All right. With 6 7 that we will turn to the report of our executive director, Mr. Clifford Tatum. Mr. Tatum? 8 9 MR. TATUM: Thank you, Madam Chair. There's only one item in my report for today and 10 that is general matters and I simply would like 11 12 to bring to the Board's attention and present to the public the election calendar for June 14, 13 2016, the federal and local primary elections, as 14 well as the November 8, 2016 general election 15 calendar. 16 We propose to post these calendars to 17 the website for display for the public to give 18 them an idea of what the deadlines will be for 19 the upcoming election. For the immediate June 20 14, 2016 election, the most important deadline is 21

for the Board to determine the eligibility of

parties to conduct a congressional and council primary and our deadline for that is December At this point in time there appears to be three parties that are eligible for the primary and that would be the Democratic Party, Republican Party and the D.C. Statehood Green Party.

The deadline, December 17, 2015, the deadline for the parties to file notice of intent for the Board to conduct their primaries and to file their conference and party plan with our office.

And then of course one of the most important deadlines is January 22nd which is when we determine the number of signatures that are required for candidates to make the ballot so nominating petitions will be made available for candidates to pick up on January 22, 2016. And of course the November calendar we'll just place out for publication and as we get closer to that the date we'll discuss what particular particulars are for that particular primary.

(202) 234-4433

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

The second item is we are finalizing the after-action report for the 2015 special election. As we always do after each election we complete an after-action report.

I would like to report to the Board that, as the Board recalls, during the June Board meeting we provided a report to the Board on the request for a recount of the Ward 8 council member seat. That request was made by Mr. Trayon White and we began a recount process as required by law and after the first day Mr. White asked for the recount to be terminated.

We then subsequently submitted a report as well as an invoice to Mr. White for the amount of \$1,426.80 and as of today's date we have not received payment from Mr. White for that invoice. The invoice was dated June 1, 2015 and we forwarded the invoice to Mr. White and his counsel on June 4th. So at some point we will have to bring this matter back before the Board if we do not receive payment.

CHAIRMAN NICHOLS: So how long do we

give them to make payment?

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

MR. TATUM: Typically we're on a 30-day net which is the general practice but I'll have to confer with general counsel to see when we would send a second request for payment and then proceed in that route.

The third item under general matters is as the Board is aware, there will be a public hearing on July 8, 2015 at the Council hearing on Bill 21-0028 and that's on changing the definition of qualified elector to include a asked resident and we've been permanent provide testimony on that particular legislation so we are drafting the legislation testimony and we'll be prepared to provide our thoughts to the Council on changing the definition of qualified elector.

And last but not least I would like to recognize, as the Board is aware, during the month of June we had a summer employee event at the Langston Park which is now the Chuck Brown Park, and that outing was organized by Ms. Denise

Steve and the idea behind it was to build morale 1 and to thank the employees for the hard work that 2 they've done over the past three election cycles. 3 I think we've had an election every 4 six months over the last three years so I wanted 5 to thank Ms. Steve and put it on the record that 6 she did a good job in organizing the event and we 7 had a good turnout. Both the Office of Campaign 8 Finance and the Board of Elections came out. 9 had family members with staff who came out and we 10 had good food, had a good time and good music and 11 we thank Ms. Steve for that. And she's standing 12 outside the door since there was not enough seats 13 inside. Thank you, Ms. Steve. 14 CHAIRMAN NICHOLS: Thank you, Ms. 15 Steve. 16 MR. TATUM: Madam Chair, that's all I 17 have for my report today. 18 All right. Are CHAIRMAN NICHOLS: 19 there any questions of Mr. Tatum? 20 BOARD MEMBER DANZANSKY: Yes. Mr. 21 Tatum, I know that the Libertarian Party was not 22

mentioned. Did they not qualify? 1 They did not qualify. 2 MR. TATUM: They did not gain enough votes in the November 3 2014 election to qualify for the primary election 4 5 to maintain party status. BOARD MEMBER DANZANSKY: Party status? 6 MR. TATUM: Yes. 7 BOARD MEMBER DANZANSKY: Thank you. 8 All right. Having CHAIRMAN NICHOLS: 9 gone through that, we will now move to the Report 10 of Mr. Ken McGhie, our general counsel, and we 11 will start with the subject matter hearing on the 12 initiative Fair Minimum Wage Act of 2016. Mr. 13 McGhie? 14 Can I ask the MR. MCGHIE: Yes. 15 proposer of the initiative to come take a seat at 16 the table, Mr. Matt Hansen, and if you have your 17 counsel with you then have him take a seat as 18 little brief well. And I'll just give a 19 overview of what we're doing here today. 20 a hearing for the Board to make a determination 21

on whether the initiative is a proper subject of

an initiative. The Board's parameters are very narrow. It's really just eight subjects in which the Board would reject an initiative, making a determination that it's not a proper subject.

Those would be if it is contrary to the terms of the Home Rule Act; it seeks to amend the Home Rule Act; it would appropriate funds; it would violate the U.S. Constitution; it is not in compliance with the Office of Campaign Finance filing requirements; it is not in the proper legislative form or it would discriminate, unlawfully discriminate, or it would negate or limit a budget act.

Those are the only criteria that the Board would have to look at on whether to reject an initiative. If the initiative does not fall into one of those categories, then the Board is required to accept the initiative as a proper subject to place on the ballot.

CHAIRMAN NICHOLS: All right. General Counsel, had the proponents complied with the requirements in terms of the administrative

requirement? 1 MR. MCGHIE: Yes. They have properly 2 Office filed all their with the papers 3 Campaign Finance and they are in compliance with 4 those filings. 5 CHAIRMAN NICHOLS: Okay. Are there 6 opponents to the initiative who are 7 any interested in making comments at this time? 8 MR. MCGHIE: Yes. We have a number of 9 people that have submitted a request to testify 10 in opposition to the initiative. And let's see, 11 can we bring I guess chairs --12 CHAIRMAN NICHOLS: Can we get staff to 13 bring some additional chairs to the table? We're 14 trying to be nice. 15 And the first person we MR. MCGHIE: 16 would call would be Harry Wingo with the D.C. 1.7 Chamber of Commerce. 18 CHAIRMAN NICHOLS: We can just have 19 one at a time because this is not going to work, 20 we don't have enough space up here. We tried to 21

do a Council thing where we have a panel but

that's not feasible. Mr. Wingo. Welcome. Thank 1 you for coming this morning. I understand you 2 have testimony? Is that right? 3 Yes ma'am. Good morning. MR. WINGO: 4 5 CHAIRMAN NICHOLS: Good morning. WINGO: Chairman Nichols 6 MR. 7 other members of the Board of Elections. I'm Harry Wingo, President and CEO of the D.C. 8 Thank Chamber of Commerce. you for the 9 opportunity to submit comments and to provide 10 remarks for the record on the proposed Fair 11 Minimum Wage Act of 2016 and its appropriateness 12 for the 2016 ballot. 13 The proposed initiative raises several 14 economic and fiscal concerns that Ι have 15 identified in my submitted testimony and that I 16 would like to briefly summarize now. 17 The proposed measure is not a proper 18 Due to the 19 subject matter for an initiative. impact increasing labor costs will have on all 20 employers, directly and indirectly, the result 21

will have a bearing on the District's revenue

(202) 234-4433

forecast, expenditures and appropriations.

The proposed measure, if adopted, will cause both private sector businesses and local government programs to absorb the effects and costs of this initiative, and this will go beyond simple wage increases. Absorbing the economic effects is something the local government cannot without taking appropriations dom Moreover, the D.C. Council has just recently acted on the minimum wage. Since the initiative proposed would interfere with that legislation, any changes should remain within the purview of the legislative process.

raise The proposed measure to District's minimum wage to \$15 dollars per hour initiative influences via ballot has and repercussions that require careful deliberation and shouldn't be reduced to a simple yes or no ballot initiative.

the This is not an area that initiative and referendum process was intended to address, so the proposal will negate and limit

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

previous acts of our legislature and disrupt the appropriations process.

While it may sound progressive to raise the minimum wage by ballot, the harmful economic effects that the high labor costs would have on local businesses, particularly small businesses, and the D.C. government agency resources will be regressive.

These are deep policy implications that cannot be reduced to a simple yes or no ballot question. This is why it's always been the legislature the District's to authority of of mandate such requirements. The laws economics dictate that this initiative inevitably would require appropriations and interfere with the appropriations process, even though it does not say so within the wording of the proposed initiative.

To disrupt the appropriations process, the impact does not always have to be direct.

A ballot initiative will tie the hands of the Council members who have set minimum wage

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

policy and are responsible for approving budget appropriations.

As a consumer of goods and services, D.C. government agencies' expendable budgets will increase due to the rising costs of have to that are purchased from the private products well the high labor costs sector, as as associated with contracts and agreements with small local disadvantaged business enterprises. The effect of the increased contract prices may impact the vendor budgets of several agencies, including our schools, public safety agencies and the Convention Center for example.

An analogous effect has been illustrated by the Congressional Budget Office which has stated for congressionally increased minimum wages that there is an indirect cost to the federal budget that would be borne from the increased price of goods and services purchased by the government should minimum wages increase.

In reality, D.C. government employees and contractors will not be exempt. While the

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

initiative includes a paper exclusion for D.C. employees the economic and D.C. contracts, reality nullifies the exemption. No employer is going to create a dual pay system where employees employees D.C. contracts earn less than performing the same tasks in the private sector.

It's folly to think that D.C. contractors will not have to raise all wages to the proposed wage minimum and thereby increase to cover the additional costs of bid prices The inevitable result will be added cost for appropriations for any procurement of government-supported project.

We have seen precedent as recent as this year's budget process when the D.C. Council acted to allocate additional funds to government staff and contractors, particularly the commercial cleaning teams, to provide parity in wage earnings.

It should be noted that to keep the current living wage differential over the minimum wage, the legally required living wage would have

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

to increase to just over \$20 dollars by 2025. Since that is higher than what is currently anticipated in the financial plan, the District government will have to increase its agencies budgets to maintain the differential and pay its government staff and contractors the higher living wage.

To further illustrate the differences the proposed initiative would have on public sector employment, there are several positions currently offered by the D.C. government that pay less than \$15 dollars an hour. Our school bus attendants start at \$13.28 per hour. Even with the 2.5 percent annual increase, those employees will be making less than the proposed minimum wage should this matter proceed.

with this expected What be can each government initiative is that proposed employee that is not making the minimum wage will demand their hourly wages to increase to that the District will feel the moral level and the increasing obligation to comply thus

1

2

3

4

5

б

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

personnel services budget.

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

the Next, consider the impact significant increase in labor costs will have on studies and local Several economy. our researchers have shown that increasing the policy. Basic minimum wage is no economic economic principles tell us that the higher price of labor in one sector of a geographical labor will flow of iobs market result in a employment to lower cost markets for us, that means Virginia, Maryland and even Delaware. jobs translate to more funds being expended on the District's unemployment compensation fund and increased allocations to public subsidy programs.

With more workers commuting from other jurisdictions to the District than there are D.C. residents working in the District, any policy changes made applicable precisely to this market directly impact business costs and revenue. And also impact the District's economic forecast and budgets which are entered in it.

For example, because the District is

prohibited from imposing a non-resident income taxes collected on tax, the majority of the personal income go out of the city because barely 30 percent of workers in the District also live Significantly increased in the District. will result in the loss wages minimum increase in wages means employment. An businesses are paying more for less on increased For the District that means the key production. industries, such as hospitality, food services and retail that depend heavily on hourly workers will be adversely impacted the most.

In the event that a company is not in a position to pass on costs to consumers and compete with Maryland and Virginia, they will face the decision to shut down their operations altogether or relocate to a jurisdiction with lesser regulatory challenges, also thus negatively impacting the District's projected revenue from the collection of taxes.

And my last point, a significant increase in labor costs will impact small

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

businesses and industries operating on small margins. Of the major employment industries that make up our private sector jobs in the District, the majority of our D.C. workers are employed in the service-providing industries.

Even with tens of thousands of firms located in the District, only a small portion would be considered a large business. In fact, we have nearly 67,000 small businesses in D.C. Due to the fact that small businesses often operate on the thinnest of margins and that a couple of our leading service industries are seeing a decrease in the latest economic trends report, the Board should consider the impact increasing costs within the labor market will have on our small businesses and, in turn, the District's tax revenue and the overall budget.

No small business owner can operate under increased cost conditions with this impact. The economic literature demonstrates that if minimum wage is increased significantly, jobs for lower wage workers would be eliminated, prices

for goods and services will increase, the share 1 of low wage workers who are employed will fall, 2 along with our competitive position 3 the 4 regional economy. Thus it's important that we detail to 5 you, and thank you for the opportunity to do so, 6 7 the influence that the proposed initiative will have on the economy and the District's budget, 8 and the reasons why we feel that this ballot 9 measure is inappropriate. Thank you for the 10 11 opportunity to present --CHAIRMAN NICHOLS: Thank you, Mr. 12 We will move on to our 13 Wingo. Thank you. 14 next--Well, let me just say 15 MR. MCGHIE: from the outset that Mr. Hansen you will have an 16 respond to everybody at the end opportunity to 17 rather than -- we'd never get through this as yuo 18 can imagine. 19 Thank you, Madam Chair. 20 MR. WINGO: Thank you, CHAIRMAN NICHOLS: Mr. 21 Oh, do you have a question? Thank you. 22 Wingo.

All right. Ms. Valentino? Oh sorry. Go on and 1 take a seat and we'll come back to you. 2 Sorry. Mr. Danzansky? 3 BOARD MEMBER DANZANSKY: Mr. Wingo, 4 eight for just read the elements 5 counsel disqualification of an initiative and again it's 6 7 a very narrow field that we as a Board have, clearly understanding the business community's 8 concerns about an initiative of this kind and the 9 consequences, although the economics are often 10 in such matters and debatable I'm sure 11 proponents will have their own economists and 12 13 economic surveys and statistics to prove otherwise. 14 But my question is are you essentially 15 implied or direct 16 saying that this is an Is that the concern you appropriation of funds? 17 have here? 18 exactly the WINGO: That is 19 MR. concern and definitely implied impact. 20 Because of BOARD MEMBER DANZANSKY: 21 the tie of the minimum wage to things like the 22

D.C. minimum wage, living wage and other provisions of laws?

MR. WINGO: Yes sir. We know that the-- so our concern is that prohibitive disruption of the appropriation process must be actually spelled out in the language of the initiative and be a direct requirement.

But we disagree with ignoring indirect compulsion, the impact that you just addressed that will be there, and what I'm saying is that the incontrovertible law of economics lead to the conclusion that this initiative would require appropriations and would interfere with appropriations process and, for those I do feel that within those narrow reasons, restrictions, the actual impact, the predictable impact of this ballot initiative would be at odds with those requirements. And can we see it being tied to the other things that will be impacted? That is our concern. Absolutely sir.

BOARD MEMBER DANZANSKY: Okay.

CHAIRMAN NICHOLS: So Mr. Wingo, since

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

we have a member who has asked a question and 1 you've given a response, I think it would be fair 2 to let the proponents respond to that question 3 Please sir? 4 also. BOARD MEMBER DANZANSKY: Could you 5 just identify yourself for the record. 6 Mr. Matt Hansen who's MR. SANDLER: 7 8

the proposer and I'm Joe Sandler lead counsel for the proposer and the ballot committee.

In brief, notwithstanding Mr. Wingo's reference to the incontrovertible the laws of were substantial, there's economic economics literature to show that in basically the states that have raised the minimum wage, the impact has been to raise incomes without any negative impact And some of those studies are on employment. cited in the testimony that Mr. Hansen will be presenting today.

But the main point is given at best in economic literature, this conflict cannot and is not called upon to engage in an econometric study and a dynamic economic analysis

9

10

11

12

13

14

15

16

17

18

19

20

21

to determine if there's some indirect impact on 1 the District revenue by virtue of the increase in 2 number of jobs or decrease in the number of jobs, 3 increase in wages, decrease in employment, and to 4 make all of those complicated measurements. 5 The legal standard is not remotely met 6 here for what's required in terms of an impact in 7 District revenue and appropriation of funds as 8 the Court of Appeals has interpreted for that 9 reason. And of course two attorneys general have 10 this is a proper subject for an 11 found that initiative and the Board made that finding last 12 year with respect to measurements which were 13 identical except for the (inaudible). 14 CHAIRMAN NICHOLS: Thank you. Thank 15 you, Mr. Sandler. 16 Thank you. 17 MR. SANDLER: CHAIRMAN NICHOLS: Ms. Valentino? 18 MS. VALENTINO: Thank you and good 19 morning. 20 CHAIRMAN NICHOLS: Good morning. 21 Ellen MS. VALENTINO: My name is 22

Valentino and I'm here today representing the Mid-Atlantic Petroleum Distributors and from the onset I want to make it clear that I am attorney but we did want to submit and make an argument that I think may be novel to what you've heard previously and what you're probably going today because in reviewing the to hear proponents' testimony and the attorney general's letter, I don't think they talk about at all the issue that this may violate the D.C. Human Rights Act.

And I want to point it out and my testimony is very short, but what I do is take very specifically from the D.C. Code and look at the protected classes that the D.C. government has outlined with respect to protection under human rights.

And I have never sat on the D.C. City Council. I would venture to say I didn't work there during 2014. But they're very clear and you have them before you today and I think it's important to read them, that you can't

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

discriminate based on race, based on religion, based on sexual orientation, based on where you went to school or how you went to school.

And there's also a provision in there that says based on source of income. Based on And they define source of source of income. They must have labored over it because it's very deliberately defined. And I just think it's important to say it can't be limited to money and property secured from any occupation. So the proposal today exempts D.C. employees and those bus drivers that Mr. Wingo referenced wouldn't be discriminated against. Very clearly.

Now if this provision was before you today and it didn't say it exempts D.C. employees but it said it exempted females, it exempted non-Christians, it exempted Christians, it exempted you know we could go down the list for examples, I venture to say that it very likely would not be a proper ballot initiative.

And so do I think this is a new

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

argument that you need to opine on? I do. think that if you go forward and this goes to the ballot, you set a precedent on which ballots can come before you today that exempts people based based on gender, based on religion, on race, they work, based on whether based on where they're educated or not. And I think it's So I urge you to reject it and make significant. a new ruling, a new decision and really take that into calculation.

And as far as Mr. Wingo's testimony, listen, I concur with that. I do think there's going to be a direct impact. I represent hundreds of businesses here in the city and I do know the consequences of when you let someone go, being there and being as an employer, saying this is where you can go for D.C. services. This is where you can go to collect unemployment. This is where you go down the road should you not be able to meet your financial needs yourself. And it does impact.

So with that said, this is different.

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

It's pretty simple. I think the beauty of it is 1 the clarity of it all because if you remove a 2 3 D.C. employee and substitute any one of these 4 classes, this would not go to the ballot and source of income is a legitimate one. I didn't 5 write this law, I think this is what the Council 6 7 intended based on the definition. And I urge you to reject this. I don't think it's a proper 8 9 ballot initiative. CHAIRMAN NICHOLS: 10 Thank you, Ms. 11 Valentino. 12 MS. VALENTINO: Thank you. CHAIRMAN NICHOLS: there 13 Are any questions of Ms. Valentino? 14 MR. SANDLER: Jut briefly, Madam 15 This is not the idea that one statute 16 Chair. that exempts a category of District government 17 18 employees can violate the Human Rights Act which is another statute doesn't really add up. If that 19 were the case, then the living wage law itself 20 which only applies to the contracts where the 21 District is expending money, or the first source 22

law which only applies where the District is 1 spending money -- the opposite of what we have 2 here -- would violate the Human Rights Act and be 3 invalid can't be the intent of the Council if 4 (inaudible). Thank you, Madam 5 that was all Chair. 6 CHAIRMAN NICHOLS: Thank you, 7 Eric Jones? 8 Thank you. 9

Good morning Chairperson MR. JONES: of Nichols and members of the D.C. Board Elections. I'm Eric J. Jones, associate director of government affairs for the Associated Builders and Contractors of Metro Washington. Washington is a premium advocate for fair and open competition and the American Construction Association in the Metropolitan Washington, D.C.

It is our mission to protect, enhance and manage our philosophy within the construction industry, to speak for the industry to the public and to engage members and to succeed in a challenging marketplace.

And with that in mind, I am here today

10

11

12

13

14

15

16

17

18

19

20

21

to offer testimony on the proposed fair minimum wage act of 2016.

After carefully reviewing the proposed ballot initiative, it is the belief of ABC Metro Washington that the proposed initiative would violate District law. In particular we believe that the proposed initiative would require the D.C. Council to appropriate funds which would make the proposed initiative illegal. This is because carrying an initiative would change the pay scale for apprentices which are required by District law on all District-funded construction projects such as libraries, recreation centers and schools.

In addition, the initiative would also change the prevailing wage under the Davis-Bacon Wage Act which federal and District law require all contractors to pay on projects which use District funds that receive public assistance from the District government.

Currently the law mandates that no prime contractor or subcontractor shall contract

with the District government within any 12 month period to perform construction or renovation work in a cumulative amount of \$500,000 dollars or more unless such prime or subcontractor registers or has a registered apprenticeship program with the D.C. apprenticeship council.

Further, the law mandates that minimum numerical rate on each project which requires a company to establish an apprenticeship program to be one apprentice to every three This means that in journey-persons employed. addition to having a registered apprenticeship each their employees, that for for program District government project in which they working, the company must have at least apprentice working for three journey-persons with a minimum of at least one apprentice working on every site.

In addition, the District's apprenticeship law which requires companies to register and provide apprentices to work on District government projects, the District's

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

first source law requires that any company sign a first source agreement on any construction project in which the city provides more than \$5 million dollars in public assistance.

Under this agreement, the prime and subcontractors in addition to having registered apprenticeship programs, must also ensure that at least 60 percent of all apprenticeship hours by trade are performed by the residents of the District of Columbia for the duration of the project.

Currently, the District through the Department of Employment Services and the D.C. apprenticeship council has set the wage rate for apprentices within the District to 50 percent of the current journey-person wage rate which is set forth by the Davis-Bacon wage scale.

Under the current policy, any trade which pays a journey-person less than \$30 dollars an hour, would be required to increase their pay for apprentices for the first half of 1,000 onthe-job training hours of their program.

Currently this would include more than half of the trades for which the District has approved apprenticeship programs, including but not limited to, carpentry, cement masonry, drywall, electrical workers, glazing, laborers, painting and plumbing.

While each of the trades mentioned above pay their journey-persons well above the proposed minimum wage of \$15 dollars an hour, their average salary is still below \$30 dollars an hour which means their apprentice rate is less than \$15 dollars an hour.

However, if the current initiative is allowed to continue, companies will be required under the new law to set their apprenticeship wave wage rate to \$15 dollars or more no matter the wage rate for the journey persons because the federal and District law mandates that entry level apprentices shall not be paid less than the District minimum wage.

While the proposed ballot initiative stipulates that new regulations will not apply to

District government and District contractors, the federal law which mandates the District's use of federal apprenticeship guidelines, states that the only exception to paying the prescribed rates based on Davis-Bacon is when a wage higher than the local minimum wage is required by other applicable federal or state laws.

In addition, this initiative would also require companies to amend their current apprenticeship agreements and increase their minimum apprenticeship rates. This is problematic because the additional cost which is required by District law, would be passed on to the District in the form of contract change orders.

Currently under District law all contracts above \$1 million dollars must go before the City Council for approval, which is a form of appropriations. Because these contracts are a debt by the city and by law must be paid, this would mean that they require an appropriation that subsequently would make the proposed ballot

1.7

measure illegal.

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

In addition, a change in the minimum wage which companies are required to pay their apprentices in this district, this initiative would also impact the Davis-Bacon wage scale. Currently, there are several wage rates in the District which are below \$15 dollars an hour.

If this initiative was to pass and law, it would make it illegal become company to pay less than \$15 dollars an hour to their employees. Because of this, companies when will provide completing their waqe surveys information stating that their average rate of pay must be \$15 dollars an hour. This would change the wage rate because by law you are not able to pay anything less than the local minimum wage if you are a federal or District government Because of this, companies will set contractor. their rates which currently are under \$15 dollars an hour to \$15 dollars an hour or the minimum wage for journey-persons.

Unlike previous changes to the Davis-

Bacon wage scale, this would cause the District again to face change orders based on the new rate because while companies are legally able to pay the Davis-Bacon wage rate that was established when they signed their contract, they must pay the current minimum wage. This means that companies doing projects which have been bid, awarded, budgeted for and for which funds have been appropriated through the budget process, would have to pay additional rates based on the new wage.

This again would require the City Council to vote on contracts which cover change orders and again require them to appropriate funds to cover these debts which the City has created and are contractually obligated to pay.

For the reasons listed above, we would recommend that you reject the proposed ballot initiative. In addition, general counsel mentioned that receive opinions from we from the Office of General general counsels According to District law, the only Counsel.

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

1	office that can provide opinions on the
2	appropriation of funds is the Chief Financial
3	Officer which has not weighed in on this issue at
4	hand. Thank you.
5	CHAIRMAN NICHOLS: Thank you, Mr.
6	Jones. Unless a member asks a question, you
7	don't have to respond at the end of testimony
8	until you get to your own. We'll move on now to
9	Kirk McCauley. Are you present?
10	MR. MCCAULEY: Good morning.
11	CHAIRMAN NICHOLS: Thank you, Mr,
12	Jones.
13	MR. JONES: Thank you.
14	MR. MCCAULEY: Good morning, Madam
15	Chair.
16	CHAIRMAN NICHOLS: Good morning. How
17	are you?
18	MR. MCCAULEY: Good morning, Madam
19	Chair and members of the Council.
20	CHAIRMAN NICHOLS: Well, we're not
21	members of the Council.
22	MR. MCCAULEY: Well of the Board of

Elections. My name is Kirk McCauley and I represent service stations and repair shops in the District of Columbia, Maryland and Delaware.

And I don't have a whole lot to say because it's already been said and you don't want to just keep repeating things. But it will cost in unemployment, it will cost the government. It will cost the government when businesses have to move out because they can't afford to pay these wages with all the associated fees that they pay, licenses and fees for underground storage tanks, novel fees, stadium fees. It all costs a lot of money and it'll cost the District more.

And unlike the living wage that didn't go to ballot, this one is going to go to ballot. So there's a lot of issues here. I agree with the gentleman that just got up, what Mrs. Valentino said, what the Chamber said and it's just not the proper venue for this one and thank you.

CHAIRMAN NICHOLS: Thank you, Mr. McCauley. We appreciate it. All right. Unless

there are questions from members we will ask for comments from the proponents of the initiative.

MR. HANSEN: Good morning, members of the Board of Elections. Thank you for allowing me to testify here today in support of the proposed Fair Minimum Wage Act of 2016.

My name is Matthew Hansen and in addition to being the proposer of the ballot initiative, I am also the campaign director for D.C. Working Families and together with our partners at the Restaurant Opportunity Center of Washington, D.C., we're supporting this effort to raise the minimum wage to \$15 dollars an hour for all working people in the District of Columbia.

We're supporting this initiative because we know that the current minimum wage, even after it's increased to \$10.50 an hour, is still not enough for the families of this city to make ends meet and that if we want to make sure that everyone receives a fair wage, we must raise the minimum wage to \$15 dollars an hour.

It wasn't that long ago that the

minimum wage provided a decent standard living, but over the past three decades wages have been driven down, producing massive income inequality in an economy that is out of balance. This has been especially true and according to the Washington, D.C. 6 partisan Economic Policy Institute, since 1979, D.C.'s top one percent's income has grown 235

almost 30 percent. 10

1

2

3

4

5

7

8

9

11

12

13

14

15

16

17

18

19

20

21

22

The average income for the top one percent is now 32 times greater than the average income for the bottom 99 percent and, unless we do something to address this growing imbalance, the problem will only get worse.

percent and since the recession it has increased

For example, the National Low Income Housing Coalition has found that to afford a fair market rent apartment in D.C., a minimum wage worker would have to work an impossible 137 hours I'll say that again -- 137 hours per per week. week 52 weeks a year.

While we applaud the City Council for

recently raising the minimum wage, we know that we must do more. Raising the minimum wage to a higher standard is a step in the right direction and will significantly improve the quality of life for hardworking people across the city.

Raising the minimum wage to \$15 dollars an hour for all workers, including tipped workers, and continuing to index it to the cost of living is one of the most effective things we can do if we want to grow the economy, restore balance to it and regain some of the lost ground since the recession.

Despite the stereotype, the typical minimum wage worker is not a teenager working for fun money; the average worker is more likely to college 35-year-old woman with some be education, very often a parent. She is someone who's trying to do everything right but the deck stacked With today's been against her. full-time worker with wage а minimum dependents can work full-time year round and just barely hover above the poverty line.

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

The National Employment Law Project reports that a near majority of jobs that have been created since the recession, the ones that are replacing previously good paying ones, are low wage jobs. Raising the minimum wage would go a long way to restoring the minimum wage to where it was at its peak when unemployment rates were low and the minimum wage reflected much higher purchasing power and is equal to half of what the median worker earned.

This ballot initiative will allow residents of the District of Columbia to raise the floor for all workers, ensuring that the jobs we create are good ones and that we reward hard work with fair pay.

Not only will raising the minimum wage reward hardworking families but also strengthen the economy by ensuring that the jobs we create are good paying ones that will grow the economy through increased consumer spending because when workers earn more they spend more. And that money goes right back into the local economy

helping to generate more business, including new employment opportunities.

This is why raising the minimum wage is supported by a majority of residents, workers and even small business owners who know that hard work deserves fair pay and that increased productivity and reduced turnover are just some of the benefits that will result from good wages.

According to the Center for Economic & Policy Research, the 13 states that increased their minimum wage in 2014 saw faster job creation than those that did not.

Routinely raising the minimum wage is one of the most common measures that voters and legislators have taken to strengthen the economy and the positive results of these actions are overwhelming. The most rigorous research over the past 20 years examining scores with state and local minimum wage increases across the U.S. demonstrate that these increases have raised workers' incomes without reducing employment.

The substantial weight of scholarly

evidence reflects a significant shift in views of the economics profession, away from the former view that a higher minimum wage cost jobs. As Bloomberg News summarized in 2012, a wave of economic research is disproving new those about job losses and youth arquments unemployment.

Previous studies tended to not control for regional or economic trends that were already affecting employment levels such as manufacturing-dependent states that were shedding The new research would set micro-level jobs. employment patterns for а more accurate employment picture. The studies find minium wage increases even provided an economic boost, albeit a small one, as workers immediately spent their raises.

Similarly, D.C. action that would help our neighbors follow our example would not put us at any economic disadvantage. The most sophisticated of the new wave of minimum wage studies titled "Minimum Wage Effects Across

1

2

3

4

5

6

7

8

9

10

11

12

1.3

14

15

16

17

18

19

20

21

States Borders" was published in 2010 by economists at the University of California in the prestigious review Economics and Statistics Journal.

That study carefully analyzed minimum wage impacts from across state borders by comparing employment patterns of more than 250 pairs of neighboring counties in the U.S. that had different minimum wage rates between 1990 and 2006 as a result of being located in neighboring states with different minimum wages.

considered the gold study is standard of research on the subject and consistent with a long line of similar research has found no difference in job growth rates in of neighboring data from the 250 pairs the reviewed, found and counties that were evidence that higher minimum wages harms states' competitiveness by pushing businesses across state lines.

Some of the opponents of the ballot initiative have argued that the initiative will

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

negatively affect the District economy an indirectly decrease District tax revenues. As outlined above, there's evidence that just the opposite will occur.

But to briefly cite the memo that our legal counsel has prepared, the Court of Appeals has never evaluated an initiative's impact on revenue by considering such far removed and indirect data points. Rather where the Court of Appeals has rejected initiatives for negating or limiting a budget request act has only been in circumstances where the proposed initiative would directly impact District revenue by explicitly limiting or eliminating a source of District funds which this initiative does not do.

So what will the initiative do? As of today the hourly minimum wage for non tipped workers in D.C. is \$10.50 an hour and is on track to reach \$11.50 by next year. For tipped workers the minimum wage remains frozen at \$2.70 cents an hour but our initiative will eliminate the tip penalty that harms so many workers.

the

all

The Fair Minimum Wage Act of 2016, 1 is enacted, will gradually raise 2 when it minimum wage to \$15 dollars an hour for 3 workers in the following steps: July of 2017 the 4 minimum wage for non-tip workers will increase to 5 \$12.50 and for tipped workers to \$4.50; July 2018 6 7 the minimum wage will increase to \$11.50 and \$6 dollars an hour for tipped workers; July 2019 it 8 will increase to \$14 dollars an hour for non-9 tipped workers, \$7.50 for tipped workers; July 10 2020 the minimum wage for non-tipped workers will 11 reach \$15 dollars an hour and for tipped workers 12 \$9 dollars an hour. July 2021, the minimum wage 13 will continue to be indexed to the cost of 14 living, resulting in a small increase and the 15 tipped minimum wage will increase \$1.50 cents a 16 year until it catches up with the minimum wage 17 and then that too will be indexed to the cost of 18 19 living.

> To summarize, what we are proposing to do is to gradually and steadily increase the minimum wage by extending the same timetable that

20

21

the Council approved last year and to eliminate 1 the tipped penalty with a modest \$1.50 a year 2 increase. 3 In drafting this initiative we have 4 carefully explored the relevant statutes and case 5 law and we are confident that the proposal is a 6 proper subject for the initiative under D.C. law. 7 Both the attorney general and our legal counsel 8 have reviewed our ballot initiative and concluded 9 that it is legal and proper and does not require 10 the District to appropriate funds, establish any 11 special fund, create an entitlement or directly 12 or eliminate of District address а source 13 revenue, nor does not it negate or eliminate the 14 Council's budgetary authority. 15 For these reasons and more I hope that 16 you will decide in favor of the proposed ballot 17 initiative. Thank you for your time this morning. 18 Thank you. Give me CHAIRMAN NICHOLS: 19 your name again for the record. 20 MR. HANSEN: Matthew Hansen. 21 Are CHAIRMAN NICHOLS: Mr. Hansen. 22

there any questions for Mr. Hansen?

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

BOARD MEMBER DANZANSKY: Yes. Would you address Mr. Jones' contention that there are triggers under the law, including Davis-Bacon and others, that would necessarily do things like require contract extensions, amendments, etc., and therefore it becomes an appropriation because the Council will be required to meet the new standard? Why isn't that a valid argument? Why isn't that an appropriation?

MR. SANDLER: Board Member Danzansky, I'm not sure we completely followed the argument behalf of the Associated made that was on if did Contractors, but Builders and understand it correctly, you're suggesting that first of all prevailing wages under Davis-Bacon for the vast majority of businesses are way above the minimum wage and would be above this minimum wage.

I think he was saying that for certain journeymen and apprentice positions for which the prevailing wage currently is less than \$15

dollars, he was referring to a Department of Labor regulation or policy that in no event can it be less than the minimum wage.

But the fact is that the minimum wage for those apprentices and journeymen is not going to change under this because they're exempted from this law as the initiative is written. So federal the that the it can't be case it can't be any less government's going to-than the federal minimum wage which it won't be, and it can't be any less than the applicable the applicable District minimum wage with District minimum wage for these positions, because they're contractors and exempt, are not So we don't believe the going to be changed. point is valid but if we mis-comprehended it then we might want an opportunity to address it.

BOARD MEMBER DANZANSKY: You're saying this would not automatically trigger change over the contract--

MR. SANDLER: Correct. Because those wages would not have to be raised because there's

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

no change in the minimum wage because these are employees of a District contractor which are exempted from this law in the first instance.

BOARD MEMBER DANZANSKY: Would you address another issue and I realize that prior attorneys have approved this legislation as right for an initiative or similar legislation. But then again a foolish consistency is the hobgoblin of small minds so I want to just ask this question.

We have a situation where one of the vital elements and functions of a legislative body setting a minimum wage is a big deal. they have internal lobbied, legislatures are they have conflicts, but discussions, major deal like declaring an emergency or passing And my question to you is if this is a budget. left simply with the initiative process, does this eventually so strip the legislature of a vital function that it would be in violation of It would change the very the Home Rule Act? nature and function of what a legislature

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

supposed to do.

MR. SANDLER: We don't think so, Mr. Danzansky, because again the only subjects that might (inaudible) to initiative and clearly laid out in the statute and the setting of a minimum wage, while it's certainly an important policy matter, there's nothing inherently different about this than lots of other policy matters that those exceptions allow to be moved to the voters for the initiative process.

And indeed the arguments that have been made this morning by the opponents as policy arguments, the debate about the economic effects, can appropriately be addressed in the electorate and they can make their decision as they do on other matters about which--

BOARD MEMBER DANZANSKY: So you're saying these issues are something that should be argued before the voters, placed before the voters in essentially a political forum with advertisements and all that the political process allows and that the Home Rule Act envision that

kind of public discussion? 1 Given the 2 MR. SANDLER: Yes. exemptions subject 3 to what's proper to а initiate. 4 BOARD MEMBER DANZANSKY: I'm looking 5 at the poor people of Greece who this weekend 6 after a week's notice must decided whether to 7 have an economic catastrophe under the 8 under the marketplace and whether they fully 9 understand what it is that they're voting on. 10 Thank you for Okay. 11 But there we are. responding. 12 CHAIRMAN NICHOLS: Thank you. 13 at the conclusion of this meeting we will take 14 comments under advisement in making 15 the determination of whether the proposed initiative 16 the ballot, a proper subject for 17 decision will be issued as soon as possible in 18 writing. Okay. 19 Mr. McGhie, what is the next item on 20 your list? 21 The last thing on my MR. MCGHIE: 22

agenda is just a litigation status update. The only thing on the standing in court is McMillian v. the Board of Elections and I'm actually familiar with this case. This is the one dealing with the rent is too damn high. This was dismissed in the lower court and the plaintiffs filed an appeal in the U.S. Court of Appeals.

They initially missed the filing deadline and the Court granted them an extension to file because the Board had filed a motion to dismiss the matter, and so they finally filed their response to our motion to dismiss on June 4th. And so the matter is pending in Court right now.

So we're just waiting on a decision for the Court's ruling in the U.S. Court of Appeal on our motion to dismiss. And that would conclude my litigation status update.

CHAIRMAN NICHOLS: All right. Are there any questions of Mr. McGhie? We will now move to the report of the Director of Campaign Finance, Ms. Cecily Collier-Montgomery.

MS. COLLIER-MONTGOMERY: Yes. Good morning. During the month of June, June 10th was the reporting deadline for the filing of the report of receipts and expenditures by Principal Campaign Committees and Political Action Committees who were active during the special election cycle.

required filers that have 77 represent 32 Principal Campaign Committees and 45 Political Action Committees. The total number of the total number 59, timely filers was extensions requested and granted was 6. The total number of late filers was 1; the total number of failures to file was 16 and the total number of referrals to the Office of the General Counsel totaled 17.

Of the timely filers, all 59 of those filers electronically filed their reports of receipts and expenditures and, of course, you know the law has been changed such that electronic filing is mandatory in the District of Columbia.

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

With respect to the referrals to the Office of the General Counsel, 10 of the Principal Campaign Committees were referred for failure to file and 7 of the Political Action Committees were referred as well. And I can list those if you'd like.

With the fiscal campaign committees,
Bell for Ward 8 was referred. The treasurer is
Milton Bell. Whitaker for Ward 4, Robert
Whitaker is the treasurer. Edwin for Ward 4,
Julius Powell, treasurer. LaRuby May 2015,
Monica T. Ray, treasurer. Ward 8 for Muhammad,
Anthony Hovington, Treasurer. Abraham for Ward
8, Nicole Springs, Treasurer.

Ron Williams for Ward 8 City Council,
Timothy Lewis, Treasurer. Sheila Bunn for Ward
8, Rachel Richards, Treasurer. Kinlow Ward 8
Strong, Johnnie N. Ferguson, Treasurer and
Fleming 2015, Herbert Smith, Treasurer.

The Political Action Committees which we'll refer to the general counsel's office are as follows: Gertrude Stein Democratic Political

Account, Jessica Pierce, Treasurer. Campaign Committee for Working Families George Gilbert, Treasurer. D.C. Firefighters Association, Robert Alvardo, Treasurer. Youth Action PAC, Gabrielle Moise, Treasurer. D.C. Latino Caucus Political Action Committee, Gabriela Mossi, Treasurer. D.C. Working Families, D. Morris Michael, Treasurer. HMO Health PAC, David Wilmot, Treasurer.

During the month of June on June 24, 2015 we had a new initiative committee register with the Agency. The name of the committee is the Public Accountability Safety Standards Initiative Committee.

We had one mandatory entrance conference on June 4, 2015. The participants were the Edwin L. Jones, Jr., the Treasurer of the Raise the Wage Initiative Committee and D. Morris Michael the custodian of records for the Raise the Wage Initiative Committee.

In our audit branch during the month of June the audit branch conducted 66 desk reviews. With respect to our ongoing audits we

have the Gray for Mayor full field audit. With the periodic random audits of our continuing political committees, Morgan for DC. With our periodic random audits for candidates registered for the 2014 election cycle, the Committee to Elect Natalie Williams for Ward 8. Barry for Council and Friends of Leon Andrews.

The Inaugural Committee 2015, the D.C. Proud Inaugural Committee.

For full field audits of newly elected officials, LaRuby May 2015, the audit notification letter issued on June 18th. For Brandon Todd for Ward 4, the audit notification letter issued on June 18, 2015.

During the month of June we issued two audit reports, the Mayor Bowers Constituent Service Fund which was issued on June 18, 2015 and the Ruth for Schools which was issued on June 24, 2015. With both of the audit reports they are available at our website for review by members of the public and also just to again for the benefit of members of the public, all of the

financial reports which have been filed with us, 1 the images of those reports are also available 2 for review at our website. I would ask Mr. 3 Sanford to provide the report of the Office of 4 the General Counsel for the month of June. 5 SANFORD: Good morning, 6 Member 7 Chairman and distinguished Board Danzansky. I'm William Sanford, general counsel 8 for the Office of Campaign Finance. 9 During the month of June 2015 10 received Office of the General Counsel 11 referrals, 17 of those referrals were from public 12 information and records management division and 13 2 referrals were from the reports analysis and 14 work division. 15 The Office of the General Counsel 16 hearings and informal issued conducted 6 17 orders which include the following: 18 11 orders for failure to timely file 19 in which no fines were imposed; 3 orders for 20 failure to timely respond to a request 21 additional information for which no fines were 22

imposed; 9 orders for failure to timely file in \$15,200 fines totaling dollars were which imposed; 2 motions for reconsideration in which motions for rescinded and two fines were reconsideration which were denied.

During the month of June 2015, the Office of Campaign Finance imposed fines against the following respondents:

Vonetta Dumas, ANC candidiate, \$200 dollars; Darrell Gaston, ANC candidate was fined \$2,000 dollars; Walter Garcia, ANC candidate was fined \$2,000 dollars; Christy Love Davis, ANC candidate was fine \$2,000 dollars; Milton Bell for Ward 8 Council was fined \$2,000 dollars; Robert Whitaker for Ward 4 Council was fined \$2,000 dollars; Ward 6 Democrats was fined \$2,000 dollars; Committee to Elect Khalid Pitts was fined \$2,000 dollars and the Gertrude Stein Democratic PAC was fined \$1,000 dollars.

During the month of June 2015 the Office of Campaign Finance collected \$750 dollars in fines. They included \$500 dollars in fines

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

that were paid by the Libertarian Party and a 1 \$200 dollar (sic) installment payment by Tarek 2 3 Stevens. During the month of June 2015, the 4 Office of the General Counsel carried 7 5 investigations and no new investigations were 6 7 initiated. During the month of June the Office 8 did not receive any requests for interpretative 9 opinions and no show cause proceedings were 10 And that's my report. conducted. 11 NICHOLS: CHAIRMAN Are there any 12 Sanford Collier-13 questions of Mr. or Ms. All right. Hearing none, are 14 Montgomery? there any public matters to be brought before the 15 Board this morning? Hearing none and there 16 being no further business before us, this meeting 17 is hereby adjourned. The time is 11:39 a.m. and 18 19 it is still Wednesday, July 1, 2015.

(Whereupon, the Regular Meeting of the Board of Elections on Wednesday, July 1, 2015 was concluded and went off the record at 11:39 a.m.)

20

21

ballot 5:16 10:19 12:13

13:16,19 14:4,11,21

21:9 23:17 24:9 27:21

I
A
\$1 35:17
\$1,000 61:19
\$1,426.80 6:15
\$1.50 48:16 49:2 \$10.50 40:17 47:18
\$11.50 47:19 48:7
\$12.50 48:6
\$13.28 17:13
\$14 48:9 \$45 42:45 47:42 24:0 42
\$15 13:15 17:12 34:9,12 34:16 36:7,10,14,19
36:20 40:13,21 42:6
48:3,12 50:22
\$15,200 61:2
\$2,000 61:11,12,13,14
61:16,16,18 \$2.70 47:20
\$20 17:1
\$200 61:9 62:2
\$30 33:19 34:10
\$4.50 48:6
\$5 33:3 \$500 61:22
\$500,000 32:3
\$6 48:7
\$7.50 48:10
\$750 61:21
\$9 48:13 a.m 1:11 3:2,7 62:18,22
ABC 30:13 31:4
able 28:20 36:16 37:3
Abraham 57:13
Absolutely 23:20
absorb 13:4 Absorbing 13:6
accept 10:18
Account 58:1
Accountability 58:12
accurate 45:13 act 2:11 9:13 10:6,7,13
12:12 26:11 29:18
30:3 31:2,17 40:6
47:11 48:1 52:21
53:22
acted 13:10 16:16 action 13:8 45:18 56:5
56:10 57:4,20 58:4,6
actions 44:16
active 56:6
acts 14:1
actual 23:16 add 29:19
add 29.19 added 16:11
addition 31:15 32:12,19
33:6 35:8 36:2 37:19
40:8
additional 11:14 16:10
10

16:16 35:12 37:10 60:22 address 4:2 13:22 41:14 49:13 50:3 51:17 52:5 addressed 23:10 53:14 adjourned 62:18 Adjournment 2:20 administrative 10:22 adopted 3:20,22 13:2 Adoption 2:2,3 adversely 19:12 advertisements 53:21 advisement 54:15 advocate 30:14 affairs 30:12 affect 47:1 afford 39:9 41:17 after-action 2:6 6:2,4 agencies 15:4,11,12 17:4 agency 14:7 58:11 agenda 2:2 3:19 55:1 ago 40:22 agree 39:16 agreement 33:2,5 agreements 15:8 35:10 albeit 45:15 allocate 16:16 allocations 18:14 allow 43:11 53:9 allowed 34:14 allowing 40:4 allows 53:22 altogether 19:17 Alvardo 58:4 amend 10:6 35:9 amendments 50:6 American 30:15 amount 6:15 32:3 analogous 15:14 analysis 24:22 60:14 analyzed 46:5 **ANC** 61:9,10,11,12 Andrews 59:7 annual 17:14 Anthony 57:13 anticipated 17:3 apartment 41:18 appeal 55:7,17 Appeals 25:9 47:6,10 55:7 appears 5:3 applaud 41:22 applicable 18:18 35:7 51:11,12 applies 29:21 30:1

apply 34:22

appreciate 39:22 apprentice 32:10,16,17 34:11 50:21 apprentices 31:11 32:21 33:15,21 34:19 36:4 51:5 apprenticeship 32:5,6 32:9,12,20 33:7,8,14 34:3,15 35:3,10,11 appropriate 10:7 31:8 37:14 49:11 appropriated 37:9 appropriately 53:14 appropriateness 12:12 appropriation 22:17 23:5 25:8 35:21 38:2 50:7,10 appropriations 13:1,8 14:2,15,16,19 15:2 16:12 23:13,14 35:19 approval 35:18 approved 34:2 49:1 52:6 approving 15:1 area 13:20 argued 46:22 53:19 argument 26:5 28:1 50:9.12 arguments 45:6 53:11 53:13 asked 6:11 7:12 24:1 asks 38:6 assistance 31:19 33:4 associate 30:11 associated 15:8 30:12 39:10 50:13 **Association** 30:16 58:3 attendants 17:13 attention 4:12 attorney 26:4,8 49:8 attorneys 25:10 52:6 audit 58:20,21 59:1,11 59:13,16,19 audits 58:22 59:2,4,10 authority 14:12 49:15 automatically 51:19 available 5:17 59:20 60:2 average 34:10 36:13 41:11,12 42:15 awarded 37:8 aware 7:8,19 **B** 2:15

28:3 29:4,9 31:4 34:21 35:22 37:18 39:15,15 40:8 43:11 46:21 49:9,17 54:17 ballots 28:3 barely 19:3 42:22 **Barry** 59:6 based 27:1,1,2,2,5,5 28:4,5,5,6,6 29:7 35:5 37:2,10 **Basic** 18:6 basically 24:13 bearing 12:22 beauty 29:1 began 6:10 behalf 50:13 belief 31:4 **believe** 31:6 51:15 Bell 57:8,9 61:13 benefit 59:22 benefits 44:8 best 24:19 beyond 13:5 bid 16:10 37:7 big 52:13 Bill 2:7 7:10 Bloomberg 45:4 **Board** 1:3,5,9,12,15 2:16 3:5,10,10,12 4:1 4:4,22 5:10 6:5,6,6,7 6:20 7:8,19 8:9,21 9:6 9:8,21 10:3,15,17 12:7 20:14 22:4,7,21 23:21 24:5,20 25:12 30:10 38:22 40:4 50:2 50:11 51:18 52:4 53:17 54:5 55:3,10 60:7 62:16,21 Board's 3:14,16,17 4:12 10:1 body 52:13 boost 45:15 borders 46:1.6 borne 15:18 **bottom** 41:13 **Bowers** 59:16 branch 58:20,21 Brandon 59:13 brief 9:19 24:10 briefly 12:17 29:15 47:5 bring 4:12 6:20 11:12 11:14 brought 62:15 Brown 2:8 7:21

back 6:20 22:2 43:22

balance 41:4 42:11

Bacon 37:1

budget 10:13 15:1,15

15:18 16:15 18:1 20:17 21:8 37:9 47:11 52:17 budgetary 49:15 budgeted 37:8 budgets 15:4,11 17:5 18:21 build 8:1 Builders 30:12 50:14 **Bunn** 57:16 bus 17:12 27:12 **business** 15:9 18:19 20:8,18 22:8 44:1,5 62:17 **businesses** 13:3 14:6,7 19:8 20:1,9,10,16 28:14 39:8 46:19

50:17

C C-O-N-T-E-N-T-S 2:1 calculation 28:10 calendar 4:13,16 5:19 calendars 2:6 4:17 California 46:2 call 3:4 11:17 called 24:21 campaign 1:17 2:17 3:16 8:8 10:9 11:4 40:9 55:21 56:5,9 57:3,7 58:1 60:9 61:7 61:21 candidate 61:10,11,13 candidates 5:16,18 59:4 candidiate 61:9 careful 13:17 carefully 31:3 46:5 49:5 carpentry 34:4 carried 62:5 carrying 31:10 case 29:20 49:5 51:8 55:4 catastrophe 54:8 catches 48:17 categories 10:17 category 29:17 **Caucus** 58:5 cause 13:3 37:1 62:10 Cecily 1:18 2:17 3:15 55:22 cement 34:4 Center 15:13 40:11 44:9 centers 31:13 cents 47:20 48:16 **CEO** 12:8

certainly 53:6 Chair 4:5,9 8:17 21:20 29:16 30:6 38:15,19 Chairman 1:13 3:3,9,13 4:6 6:22 8:15,19 9:9 10:20 11:6,13,19 12:5 12:6 21:12,21 23:22 25:15,18,21 29:10,13 30:7 38:5,11,16,20 39:21 49:19,22 54:13 55:19 60:7 62:12 Chairperson 1:11 30:9 chairs 11:12,14 challenges 19:18 challenging 30:21 Chamber 11:18 12:9 39 18 change 31:10,16 35:14 36:2,15 37:2,13 51:6 51:19 52:1,21 changed 51:15 56:20 changes 13:12 18:18 36:22 **changing** 7:10,16 Chief 38:2 **Christians** 27:18,18 Christy 61:12 Chuck 2:8 7:21 circumstances 47:12 cite 47:5 cited 24:17 city 19:3 26:18 28:14 33:3 35:18,20 37:12 37:15 40:18 41:22 42:5 57:15 clarity 29:2 classes 26:15 29:4 cleaning 16:18 clear 26:3,20 clearly 22:8 27:14 53:4 Clifford 1:16 2:4 3:14 4:8 closer 5:20 Coalition 41:17 Code 26:14 collect 28:18 collected 19:2 61:21 collection 19:20 college 42:16 Collier 3:15 62:13 Collier-Montgomery 1:18 2:17 55:22 56:1 Columbia 1:1.9 33:10 39:3 40:14 43:12 56:22 come 9:16 22:2 28:4 coming 12:2 comments 2:12 11:8

12:10 40:2 54:15 Commerce 11:18 12:9 commercial 16:18 committee 24:9 58:2,6 58:10,11,13,17,19 59:5,8,9 61:17 committees 56:5,6,9,10 57:3,5,7,20 59:3 common 44:14 community's 22:8 commuting 18:15 companies 32:20 34:14 35:9 36:3,11,18 37:3 37:7 company 19:13 32:9,15 33:1 36:10 comparing 46:7 compensation 18:13 compete 19:15 competition 30:15 competitive 21:3 competitiveness 46:19 completely 50:12 completing 36:12 compliance 10:9 11:4 complicated 25:5 complied 10:21 comply 17:22 compulsion 23:9 concern 22:17,20 23:4 23:20 concerns 12:15 22:9 conclude 55:18 concluded 49:9 62:22 conclusion 23:12 54:14 concur 28:12 conditions 20:19 conduct 5:1,10 conducted 58:21 60:17 62:11 confer 7:4 conference 5:11 58:15 confident 49:6 conflict 24:20 conflicts 52:15 congressional 5:1 15:15 congressionally 15:16 conmplete 6:4 consequences 22:10 28:15 consider 18:2 20:14 considered 20:8 46:12 considering 47:8 consistency 52:8 consistent 46:14 Constituent 59:16 Constitution 10:8

construction 30:15,18 31:12 32:2 33:2 consumer 15:3 43:20 consumers 19:14 contention 50:3 continue 34:14 48:14 continuing 42:8 59:2 contract 15:10 31:22 35:14 37:5 50:6 51:20 contractor 31:22 36:18 52:2 **contractors** 15:22 16:8 16:17 17:6 30:13 31:18 35:1 50:14 51:14 contracts 15:8 16:2,5 29:21 35:17,19 37:13 contractually 37:16 contrary 10:5 control 45:8 convened 1:10 Convention 15:13 Correct 51:21 corrections 3:21 correctly 50:15 cost 15:17 16:11 18:10 20:19 35:12 39:6,7,8 39:13 42:8 45:3 48:14 48:18 costs 12:20 13:5 14:5 15:5.7 16:10 18:3.19 19:14,22 20:15 39:12 council 5:1 6:8 7:9,16 11:22 13:9 14:22 16:15 26:19 29:6 30:4 31:8 32:6 33:14 35:18 37:13 38:19,21 41:22 49:1 50:8 57:15 59:7 61:14.15 Council's 49:15 counsel 1:16,19 2:18 3:18 6:19 7:4 9:11,18 10:21 22:5 24:8 37:19 37:22 47:6 49:8 56:16 57:2 60:5,8,11,16 62:5 counsel's 2:9 57:21 counsels 37:21 counties 46:8,17 couple 20:12 course 5:13,19 25:10 56:19 court 25:9 47:6,9 55:2,6 55:7,9,13,16 Court's 55:16 cover 16:10 37:13,15 create 16:4 43:14,18 49:12

certain 50:20

created 37:16 43:3 creation 44:12 criteria 10:14 cumulative 32:3 current 16:21 33:16,18 34:13 35:9 37:6 40:16 currently 17:2,11 31:21 33:12 34:1 35:16 36:6 36:19 50:22 custodian 58:18 **cycle** 56:7 59:5 cycles 8:3

D

D 1:16 58:7,17 D.C 1:10 5:6 11:17 12:8 13:9 14:7 15:4,21 16:1,2,5,7,15 17:11 18:16 20:4,9 23:1 26:10,14,15,18 27:11 27:16 28:17 29:3 30:10,16 31:8 32:6 33:13 40:10,12 41:6,8 41:18 45:18 47:18 49:7 58:3,5,6 59:8 damn 55:5 **Danzansky** 1:14 3:11 3:12 4:4 8:21 9:6,8 22:3,4,21 23:21 24:5 50:2,11 51:18 52:4 53:3.17 54:5 60:8 Darrell 61:10 data 46:16 47:9 date 5:21 6:15 dated 6:17 **David 58:8** Davis 36:22 61:12 Davis-Bacon 31:16 33:17 35:5 36:5 37:4 50:4,16 day 6:11 7:3 **DC** 59:3 deadline 4:21 5:2,8,9 55:9 56:3 deadlines 4:19 5:14 deal 52:13,16 dealing 55:4 debatable 22:11 **debate** 53:13 **Deborah** 1:11,13 3:9 debt 35:20 debts 37:15 decades 41:2 December 5:2.8 decent 41:1 decide 49:17 decided 54:7 decision 19:16 28:9

53:15 54:18 55:15 deck 42:18 declaring 52:16 decrease 20:13 25:3,4 47:2 deep 14:9 define 27:6 defined 27:8 definitely 22:20 definition 7:11,16 29:7 **Delaware** 18:11 39:3 deliberately 27:8 deliberation 13:17 demand 17:20 Democratic 5:5 57:22 61:19 Democrats 61:16 demonstrate 44:20 demonstrates 20:20 denied 61:5 Denise 7:22 Department 33:13 51:1 depend 19:11 dependents 42:21 deserves 44:6 desk 58:21 Despite 42:13 detail 21:5 determination 2:10 9:21 10:4 54:16 determine 4:22 5:15 25:1 dictate 14:14 difference 46:15 differences 17:8 different 28:22 46:9,11 53:7 differential 16:21 17:5 direct 14:20 22:16 23:7 28:13 direction 42:3 directly 12:21 18:19 47:13 49:12 director 1:16,18 3:15 3:16 4:8 30:11 40:9 55:21 Director's 2:4 disadvantage 45:20 disadvantaged 15:9 disagree 23:8 discriminate 10:11,12 27:1 discriminated 27:13 discuss 5:21 discussion 54:1 discussions 52:15

dismiss 55:11,12,17

dismissed 55:6

display 4:18 disproving 45:5 disqualification 22:6 disrupt 14:1,19 disruption 23:5 distinguished 60:7 Distributors 26:2 district 1:1,9 17:3,21 18:16,17,22 19:4,5,9 20:3,7 25:2,8 29:17 29:22 30:1 31:6,12,17 31:19,20 32:1,14,22 33:10,12,15 34:2,18 34:20 35:1,1,13,14,16 36:4,7,17 37:1,22 39:3,13 40:14 43:12 47:1,2,13,14 49:11,13 51:12,13 52:2 56:21 **District's** 12:22 13:15 14:12 18:13,20 19:19 20:17 21:8 32:19,22 35.2 District-funded 31:12 division 60:13,15 doing 9:20 37:7 dollar 62:2 dollars 13:15 17:1.12 32:3 33:4.19 34:9.10 34:12,16 35:17 36:7 36:10.14.19.20 40:13 40:21 42:7 48:3.8.9 48:12.13 51:1 61:2.10 61:11,12,13,14,16,17 61:18,19,21,22 dom 13:8 door 8:13 drafting 7:14 49:4 driven 41:3 drivers 27:12 drywall 34:4 dual 16:4 due 12:19 15:5 20:10 **Dumas** 61:9 duration 33:10

earn 16:5 43:21 earned 43:10 earnings 16:19 econometric 24:22 economic 12:15 13:6 14:5 16:2 18:6,7,20 20:13,20 22:13 24:12 24:20,22 41:7 44:9 45:5,9,15,20 53:13 54:8 economics 14:14 22:10

Ε

dynamic 24:22

23:11 24:12 45:2 46:3 economists 22:12 46:2 economy 18:4 21:4,8 41:4 42:10 43:18,19 43:22 44:15 47:1 edits 3:21 educated 28:7 education 42:17 Edwin 57:10 58:16 effect 15:10.14 effective 42:9 effects 13:4.7 14:5 45:22 53:13 effort 40:12 eight 10:2 22:5 Elect 59:6 61:17 elected 59:10 election 2:6 4:13,15,20 4:21 6:3,3 8:3,4 9:4,4 56:7 59:5 elections 1:3,10,12,15 2:16 3:5 4:14 8:9 12:7 30:11 39:1 40:4 55:3 62:21 elector 7:11.17 electorate 53:14 electrical 34:5 electronic 56:21 electronically 56:18 elements 22:5 52:12 eligibility 4:22 eligible 5:4 eliminate 47:21 49:1,13 49:14 eliminated 20:22 eliminating 47:14 Ellen 2:13 25:22 emergency 52:16 employed 20:4 21:2 32:11 **employee** 2:7 7:20 17:19 29:3 **employees** 8:2 15:21 16:2,4,5 17:14 27:11 27:16 29:18 32:13 36:11 52:2 employer 16:3 28:16 employers 12:21 employment 17:10 18:10 19:7 20:2 24:16 25:4 33:13 43:1 44:2 44:21 45:10,13,14 46:7 enacted 48:2 ends 40:19 engage 24:21 30:20 enhance 30:17

ensure 33:7

ensuring 43:13,18 entered 18:21 enterprises 15:9 entitlement 49:12 entrance 58:14 entry 34:18 envision 53:22 equal 43:9 Eric 2:13 30:8,11 especially 41:5 **ESQ** 1:16,19 essentially 22:15 53:20 establish 32:9 49:11 established 37:4 EU 54:8 evaluated 47:7 event 2:7 7:20 8:7 19:13 51:2 eventually 52:19 everybody 21:17 evidence 45:1 46:18 47:3 exactly 22:19 examining 44:18 example 15:13 18:22 41:16 45:19 examples 27:19 exception 35:4 exceptions 53:9 exclusion 16:1 executive 1:16 2:4 3:15 exempt 15:22 51:14 exempted 27:17,17,18 27:18 51:6 52:3 exemption 16:3 exemptions 54:3 exempts 27:11,16 28:4 29:17 expected 17:17 expendable 15:4 expended 18:12 expending 29:22 expenditures 13:1 56:4 56:19 explicitly 47:13 explored 49:5 extending 48:22 extension 55:9 extensions 50:6 56:12

face 19:16 37:2 fact 20:8,10 51:4 failure 57:4 60:19,21 61:1 failures 56:14 fair 2:10 9:13 12:11

24:2 30:14 31:1 40:6 40:20 41:17 43:15 44:6 48:1 fall 10:16 21:2 familiar 55:4 families 40:10,18 43:17 58:2,7 family 8:10 far 28:11 47:8 faster 44:11 favor 49:17 feasible 12:1 federal 4:14 15:18 31:17 34:18 35:2,3,7 36:17 51:8,10 feel 17:21 21:9 23:15 fees 39:10,11,12,12 females 27:17 Ferguson 57:18 field 22:7 59:1,10 file 5:9.11 55:10 56:14 57:4 60:19 61:1 filed 11:3 55:7,10,11 56:18 60:1 filers 56:8,11,13,17,18 filing 10:10 55:8 56:3 56:21 filings 11:5 finalizing 2:6 6:1 finally 55:11 Finance 1:17 2:17 3:17 8:9 10:9 11:4 55:22 60:9 61:7,21 financial 17:3 28:20 38:2 60:1 find 45:14 finding 25:12 fine 61:13 fined 61:10,12,14,15,16 61:18,19 fines 60:20,22 61:2,4,7 61:22,22 Firefighters 58:3 firms 20:6 first 6:11 11:16 29:22 33:1,2,21 50:16 52:3 fiscal 12:15 57:7 Fleming 57:19 floor 43:13 flow 18:9 follow 45:19 followed 50:12 following 48:4 60:18 61:8 follows 57:22 folly 16:7

food 8:11 19:10

foolish 52:8

forecast 13:1 18:20 form 10:11 35:14,18 **former** 45:3 forth 33:17 forum 53:20 forward 28:2 forwarded 6:18 found 25:11 41:17 46:15,17 Friends 59:7 frozen 47:20 full 59:1,10 full-time 42:20,21 fully 54:9 fun 42:15 function 52:20,22 functions 52:12 fund 18:13 49:12 59:17 funds 10:7 16:16 18:12 22:17 25:8 31:8.19 37:8,15 38:2 47:15 49:11 further 17:8 32:7 62:17

G Gabriela 58:6 Gabrielle 58:4 gain 9:3 Garcia 61:11 **Gaston** 61:10 gender 28:5 general 1:16,19 2:5,9 2:18 3:18 4:11,15 7:3 7:4,7 9:11 10:20 25:10 37:19,21,21 49:8 56:15 57:2,21 60:5,8,11,16 62:5 general's 26:8 generate 44:1 gentleman 39:17 geographical 18:8 George 58:2 **Gertrude** 57:22 61:18 Gilbert 58:2 give 4:18 7:1 9:19 49:19 given 24:2,19 54:2 glazing 34:5 go 13:5 19:3 22:1 27:19 28:2,15,17,18,19 29:4 35:17 39:15,15 43:5 goes 28:2 43:22 going 11:20 16:4 26:6 28:13 39:15 51:5,9,15 gold 46:12 good 3:3,12 8:7,8,11,11 8:11 12:4,5 25:19,21 30:9 38:10,14,16,18

40:3 43:4,14,19 44:8

56:1 60:6 goods 15:3,19 21:1 government 1:1 13:4,7 14:7 15:4,20,21 16:16 17:4,6,11,18 26:15 29:17 30:12 31:20 32:1,14,22 35:1 36:17 39:7,8 government's 51:9 government-support... 16:13 gradually 48:2,21 granted 55:9 56:12 Gray 59:1 greater 41:12 Greece 54:6 Green 5:6 around 42:11 grow 42:10 43:19 growing 41:14 grown 41:8 growth 46:15 guess 11:12 guidelines 35:3

half 33:21 34:1 43:9 hand 38:4 hands 14:21 Hansen 2:14 9:17 21:16 24:7,17 40:3,7 49:21 49:21,22 50:1 hard 8:2 43:14 44:5 hardworking 42:5 43:17 harmful 14:4 harms 46:18 47:22 Harry 2:12 11:17 12:8 Health 58:8 hear 26:7 heard 26:6 hearing 2:7 7:9,9 9:12 9:21 62:14,16 hearings 60:17 heavily 19:11 help 45:18 helping 44:1 Herbert 57:19 high 14:5 15:7 55:5 higher 17:2,6 18:7 35:5 42:3 43:8 45:3 46:18 **HMO** 58:8 hobgoblin 52:8 Home 10:6,7 52:21 53:22 hope 49:16 hospitality 19:10 hour 13:15 17:12,13

33:20 34:9.11.12 36:7 36:10,14,20,20 40:13 40:17,21 42:7 47:18 47:21 48:3,8,9,12,13 hourly 17:20 19:11 47:17 hours 33:8,22 41:19,20 Housing 41:17 hover 42:22 Hovington 57:13 human 26:10,17 29:18 hundreds 28:13

idea 4:19 8:1 29:16

identical 25:14 identified 12:16 identify 24:6 ignoring 23:8 illegal 31:9 36:1,9 illustrate 17:8 illustrated 15:15 **images** 60:2 imagine 21:19 imbalance 41:14 immediate 4:20 immediately 45:16 impact 12:20 14:20 15:11 18:2,19,20 19:22 20:14,19 22:20 23:9,16,17 24:14,15 25:1,7 28:13,21 36:5 47:7,13 impacted 19:12 23:19 impacting 19:19 impacts 46:6 implications 14:9 implied 22:16,20 important 4:21 5:14 21:5 26:22 27:9 53:6 imposed 60:20 61:1,3,7 imposing 19:1 impossible 41:19 improve 42:4 inappropriate 21:10 inaudible 25:14 30:5 53:4 Inaugural 59:8,9 include 7:11 34:1 60:18 included 61:22 includes 16:1 including 15:12 34:3 42:7 44:1 50:4 income 19:1,3 27:5,6,7 29:5 41:3,8,11,13,16 incomes 24:15 44:21 incontrovertible 23:11

increase 15:5.20 16:9 17:1,4,14,20 18:3 19:7,22 21:1 25:2,4 33:20 35:10 48:5,7,9 48:15,16,21 49:3 increased 15:10,16,19 18:14 19:5.8 20:19.21 40:17 41:9 43:20 44:6 44:10 increases 13:6 44:19 44:20 45:15 increasing 12:20 17:22 18:5 20:15 index 42:8 indexed 48:14,18 indirect 15:17 23:9 25:1 47:9 indirectly 12:21 47:2 industries 19:10 20:1,2 20:5,12 industry 30:19,19 inequality 41:4 inevitable 16:11 inevitably 14:14 influence 21:7 influences 13:16 informal 60:17 information 36:13 60:13.22 inherently 53:7 initially 55:8 initiate 54:4 initiated 62:7 initiative 2:10 9:13,16 9:22 10:1,3,16,16,18 11:7,11 12:14,19 13:5 13:10,16,19,21 14:14 14:18.21 16:1 17:9.18 21:7 22:6,9 23:7,12 23:17 25:12 27:21 29:9 31:4,5,7,9,10,15 34:13,21 35:8 36:4,8 37:19 40:2,9,15 43:11 46:22,22 47:12,15,16 47:21 49:4,7,9,18 51:7 52:7,18 53:4,10 54:16 58:10,13,17,19 initiative's 47:7 initiatives 47:10 inside 8:14 installment 62:2 instance 52:3 Institute 41:7

intended 13:21 29:7

interfere 13:11 14:15

intent 5:10 30:4

interested 11:8

24:11

23:13 internal 52:14 interpretative 62:9 interpreted 25:9 invalid 30:4 investigations 62:6,6 invoice 6:14,17,17,18 issue 26:10 38:3 52:5 issued 54:18 59:12.14 59:15,17,18 60:17 issues 39:16 53:18 it'll 39:13 item 4:10 6:1 7:7 54:20

J 1:16 2:13 30:11 January 5:14,18 Jessica 58:1 job 8:7 44:11 45:6 46:15 jobs 18:9,12 20:3,21 25:3,3 43:2,5,13,18 45:3.12 Joe 24:8 Johnnie 57:18 Jones 2:13 30:8,9,11 38:6,12,13 50:3 58:16 Journal 46:4 journey 34:17 journey-person 33:16 33:19 journey-persons 32:11 32:16 34:8 36:21 iourneymen 50:21 51:5 Jr 58:16 Judiciary 3:8 Julius 57:11 July 1:7 3:5,6 7:9 48:4,6 48:8,10,13 62:19,21 June 2:3 3:22 4:13,20 6:6,17,19 7:20 55:12 56:2,2 58:9,9,15,21 59:12,14,15,17,18 60:5,10 61:6,20 62:4

jurisdiction 19:17

jurisdictions 18:16

62:8

Jut 29:15

K 1:11,13 3:9 keep 16:20 39:6 Ken 9:11 Kenneth 1:16 2:9 3:17 key 19:9 Khalid 61:17 kind 22:9 54:1 Kinlow 57:17

Kirk 2:14 38:9 39:1 know 8:22 23:3 27:19 28:14 40:16 42:1 44:5 56:20

L 58:16 labor 12:20 14:5 15:7 16:11 18:3,8,8 19:22 20:15 51:2 labored 27:7 laborers 34:5 laid 53:4 Langston 7:21 language 23:6 large 20:8 LaRuby 57:11 59:11 late 56:13 latest 20:13 Latino 58:5 law 6:11 23:11 29:6.20 30:1 31:6,12,17,21 32:7,20 33:1 34:15,18 35:2,13,16,20 36:9,15 37:22 43:1 49:6,7 50:4 51:7 52:3 56:20 laws 14:13 23:2 24:11 35:7 lead 23:12 24:8 leading 20:12 left 52:18 legal 25:6 47:6 49:8,10 legally 16:22 37:3 legislation 7:13,14 13:11 52:6,7 legislative 10:11 13:13 52:12 legislators 44:15 legislature 14:1,12 52:19,22 legislatures 52:14 legitimate 29:5 Leon 59:7 lesser 19:18 let's 11:11 letter 26:9 59:12,14 level 17:21 34:19 levels 45:10 Lewis 57:16 Libertarian 8:22 62:1 libraries 31:13 licenses 39:11 life 42:5 limit 10:13 13:22 limited 27:9 34:4 limiting 47:11,14 line 42:22 46:14 lines 46:20

list 27:19 54:21 57:6 listed 37:17 listen 28:12 literature 20:20 24:13 24:20 litigation 2:15 55:1,18 little 9:19 live 19:4 living 16:21,22 17:7 23:1 29:20 39:14 41:2 42:9 48:15.19 lobbied 52:14 local 4:14 13:3,7 14:6 15:9 18:4 35:6 36:16 43:22 44:19 located 20:7 46:10 long 6:22 40:22 43:6 46:14 look 10:15 26:14 looking 54:5 loss 19:6 losses 45:6 lost 18:11 42:11 lot 39:4,12,16 lots 53:8 Love 61:12 low 21:2 41:16 43:5,8 lower 18:10 20:22 55:6

M

ma'am 12:4 Madam 4:5.9 8:17 21:20 29:15 30:5 38:14,18 60:6 main 24:19 maintain 9:5 17:5 major 20:2 52:16 majority 19:2 20:4 43:2 44:4 50:17 making 10:3 11:8 17:15 17:19 54:15 manage 30:18 management 60:13 mandate 14:13 mandates 31:21 32:7 34:18 35:2 mandatory 56:21 58:14 manufacturing-depe... 45:11 margins 20:2,11 market 18:9,18 20:15 41:18 marketplace 30:21 54:9 markets 18:10 Maryland 18:11 19:15 39:3 masonry 34:4

Matt 9:17 24:7 matter 2:10 6:20 9:12 12:19 17:16 34:16 53:7 55:11,13 matters 2:5,15 4:1,11 7:7 22:11 53:8,16 62:15 Matthew 2:14 40:7 49:21 Mayor 59:1,16 McCauley 2:14 38:9,10 38:14,18,22 39:1,22 McGhie 1:16 2:9 3:17 9:11,14,15 11:2,9,16 21:15 54:20,22 55:20 McMillian 2:15 55:2 mean 35:21 means 18:11 19:7,9 32:11 34:11 37:6 measure 12:18 13:2,14 21:10 36:1 measurements 25:5,13 measures 44:14 median 43:10 meet 28:20 40:19 50:8 meeting 1:5 3:5,7,20,22 4:2 6:7 54:14 62:17 62:20 member 1:14 3:11,12 4:4 6:9 8:21 9:6,8 22:4,21 23:21 24:1,5 38:6 50:2,11 51:18 52:4 53:17 54:5 60:7 members 1:12 4:2 8:10 12:7 14:22 30:10,20 38:19,21 40:1,3 59:21 59:22 memo 47:5 mentioned 9:1 34:7 37:20 met 25:6 Metro 30:13,13 31:4 Metropolitan 30:16 Michael 58:7.18 micro-level 45:12 Mid-Atlantic 26:2 million 33:4 35:17 Milton 57:9 61:13 mind 30:22 minds 52:9 minimum 2:10 9:13 12:12 13:10,15 14:4 14:22 15:17,20 16:9 16:21 17:15,19 18:6 19:6 20:21 22:22 23:1 24:14 31:1 32:8.17 34:9,20 35:6,11 36:2 36:16,20 37:6 40:6,13

40:16.21 41:1.18 42:1 42:2,6,14,20 43:5,6,8 43:16 44:3,11,13,19 45:3,21,22 46:5,9,11 46:18 47:17,20 48:1,3 48:5,7,11,13,16,17,22 50:18,18 51:3,4,10,12 51:13 52:1,13 53:5 minium 45:14 minor 3:20 Minutes 2:3 3:21 mis-comprehended 51:16 missed 55:8 mission 30:17 modest 49:2 Moise 58:5 money 27:10 29:22 30:2 39:13 42:15 43:22 Monica 57:12 Montgomery 3:16 62:14 month 7:20 32:1 56:2 58:9,20 59:15 60:5,10 61:6,20 62:4,8 months 8:5 moral 17:21 morale 8:1 Morgan 59:3 morning 3:3,10,12,14 4:3 12:2,4,5 25:20,21 30:9 38:10,14,16,18 40:3 49:18 53:12 56:2 60:6 62:16 morning's 3:20 Morris 58:7,18 Mossi 58:6 motion 55:10,12,17 motions 61:3,4 move 9:10 21:13 38:8 39:9 55:21 moved 53:9 Muhammad 57:12 music 8:11

Ν

N 57:18 N.W 1:10 name 25:22 39:1 40:7 49:20 58:11 narrow 10:2 22:7 23:15 Natalie 59:6 National 41:16 43:1 nature 52:22 near 43:2 nearly 20:9 necessarily 50:5 need 28:1 needs 28:20 negate 10:12 13:22 49:14 negating 47:10 negative 24:15 negatively 19:19 47:1 neighboring 46:8,10,16 neighbors 45:19 net 7:3 never 21:18 26:18 47:7 new 27:22 28:9,9 34:15 34:22 37:2,11 44:1 45:5,12,21 50:8 58:10 62:6 newly 59:10 News 45:4 nice 11:15 Nichols 1:11,13 3:3,9 3:13 4:6 6:22 8:15,19 9:9 10:20 11:6,13,19 12:5,6 21:12,21 23:22 25:15,18,21 29:10,13 30:7,10 38:5,11,16,20 39:21 49:19,22 54:13 55:19 62:12 **Nicole 57:14** nominating 5:17 non 27:17 41:6 47:17 48.9 non-resident 19:1 non-tip 48:5 non-tipped 48:11 North 1:10 3:7 noted 16:20 notice 1:11 5:9 54:7 notification 59:12,13 notwithstanding 24:10 novel 26:5 39:12 November 4:15 5:19 9:3 nullifies 16:3 number 5:15 11:9 25:3 25:3 56:10,11,13,14 56:15 numerical 32:8

0

objection 3:19 obligated 37:16 obligation 17:22 occupation 27:10 occur 47:4 odds 23:17 offer 31:1 offered 17:11 office 1:17 2:18 5:12 8:8 10:9 11:3 15:15

massive 41:3

37:21 38:1 56:15 57:2 57:21 60:4.9.11.16 61:7,21 62:5,8 Officer 38:3 officials 59:11 Oh 21:22 22:1 Okay 11:6 23:21 54:11 54:19 ones 43:3,4,14,19 ongoing 58:22 onset 26:3 open 30:15 62:5 operate 20:11,18 operating 20:1 operations 19:16 opine 28:1 opinions 37:20 38:1 62:10 opponents 11:7 46:21 53:12 opportunities 44:2 opportunity 12:10 21:6 21:11,17 40:11 51:17 opposite 30:2 47:4 opposition 11:11 order 3:4 orders 35:15 37:2,14 60:18,19,20 61:1 organized 7:22 organizing 8:7 orientation 27:2 outing 7:22 outlined 26:16 47:3 outset 21:16 outside 8:13 overall 20:17 overview 9:20 overwhelming 44:17 owner 20:18 owners 44:5

P

P-R-O-C-E-E-D-I-N-G-S

3:1
PAC 58:4,8 61:19
paid 34:19 35:20 62:1
painting 34:5
pairs 46:8,16
panel 11:22
paper 16:1
papers 11:3
parameters 10:1
parent 42:17
parity 16:18
Park 2:8 7:21,22
participants 58:15
particular 5:21,22 7:13
31:6

particularly 14:6 16:17 particulars 5:22 parties 5:1,4.9 partisan 41:7 partners 40:11 party 5:5,6,7,11 8:22 9:5,6 62:1 pass 19:14 36:8 passed 35:13 passing 52:16 patterns 45:13 46:7 pay 16:4 17:5,11 31:11 31:18 33:20 34:8 36:3 36:10,14,16 37:3,5,10 37:16 39:9,10 43:15 44:6 paying 19:8 35:4 43:4 43:19 payment 6:16,21 7:1,5 62:2 pays 33:19 peak 43:7 penalty 47:22 49:2 pending 55:13 people 11:10 28:4 40:14 42:5 54:6 percent 17:14 19:4 33:8 33:15 41:9,10,12,13 percent's 41:8 perform 32:2 performed 33:9 performing 16:6 period 32:2 periodic 59:2.4 permanent 7:12 person 11:16 personal 19:3 personnel 18:1 persons 34:17 petitions 5:17 Petroleum 26:2 philosophy 30:18 pick 5:18 picture 45:14 Pierce 58:1 Pitts 61:17 place 5:19 10:19 **placed** 53:19 plaintiffs 55:6 plan 5:11 17:3 Please 24:4 plumbing 34:6 point 5:3 6:19 19:21 24:19 26:12 51:16 **points** 47:9 policy 14:9 15:1 18:6 18:17 33:18 41:7 44:10 51:2 53:6,8,12

political 53:20.21 56:5 56:10 57:4,20,22 58:5 59:3 poor 54:6 portion 20:7 position 19:14 21:3 positions 17:10 50:21 51:13 positive 44:16 possible 54:18 post 4:17 poverty 42:22 Powell 57:11 power 43:9 practice 7:3 precedent 16:14 28:3 precisely 18:18 predictable 23:16 premium 30:14 prepared 7:15 47:6 prescribed 35:4 present 1:12,15,17 3:10 3:13 4:12 21:11 38:9 presenting 24:18 President 12:8 presiding 1:11 prestigious 46:3 pretty 29:1 prevailing 31:16 50:16 50:22 previous 14:1 36:22 45:8 previously 26:6 43:4 price 15:19 18:7 prices 15:10 16:10 20:22 primaries 5:10 primary 4:14 5:2,4,22 9:4 prime 31:22 32:4 33:5 **Principal** 56:4,9 57:3 principles 18:7 prior 52:5 private 13:3 15:6 16:6 20:3 probably 26:6 problem 41:15 problematic 35:12 proceed 7:6 17:16 proceedings 62:10 process 6:10 13:13,21 14:2,16,19 16:15 23:5 23:14 37:9 52:18 53:10,21 procurement 16:12 producing 41:3 production 19:9 productivity 44:7

products 15:6 profession 45:2 program 32:5,10,13 33:22 programs 13:4 18:14 33:7 34:3 progressive 14:3 prohibited 19:1 prohibitive 23:4 project 16:13 32:8,14 33:3,11 43:1 projected 19:19 projects 31:13,18 32:22 proper 2:10 9:22 10:4 10:10,18 12:18 25:11 27:21 29:8 39:19 49:7 49:10 54:3,17 properly 11:2 property 27:10 proponents 10:21 22:12 24:3 26:8 40:2 proposal 13:22 27:11 49:6 propose 4:17 proposed 12:11,14,18 13:2,11,14 14:17 16:9 17:9,15,18 21:7 31:1 31:3,5,7,9 34:9,21 35:22 37:18 40:6 47:12 49:17 54:16 proposer 9:16 24:8.9 40:8 proposing 48:20 protect 30:17 protected 26:15 protection 26:16 **Proud** 59:9 prove 22:13 provide 7:13,15 12:10 16:18 32:21 36:12 38:1 60:4 provided 6:7 41:1 45:15 provides 33:3 provision 27:4,15 provisions 23:2 public 4:2,13,18 7:8 15:12 17:9 18:14 30:19 31:19 33:4 54:1 58:12 59:21,22 60:12 62:15 publication 5:20 published 46:1 **purchased** 15:6,19 purchasing 43:9 pursuant 1:10 purview 13:12 pushing 46:19

put 8:6 45:19

Q

qualified 7:11,16 qualify 9:1,2,4 quality 42:4 question 14:11 21:22 22:15 24:1,3 38:6 52:10,17 questions 8:20 29:14 40:1 50:1 55:20 62:13

R

race 27:1 28:5 Rachel 57:17 raise 13:14 14:4 16:8 24:15 40:13,20 43:12 48:2 58:17,19 raised 24:14 44:20 51:22 raises 12:14 45:17 raising 42:1,2,6 43:5,16 44:3,13 random 59:2.4 rate 32:8 33:14,16 34:11,16,17 36:13,15 37:2,4 rates 35:4,11 36:6,19 37:10 43:7 46:9,15 Ray 57:12 reach 47:19 48:12 read 22:5 26:22 reality 15:21 16:3 realize 52:5 really 10:2 28:9 29:19 reason 25:10 reasons 21:9 23:15 37:17 49:16 recalls 6:6 receipts 56:4,19 receive 6:21 31:19 37:20 62:9 received 6:16 60:11 receives 40:20 recession 41:9 42:12 43:3 recognize 7:19 recommend 37:18 reconsideration 61:3,5 record 8:6 12:11 24:6 49:20 62:22 records 58:18 60:13 recount 6:8.10.12 recreation 31:13 reduced 13:18 14:10 44:7 reducing 44:21

reference 24:11 referenced 27:12 referendum 13:21 referrals 56:15 57:1 60:12,12,14 referred 57:3,5,8 referring 51:1 reflected 43:8 reflects 45:1 regain 42:11 regional 21:4 45:9 register 32:21 58:10 registered 32:5,12 33:6 registers 32:4 regressive 14:8 Regular 1:5 3:4 62:20 regulation 51:2 regulations 34:22 regulatory 19:18 reject 10:3,15 28:8 29:8 37:18 rejected 47:10 relevant 49:5 religion 27:1 28:5 relocate 19:17 remain 13:12 remains 47:20 remarks 12:11 remotely 25:6 remove 29:2 removed 47:8 renovation 32:2 rent 41:18 55:5 repair 39:2 repeating 39:6 repercussions 13:17 replacing 43:4 report 2:4,6,9,17,18 4:7 4:10 6:2,4,5,7,14 8:18 9:10 20:14 55:21 56:4 60:4 62:11 reporting 56:3 reports 43:2 56:18 59:16,19 60:1,2,14 represent 28:13 39:2 56:9 representing 26:1 Republican 5:6 request 6:8,9 7:5 11:10 47:11 60:21 requested 56:12 requests 62:9 require 13:17 14:15 23:13 31:7,17 35:9,21 37:12,14 49:10 50:6 required 5:16 6:10

10:18 16:22 25:7

31:11 33:20 34:14 35:6.13 36:3 50:8 56:8 requirement 11:1 23:7 requirements 10:10,22 14:13 23:18 requires 32:9,20 33:1 rescinded 61:4 research 44:10,17 45:5 45:12 46:13.14 researchers 18:5 resident 7:12 residents 18:17 33:9 43:12 44:4 resources 14:8 respect 25:13 26:16 57:1 58:22 respond 21:17 24:3 38:7 60:21 respondents 61:8 responding 54:12 response 24:2 55:12 responsible 15:1 Restaurant 40:11 restore 42:10 restoring 43:6 restrictions 23:16 result 12:21 16:11 18:9 19:6 44:8 46:10 resulting 48:15 results 44:16 retail 19:11 revenue 12:22 18:19 19:20 20:17 25:2.8 47:8,13 49:14 revenues 47:2 review 46:3 59:20 60:3 reviewed 46:17 49:9 reviewing 26:7 31:3 reviews 58:22 reward 43:14,17 Richards 57:17 right 4:6 8:19 9:9 10:20 12:3 22:1 39:22 42:3 42:18 43:22 52:6 55:13,19 62:14 **rights** 26:10,17 29:18 30:3 rigorous 44:17 **rising** 15:5 road 28:19 Robert 57:9 58:3 61:15 Ron 57:15 Room 1:10 3:7 round 42:21 route 7:6

ruling 28:9 55:16 Ruth 59:18

S

s 41:8 safety 15:12 58:12 salary 34:10 Sandler 24:7,8 25:16,17 29:15 50:11 51:21 53:2 54:2 Sanford 1:19 2:19 60:4 60:6.8 62:13 sat 26:18 saw 44:11 saying 22:16 23:10 28:16 50:20 51:18 53:18 says 27:5 scale 31:11 33:17 36:5 37:1 scholarly 44:22 school 17:12 27:3,3 schools 15:12 31:14 59:18 scores 44:18 seat 6:9 9:16,18 22:2 **seats** 8:13 second 6:1 7:5 sector 13:3 15:7 16:6 17:10 18:8 20:3 secured 27:10 see 7:4 11:11 23:18 seeing 20:13 seeks 10:6 seen 16:14 **send** 7:5 service 20:12 39:2 59:17 service-providing 20:5 services 15:3,19 18:1 19:10 21:1 28:17 33:13 set 14:22 28:3 33:14,16 34:15 36:18 45:12 setting 52:13 53:5 sexual 27:2 share 21:1 shedding 45:11 **Sheila** 57:16 shift 45:1 **shops** 39:2 short 26:13 show 24:13 62:10 **shown** 18:5 shut 19:16 sic 62:2 sign 33:1 signatures 5:15

Routinely 44:13

Rule 10:6,7 52:21 53:22

refer 57:21

signed 37:5 significant 18:3 19:21 28:8 45:1 significantly 19:5 20:21 42:4 similar 46:14 52:7 Similarly 45:18 simple 13:6,18 14:10 29:1 simply 4:11 52:18 sir 23:3,20 24:4 30:7 site 32:18 situation 52:11 six 8:5 small 14:6 15:9 19:22 20:1,7,9,10,16,18 44:5 45:16 48:15 52:9 Smith 57:19 soon 54:18 sophisticated 45:21 sorry 22:1,2 sound 14:3 source 27:5,6,6 29:5,22 33:1,2 47:14 49:13 space 11:21 speak 30:19 special 6:2 49:12 56:6 specifically 26:14 spelled 23:6 spend 43:21 spending 30:2 43:20 spent 45:16 Springs 57:14 Square 3:8 stacked 42:19 stadium 39:12 staff 1:15,17 8:10 11:13 16:17 17:6 standard 25:6 41:1 42:3 46:13 50:9 Standards 58:12 standing 8:12 55:2 start 9:12 17:13 state 35:7 44:18 46:6 46:20 **stated** 15:16 Statehood 5:6 states 24:13 35:3 44:10 45:11 46:1,11,18 stating 36:13 stations 39:2 statistics 22:13 46:3 **status** 9:5,6 55:1,18 statute 29:16,19 53:5 statutes 49:5 steadily 48:21 Stein 57:22 61:18 **step** 42:3

Stephen 1:14 3:11 **steps** 48:4 stereotype 42:13 **Steve** 8:1,6,12,14,16 Stevens 62:3 stipulates 34:22 storage 39:11 Street 1:10 strengthen 43:17 44:15 strip 52:19 **Strong** 57:18 studies 18:4 24:16 45:8 45:14,22 study 24:22 46:5,12 subcontractor 31:22 32:4 subcontractors 33:6 subject 2:10 3:20 9:12 9:22 10:4,19 12:19 25:11 46:13 49:7 54:3 54:17 subjects 10:2 53:3 submit 12:10 26:4 submitted 6:13 11:10 12:16 subsequently 6:13 35:22 subsidy 18:14 substantial 24:12 44:22 substitute 29:3 succeed 30:20 suggesting 50:15 summarize 12:17 48:20 summarized 45:4 summer 2:7 7:20 support 40:5 supported 44:4 supporting 40:12,15 supposed 53:1 sure 22:11 40:19 50:12 surveys 22:13 36:12 system 16:4

teams 16:18 technical 3:21 teenager 42:14 tell 18:7 tended 45:8 tens 20:6 terminated 6:12 terms 10:6,22 25:7 testify 11:10 40:5 testimony 7:13,14 12:3 12:16 24:17 26:8,13 28:11 31:1 38:7 thank 4:9 8:2,6,12,14 8:15 9:8 12:1,9 21:6 21:10,12,13,20,21,22 25:15,15,17,19 29:10 29:12 30:5,7,8 38:4,5 38:11,13 39:19,21 40:4 49:18,19 54:11 54:13 the-job 33:22 thing 11:22 54:22 55:2 things 22:22 23:19 39:6 42:9 50:5 think 8:4 16:7 24:2 26:5 26:9,21 27:8,22 28:2 28:7,12 29:1,6,8 50:20 53:2 thinnest 20:11 third 7:7 thoughts 7:15 thousands 20:6 three 5:4 8:3,5 32:10,16 41.2 tie 14:21 22:22 tied 23:19 time 3:6 5:3 8:11 11:8 11:20 49:18 62:18 timely 56:11,17 60:19 60:21 61:1 times 41:12 timetable 48:22 **Timothy** 57:16 tip 47:21 tipped 42:7 47:17.19 48:6,8,10,10,12,16 49:2 titled 45:22 today 4:10 8:18 9:20 24:18 26:1,7,21 27:11 27:16 28:4 30:22 40:5 47:17 today's 6:15 42:19

track 47:18 trade 33:9,18 trades 34:2,7 training 33:22 translate 18:12 Trayon 6:9 treasurer 57:8,10,11,12 57:13,14,16,17,18,19 58:1,3,4,5,6,7,8,16 trends 20:13 45:9 tried 11:21 trigger 51:19 triggers 50:4 true 41:5 trying 11:15 42:18 turn 4:7 20:16 turnout 8:8 turnover 44:7 two 25:10 37:20 42:20 59:15 61:4 typical 42:13 Typically 7:2

U.S 10:8 44:19 46:8 55:7,16 underground 39:11 understand 12:2 50:15 54:10 understanding 22:8 unemployment 18:13 28:18 39:7 43:7 45:7 University 46:2 unlawfully 10:12 upcoming 4:20 update 55:1,18 urge 28:8 29:7 use 31:18 35:2

v 2:15 55:3 Valentino 2:13 22:1 25:18.19.22 26:1 29:11.12.14 39:18 valid 50:9 51:16 vast 50:17 vendor 15:11 venture 26:19 27:20 venue 39:19 view 45:3 views 45:2 violate 10:8 26:10 29:18 30:3 31:6 violation 52:20 Virginia 18:11 19:15 virtue 25:2 vital 52:12,20 Vonetta 61:9

Todd 59:13

top 41:8,11

totaled 56:16

totaling 61:2

total 56:10.11.13.13.14

vote 37:13 Welcome 3:4 12:1 **11** 60·19 59:13 61:15 voters 44:14 53:9,19,20 went 27:3.3 62:22 **11:39** 62:18,22 40 2:14 votes 9:3 Whitaker 57:9,10 61:15 **12** 2:12 32:1 441 1:10 voting 54:10 White 6:10,11,14,16,18 13 44:10 **45** 56:9 William 1:19 2:19 60:8 137 41:19,20 4th 1:10 6:19 55:13 Williams 57:15 59:6 14 4:13,21 wage 2:11 9:13 12:12 Wilmot 58:8 16 56:14 5 **17** 5:8 56:16 60:12 13:6,10,15 14:4,22 Wingo 2:12 11:17 12:1 50 33:15 16:9,19,21,22,22 17:7 12:4,6,8 21:13,20,22 18 59:14,17 52 41:21 17:16,19 18:6 20:21 18th 59:12 **55** 2:15 22:4,19 23:3,22 27:12 20:22 21:2 22:22 23:1 Wingo's 24:10 28:11 **19** 60:11 **56** 2:17 wish 4:2 1979 41:7 23:1 24:14 29:20 31:2 **59** 56:11,17 31:16,17 33:14,16,17 woman 42:16 1990 46:9 wording 14:17 34:9,16,17,20 35:5,6 2 work 8:2 11:20 26:19 6 2:6 56:12 60:17 61:16 36:3,5,6,12,15,17,21 28:6 32:2,21 41:19 2 2:6 60:14 61:3 60 2:18 33:8 37:1,4,6,11 39:14 42:21 43:15 44:6 2.5 17:14 66 58:21 40:6,13,16,20,21 41:1 41:18 42:1,2,6,14,20 60:15 20 44:18 67,000 20:9 43:5,5,6,8,16 44:3,11 worker 41:19 42:14,15 2001 1:10 44:13,19 45:3,14,21 42:20 43:10 2006 46:10 45:22 46:6,9 47:17,20 workers 18:15 19:4,11 **2010** 46:1 7 2:7,7 57:4 62:5 20:4,22 21:2 34:5 **2012** 45:4 48:1,3,5,7,11,13,16 77 56:8 2014 9:4 26:20 44:11 48:17,22 50:18,19,22 42:7,8 43:13,21 44:4 8 44:21 45:16 47:18,19 51:3,4,10,12,13 52:1 59:5 47:22 48:4,5,6,8,10 **2015** 1:7 2:3 3:5,6,22 8 4:15 6:8 7:9 57:8,12 52:13 53:6 58:17,19 48:10,11,12 5:8 6:2,17 7:9 57:11 57:14,15,17,17 59:6 wages 15:17,20 16:8 working 18:17 32:15,16 57:19 58:10,15 59:8 61:14 17:20 19:6,7 25:4 59:11,14,17,19 60:10 32:17 40:10,14 42:14 39:10 41:2 44:8 46:11 9 58:2,7 61:6,20 62:4,19,21 46:18 50:16 51:22 worse 41:15 2016 2:11 4:14,15,21 waiting 55:15 wouldn't 27:13 5:18 9:13 12:12,13 Walter 61:11 write 29:6 31:2 40:6 48:1 want 26:3,4,12 39:5 writing 54:19 2017 48:4 40:19 42:10 51:17 written 51:7 2018 48:6 52.9 2019 48:8 wanted 8:5 X 2020 48:11 Ward 6:8 57:8,9,10,12 57:13,15,16,17 59:6 2021 48:13 Υ 2025 17:1 59:13 61:14,15,16 year 25:13 41:21 42:21 21-0028 2:7 7:10 Washington 1:10 30:13 30:14,16 31:5 40:12 47:19 48:17 49:1,2 22 5:18 41:6 year's 16:15 22nd 5:14 wasn't 40:22 years 8:5 44:18 235 41:8 youth 45:6 58:4 24 58:9 59:19 wave 34:16 45:4,21 yuo 21:18 25 2:13 way 43:6 50:17 250 46:7.16 we'll 5:19.21 7:15 22:2 Z **27** 60:17 38:8 57:21 we're 7:2 9:20 11:14 280 1:10 3:7 0 38:20 40:12,15 55:15 we've 7:12 8:4 website 4:18 59:20 60:3 1 **3** 2:2,3,3,7 3:22 60:20 Wednesday 1:7 3:6 1 1:7 2:6 3:6 6:17 56:13 30 2:13 7:2 19:4 41:10 62:19.21 62:19.21 32 41:12 56:9 week 41:20.21 1.000 33:21 35-year-old 42:16 week's 54:7 **38** 2:14 10 2:10 57:2 3rd 5:3 weekend 54:6 10:30 1:11 weeks 41:21 10:35 3:2 weighed 38:3 10:36 3:6 weight 44:22 4 2:4,6,7 57:9,10 58:15 10th 56:2

CERTIFICATE

This is to certify that the foregoing transcript

In the matter of: Regular Board Meeting

Before: DC BOE

Date: 07-01-15

Place: Washington, DC

was duly recorded and accurately transcribed under my direction; further, that said transcript is a true and accurate record of the proceedings.

Mae A Gus S