

**Select Board Meeting**  
Monday, September 13, 2021  
Virtual Meeting

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**I. Call to Order**

Chairperson Chris Huntress called the Select Board Meeting of Monday, September 13, 2021 to order at 7:03 PM. Other members in attendance: Laura Gregory, Annie Gilbert, Alex Vispoli, Dick Howe.

**Others in Attendance:** Town Manager Andrew Flanagan, Deputy Town Manager Mike Lindstrom, Assistant Town Manager Patrick Lawlor, Town Counsel Tom Urbelis, Human Resource Director Jessica Porter, and Melissa Ripley, Asst. Town Clerk and Acting Town Clerk.

**II. Opening Ceremonies**

A. Moment of Silence/Pledge of Allegiance

The meeting began with a Moment of Silence and a Pledge of Allegiance.

**III. Communications/Announcements/Liaison Reports**

The Town Manager reported that the Investment Advisory Committee established as part of the Pension Obligation Bond initiative have been meeting regularly. The first part of their work to conduct their own high-level analysis has been completed. At their most recent meeting, they met with the Town's Financial Advisor and tomorrow they will meet with the Retirement Board's financial advisor. They will be meeting with the State's Office of Administration of Finance in two weeks. They are also working to evaluate opinions of underwriting. They will be asking the Chair to provide an update to the Board at the next meeting.

The Town Yard Selection Committee concluded their evaluation of the four final proposals for the redevelopment of the Town Yard have chosen Minco Corp as the recommended company. The Selection Committee will submit a proposal for the Select Board's approval. Alex Vispoli thought there were going to be at least two finalists presented to the Board. The Town Manager said the Board can certainly ask for two. Chris Huntress reported that the Board can go back to any one of the submissions that they like if the Board wants more information. After a brief discussion, it was the consensus of the Board to have two finalists.

Andover is set to receive a little under \$11M from the American Rescue Act Plan. They are starting an internal process to identify departmental needs and meeting with the Department Heads to determine how the funds will be used for responsive recovery. Alex Vispoli asked what the \$11M criteria and process is and if there is any oversight by the Federal Government. The Town Manager said it is discretionary at the local level. Alex Vispoli said we should have some sort of process and add as a separate agenda item at future meet funds.

Tom Urbelis previously reported on the audit of the former AYS employee claims of a toxic work environment was being done by Jane Hurtle of Safety and Respect at Work, LLC, and that the law firm of Nixon-Peabody had been retained to investigate reported payments by the AYS Foundation to the AYS employees. On August 19, four former AYS employees submitted letters of resignation and that their last date of employment would be September 2<sup>nd</sup>. They were directed by the Town's Human Resource Director to appear, along with a union representative and attorney if they so choose, for interviews with Ms. Hurtle on August 30<sup>th</sup> and with Nixon-Peabody on September 1. Both days were within the time frame of their employment. One former employee asserted that a medical condition prevented his appearance and three employees, along with their union representative, meet with Ms. Hurtle regarding their claim of a toxic work environment. Prior to September 1, the Town received notice that the three employees would not appear to meet for the September 1 interviews with Nixon-Peabody despite a direct order from the Human Resources Director. Three of the AYS employees appeared for interviews relating to their claims, but while still employed by the Town, they refused to appear for interviews of the claims of reported payments made to them by the AYS Foundation.

Alex Vispoli thanked Mark Comeiro, Director of Veterans Services, and the Patriotic Holiday Committee for the excellent ceremony for the 20<sup>th</sup> anniversary of September 11<sup>th</sup>. The 375<sup>th</sup> Anniversary Committee had a very successful 'End of Summer' event on Friday night. It was very well received and they are now gearing up for the September 25<sup>th</sup> Community Day which should prove to be a great event. Annie Gilbert also attended the 'End of Summer' event and said it was a home run. Thank you to Ann Ormond and the 375<sup>th</sup> Committee for putting this event together. Annie Gilbert also acknowledged that today is the 3-year anniversary of the Columbia Gas explosions and a vigil was held earlier today to remember Leonel Rondon who lost his life. Thanks to all of Andover first responders and those across the Community.

Dick Howe asked if there is a spot on the agenda where the Board will be discussing virtual meetings as compared to in-person meetings. If not, could we add it to the next meeting agenda. Chris Huntress said we could discuss it under the Covid agenda item tonight.

Laura Gregory also recognized the Patriotic Committee on the September 11<sup>th</sup> Ceremony, and the 3<sup>rd</sup> anniversary of the Columbia Gas explosions which we came through because of our first responders, assistance from Town. It was a very difficult time for the Community.

Chris Huntress read a statement regarding recent activities at the Cormier Youth Center. He apologized to the entire Andover Community that photographs and historical materials were discarded from AYS. It was wrong to discard items and those of historical significance, it should not have happened. It was not meant to disrespect anyone involved with AYS in the past and Town Staff should have been more thoughtful in clearing out

office spaces and other areas at AYS of what they were removing. Last week, town staff spent hours storing pictures and artifacts to be used as a permanent history wall at AYS. Much of the material will be used for wall hangings after the walls have been repaired and painted. The murals that are part of the Cormier Youth Center will stay in place, which are a wonderful representation of AYS history. He looks forward to a permanent history wall that will include a blend of the past, present, and future and in create new memories.

**IV. Public Hearings**

**A. Liquor License Change of Manager**

Melissa Ripley reported on the application from the Andover Country Club.

Alex Vispoli moved to approve the application of Andover Country Club, Inc., d/b/a Andover Country Club Pool, 60 Canterbury Street for a Liquor License Change of Manager at the Andover Country Club Pool, 62 Canterbury to Geoffrey Piva, 19 Balmoral Street, Andover, MA subject to all conditions of the Town are met prior to issuance. Motion seconded by Annie Gilbert. Roll call: A. Vispoli-Y. D. Howe-Y, A. Gilbert-Y, L. Gregory-Y, C. Huntress-Y. Motion passes 5-0.

**B. Liquor License Change of Manager**

Melissa Ripley also reported on the application from the Andover Country Club for the Board to review and consider voting to approve the application of Andover Country Club, Inc., 60 Canterbury Street for a Liquor License Change of Manager to Geoffrey Piva, 19 Balmoral Street, Andover, MA.

Laura Gregory moved to approve the application of Andover Country Club, Inc. d/b/a Andover Country Club, for a Change of Manager to their Common Victualler Seasonal All Kinds of Alcoholic Beverages License at 62 Canterbury St, Andover, subject to the condition that all other requirements of the Town are met prior to issuance. Motion seconded by Dick Howe. Roll call: L. Gregory-Y, A. Gilbert-Y, D. Howe-Y, A. Vispoli-Y, C. Huntress-Y. Motion passes 5-0.

**C. Change of Ownership/Change of Stock (Annie Gilbert left the meeting at this time)** Melissa Ripley reported on the request from Elm Square Liquors. All information is complete and all department heads have approved the request.

Laura Gregory moved to approve the application of Liquor Bros, LLC, d/b/a Elm Square Liquors Co., for a Change of Ownership Interest to their Retail Package Goods Store - All Kinds of Alcoholic Beverages License at 2 Elm Sq., Andover, subject to the condition that all other requirements of the Town are met prior to issuance. Motion seconded by Alex Vispoli. Roll call: A. Vispoli-Y, D. Howe-Y, L. Gregory-Y, and C. Huntress-Y. Motion passes 4-0-1 Annie Gilbert abstained and returned to the meeting at 7:30 PM.

V. **Regular Business**

A. **Common Victualler License**

Melissa Riley reported on the application of Peking Garden of Andover, for a Common Victualler License at 36 Park St, Andover. There have been no issues or complaints in the file. All Departments have signed off on the application.

Dick Howe moved to approve to approve the application of Peking Garden of Andover, for a Common Victualler License at 36 Park St, Andover, subject to the condition that all other requirements of the Town are met prior to issuance. Motion seconded by Alex Vispoli. Roll call: A. Gilbert-Y, L. Gregory-Y, D. Howe-Y, A. Vispoli-Y, C. Huntress-Y. Motion passes 5-0.

B. **Vehicle for Hire License**

Melissa Riley reported on the application of Amrani Chauffeurs Corp, for a Vehicle for Hire License at 200 Woodview Way, Apt 2329, Andover.

Annie Gilbert moved to approve the application of Amrani Chauffeurs Corp, for a Vehicle for Hire License at 200 Woodview Way, Apt 2329, Andover, subject to the condition that all requirements of the Town are met prior to issuance. Motion seconded by Dick Howe. Roll call: A. Vispoli-Y, D. Howe-Y, L. Gregory-Y, A. Gilbert-Y, and C. Huntress-Y. Motion passes 5-0.

C. **COVID-19 Update**

Town Health Director Tom Carbone provided an update on COVID-19 which included a discussion on masking. They have seen an uptick in cases counts this past week and expects to see a 'bump' in cases based on the holiday weekend. They are also seeing a bump in cases of school age children.

Questions from the Board:

Is there any movement on the part of the Board of Health requiring all Town employees to be vaccinated? *At the moment, there is no mandate by the Board of Health for vaccinations. Andrew Flanagan said there are mandatory labor requirements that we need to look into and will report any information.*

Mr. Carbone reported that the Board of Health did talk about mandatory indoor masking for the public in general, but they don't feel we are at a point where it is needed but they are recommending that we change our signage coming into public buildings the public is strongly recommended to wear a mask.

Dick Howe is concerned about the Board's in-person meetings, like those held in MHL, is a risky opportunity for those of us who are vulnerable. He is asking the Board to consider to continue to hold all of their meetings virtually.

Chris Huntress talked about mask recommendations for in-door meetings similar to what the School Committee has been doing. He believes we have the ability to vote on wearing of masks in public buildings tonight which Tom Urbelis confirmed.

Annie Gilbert would like to consider a mask mandate for public buildings where the public is allowed access. She would prefer to have this as an agenda item for the Board's September 20<sup>th</sup> meeting. Alex Vispoli asked if we were to follow that route, what would that do for the employees who work within the offices, would they be required to wear a mask all day or just when they were at the counter interacting with the general public? Laura Gregory is in favor of a mask mandate to protect our most vulnerable population and rather than wait a week, she wants to vote on this tonight. The Town Manager will present a draft for the next meeting for the Board's review. If voted tonight, the Town Manager would said it would take a few days to implement.

Patrick Lawlor reported on emails:

Sherry McCloud, 149 Shawsheen Road. The Select Board could hold their meetings in the Collins Center which would provide enough space for distancing.

Jane Giffin, Castle Heights Road, strongly supports the mandate. It is uncomfortable to be in the Robb Center.

Kathleen Grant, 83 Morton Street: Asking about signage and policy language from last year that we could use.

Public Comment:

Roland Kim, 98 Burnham Road: understands the concern especially what the media is reporting about the variance; but looking at the cases in Essex County, they are starting to even out. He understands there is a desire to mask and individuals who want to can, but he does not think it is necessary for a mandate.

Laura Gregory moved that masks be required inside the following buildings in Andover: Memorial Hall Library, Cormier Youth Center and Robb Center and implemented as soon as possible by the Town Manager and that he come back to the Board with a plan. Motion seconded by Dick Howe. Roll call: A. Vispoli-Y, D. Howe-Y, L. Gregory-Y, A. Gilbert-Y, C. Huntress-Y. Motion passes 5-0.

The Town Manager will implement a plan as quickly as possible and work with staff to bring a more defined plan to the Select Board on Monday, September 20<sup>th</sup> and asked for guidance on in-person/virtual Select Board meetings.

Dick Howe strongly requests the Board continue with virtual Select Board meetings. The Board shared their thoughts on virtual meetings in place of in-person meetings. The Board did agree to meet virtually in-person at the next meeting on September 20<sup>th</sup>.

Tom Carbone encouraged everyone who has not been vaccinated to get the vaccine. The FDA and HCIP have not made any recommendations on a booster shot at this time.

D. Purchase and Sale Agreements for 138 Chandler Road, 0 Cross Street and 140 Chandler Road

Tom Urbelis reported on the Purchase and Sale Agreements for the purchase of the properties at 138 Chandler Road and 0 Cross Street and 140 Chandler Road. They are asking for a vote on the two agreements. There has been no change in the agreements that were approved at Town Meeting.

Dick Howe moved, subject to a title search of the properties which is satisfactory to Town Counsel, to authorize the Town Manager to sign the Purchase and Sale Agreements for the purchase of the properties at 138 Chandler Road and 0 Cross Street and 140 Chandler Road. Motion seconded by Alex Vispoli. Roll call: A. Gilbert-Y, L. Gregory-Y, D. Howe-Y, A. Vispoli-Y, C. Huntress-Y. Motion passes 5-0.

E. Amendments to the Traffic Rules and Regulations

Board to discuss and vote on the following changes to the Traffic Rules and Regulations as proposed by the Andover Safety Officer Ota. Officer Ota reported on the changes with requests coming from residents in the neighborhood.

Schedule 3, Article VII, Section 9 – Isolated Stop Signs Location:

1. Hay Bale Road
2. Larchmont Circle
3. Liberty Street

Laura Gregory moved to approve the following amendments to the Traffic Rules and Regulations Schedule 3, Article VII, Section 9 – Isolated Stop Signs at Hale Bale Road, Larchmont Circle and Liberty Street as presented by the Andover Safety Officer. Motion seconded by Alex Vispoli. Roll call: A. Vispoli-Y, L. Gregory-Y, D. Howe-Y, A. GilbertY, C. Huntress-Y. Motion passes 5-0.

F. Diversity, Equity and Inclusion Update

Town Manager and Director of Community Services to provide an update on Diversity, Equity and Inclusion, including the status of the Director position.

The first public meeting was held during the summer of 2020 with a large turnout. They conducted a community audit with input from over 2,000 respondents and facilitated over 30 focus groups and built a framework on what DEI would look like. The charge of the Commission is to digest the recommendations and feedback of the process. They interviewed well over 50 residents who wanted to participate on the Commission. One of the goals was to hire a dedicated resource to oversee the work of the Commission. Jemma Lambert reported on the nine goals arrived at to expand the work of DEI and action steps arrived out of the goals. Information will be available on the Town's website.

Strategic goals include:

Undertake data collection, analysis and updates necessary to inform decisions. Proactively diversify the Town's workforce, create lasting culture change through ongoing training and conversation with staff, engage citizens through cross-cultural programming, foster support for and partnership between the Commission on DEI and municipal leadership, foster and improve communications with community members.

Seven groups to help do all of the work include: Data Gathering & Engagement, Supporting our Youth, Diversity in Hiring, Racial Climate Reporting, Leadership Development, Community Activities, and Communication. They welcome anyone interested in working with the groups on DEI.

The Town Manager said they are able to fund the position without having to increase headcount. Andover Diverse will be part of Community Services and in their efforts, they consolidated all the functions under one person within Community Services.

Next steps:

- Have a selection process that includes an assessment center.
- Appoint person in November.
- Once appointed, the person will be introduced to the Board and provide quarterly progress reports to the Board.
- Continue to be listed on strategic goals.

Jemma Lambert reported that they will be looking for a person who has certification in this field, community, management, and leadership background. Jessica Porter reported that they have a lot of resumes in the queue.

Andrew Flanagan said the schools have had representation with the Commission and have been involved every step of the way. The Superintendent attended the June 19<sup>th</sup> event and Jemma reported that there are two remarkable high school students on DEI. They also have a student representative from Phillips Academy.

G. Open Meeting Law Complaints

Tom Urbelis reported on the two complaints of an Open Meeting Law Violation, noting that the Board can respond to the complaints or delegate the responsibility to him as Town Counsel. In his view, there is no violation of an Open Meeting Law and the response would articulate that. A response would be sent to the person who filed the complaint and a copy to the Attorney General's Office, Division of Open Government. The response can be appealed to at the Attorney General's Office.

1. Complaint of Michael Meyers, 416 South Main Street, Andover, MA, of an Open Meeting Law violation on August 30, 2021.

2. Complaint of Kathleen Grant, 83 Morton Street, Andover, MA of an Open Meeting Law violation on August 12, 2021, August 16, 2021 and August 30, 2021.

Annie Gilbert moved that the Board delegate to Town Counsel the responsibility to respond to Michael Meyers’s open meeting law complaint regarding the August 30, 2021 Select Board meeting and the responsibility to respond to Kathleen Grant’s Open Meeting Law complaints regarding the August 12, 2021, August 16, 2021 and August 30, 2021 Select Board meetings. Motion seconded by Dick Howe. Roll call: D. Howe-Y, L. Gregory-Y, A. Gilbert-Y, A. Vispoli-Y, C. Huntress-Y. Motion passes 5-0.

H. Update on Andover Youth Services

An update on the next steps for Andover Youth Services was provided by the Town Manager and Jemma Lambert. The Cormier Youth Center re-opened on Tuesday, September 7<sup>th</sup> with the opening of the Drop-in Center. A statement was released on Friday on the reopening and the fall programs to be offered. They have been fortunate to hire some talented program staff. Andrew provided a high-level overview on the experienced and highly qualified staff they hired, including Transition Leader Patty Carey. Jemma Lambert reported on the membership and status of the programs. They plan to have an open house for parents to come and meet the staff and programs to be offered. A lot of repairs and clean-up of the facility is underway.

Dick Howe asked how the counseling will be handled. The staff they have hired all have solid backgrounds including social workers who relate to youth. They are working at identifying a training force staff to provide virtual training in the coming weeks and to into a MOU with a larger health organization. Laura Gregory suggested using some of the recovery funds to support for helping the youth with emotional and social health issues.

VI. Consent Agenda

A. Appointments by the Town Manager

Annie Gilbert oved to approve the appointments by the Town Manager as listed in the consent agenda. Motion seconded by Dick Howe. Roll call: A. Vispoli-Y, A. Gilbert-Y, L. Gregory-Y, D. Howe-Y, C. Huntress-Y. Motion passes 5-0.

Department	Name	Position	Rate/Term	Date of Hire
Information Technology	Brian Smith <i>(Joseph Hadley)</i>	Technical Specialist I	\$62,441.30/yr	9/20/2021
Department of Public Works	Charles Valles <i>(Nicholas Morasse)</i>	Equipment Operator 2	\$57,395.51/yr	9/14/2021
Department of Public Works	Christopher George <i>(Jason Ouellette)</i>	Equipment Operator 1	\$55,698.97/yr	9/14/2021

Community Services – Youth Services	Patricia Carey	Temporary Transitional Leader	\$50.00/hr	9/1/2021
Community Services – Youth Services	Jessica Wildfong	Temporary Program Coordinator	\$40.00/hr	9/4/2021
Community Services – Youth Services	Guilford Allen	Temporary Program Coordinator	\$40.00/hr	9/7/2021
Community Services – Youth Services	Audrey Frater	Temporary Program Coordinator	\$40.00/hr	9/9/2021
Community Services – Youth Services	Rebecca Gilbert	Temporary Program Coordinator	\$40.00/hr	9/7/2021
Community Services – Youth Services	Saraina Hernandez	Temporary Program Coordinator	\$40.00/hr	9/7/2021
Community Services – Youth Services	Devon Murphy	Temporary Program Coordinator	\$40.00/hr	9/7/2021
Community Services – Recreation	Sharon Garvin	Kid Care Site Director	\$27.00/hr	9/15/2021
Community Services – Recreation	MaryKate Allard	Kid Care Group Leader 3	\$19.00/hr	8/31/2021
Community Services – Recreation	Patricia Simpson	Kid Care Group Leader 3	\$19.00/hr	9/15/2021
Community Services – Recreation	Manisha Behera	Kid Care Group Leader 2	\$18.25/hr	8/30/2021
Community Services – Recreation	Lisa Marini	Kid Care Group Leader 2	\$18.25/hr	8/30/2021
Community Services – Recreation	Laura Brindle	Kid Care Group Leader 1	\$17.50/hr	9/1/2021
Community Services – Recreation	Teagan Deery-Interlande	Kid Care Group Leader 1	\$17.50/hr	8/30/2021
Community Services - Recreation	Rudi Dunlap	Kid Care Group Leader 1	\$17.50/hr	9/15/2021
Community Services – Recreation	Sabrina Fullam	Kid Care Group Leader 1	\$17.50/hr	8/30/2021
Community Services – Recreation	Carmen Maria Gonzalez	Kid Care Group Leader 1	\$17.50/hr	9/15/2021
Community Services – Recreation	Deepa Nair	Kid Care Group Leader 1	\$17.50/hr	8/30/2021
Community Services – Recreation	Mia Chase	Kid Care Assistant Group Leader 1	\$14.00/hr	8/31/2021

Community Services – Recreation	Jacqueline Haney	Kid Care Assistant Group Leader 1	\$14.00/hr	8/30/2021
Community Services – Recreation	Marin King	Kid Care Assistant Group Leader 1	\$14.00/hr	8/31/2021
Community Services – Recreation	Katherine McCarthy	Kid Care Assistant Group Leader 1	\$14.00/hr	8/30/2021
Community Services – Recreation	Max McNeeley	Kid Care Assistant Group Leader 1	\$14.00/hr	8/30/2021
Community Services – Recreation	Aine Stuart	Kid Care Assistant Group Leader 1	\$14.00/hr	8/30/2021
Community Services – Recreation	Ryan Cotton	Kid Care Assistant Group Leader 1	\$14.00/hr	8/30/2021
Community Services – Recreation	Devon Higgins	Kid Care Assistant Group Leader 1	\$14.00/hr	8/30/2021
Community Services – Elder Services	Mary Catherine Torres	Per Diem Senior Center Drive	\$20.12/hr	9/14/2021
Memorial Hall Library	Brianna Caron-DiPietro	Library Assistant I Sundays	\$35.00/hr	8/29/2021
Memorial Hall Library	Meaghan Brown	Library Assistant I Sundays	\$35.00/hr	8/29/2021
Memorial Hall Library	Heather Maganzini	Library Assistant I Sundays	\$35.00/hr	8/29/2021
Memorial Hall Library	Molly McIntyre	Library Assistant I Sundays	\$35.00/hr	8/29/2021
Community Services – Recreation	Rachel Holliday	Seasonal	\$15.00/hr	8/24/2021
Community Services – Recreation	Laura Brindle	Kid Care	\$17.50/hr	9/1/2021
Town Governance Study Committee	Austin Simko	At-Large Member	Term Expires 6/30/2022	9/13/2021

**VII. Approval of Minutes**

A. Board to approve minutes from the following meetings:

1. July 19, 2021 and August 12, 2021.

Dick Howe moved to approve the meeting minutes of July 19, 2021 and August 12, 2021 as submitted. Roll call: D. Howe-Y, L. Gregory-Y, A. Gilbert-Y, A. Vispoli-Y, C. Huntress-Y. Motion passes 5-0.

#### VIII. Citizens Petitions and Presentations

Maria Bartlett, 26 Jenkins Road: The agenda for the next meeting on September 20<sup>th</sup> to includes the annual review of the Town Manager. Will the public have an opportunity for input? *YES*. 2. Will compensation be reviewed? *No, that is done when the Select Board reviews the overall contract which was done last year.*

Melissa Danisch, summarized the thoughts in the letter she sent to the Board. She expressed her support for the Community Services Dept., but is disappointed in the responses and behaviors exhibited the past few months. The change in leadership at AYS should not change the mission of AYS. We as a community must rally together today to support the AYS program and ideals to ensure its success. Unity and resilience needed to recover and repair. Sustaining AYS as an institution and idea in Andover is this generation's call to action.

Call-in: Patrick Hogan, 10 River Road read a prepared statement. He is an employee at AYS. He talked about the effort to wipe the images from the AYS that were found left in the dumpster at the AYS Building. These are relics to be saved. He has had multiple conversations to voice his frustrations and about the voice mail accusation that he removed his programs off of the site. We will always keep the faith.

Kathleen Grant, 83 Morton Street: Sent in a PDF presentation on guidelines for citizen presentation. She feels the Select Board does not follow their own policies. Tom Urbelis provided an explanation of the Select Board's public comments policy. The Select Board's policy does not carry the same weight as the Open Meeting Law. Chris Huntress said the Board will address non-disclosure agreements at a future agenda.

#### Email comments:

Kelly Sutcliffe, South Carolina: She was one of the citizens who supported AYS when it was a dream. No one on this Board participated then and her family contributed to every fundraiser. Her daughter painted the murals on the walls. She is ashamed to see history thrown away. Chris Huntress and Alex Vispoli said they contributed and participated in all of the fundraiser as well.

Kristin Wise: Inwood Lane: Who pays the invoices from the firm in the Fahey litigation? Tom Urbelis said it is the insurance carrier who is paying Attorney Kesten's firm in the lawsuit against the Town and the Town Manager.

**IX. Adjourn**

At 9:57 P.M. Alex Vispoli moved to adjourn the Select Board Meeting of Monday, September 13, 2021. Motion seconded by Laura Gregory. Roll call: D. Howe-Y, A. Vispoli-Y, L. Gregory-Y, A. Gilbert-Y, C. Huntress-Y. Motion passes 5-0.

Respectfully submitted,

Dee DeLorenzo,  
Recording Secretary  
Rev 11/15/21 2.0