



Hispanic Employment Plan Advisory Council

Quarterly Meeting – Via WebEx
 Friday, March 10, 2023 | 10:00 A.M. – 12 P.M.

Minutes

I. Call to Order

The meeting was called to order at 10:03 A.M. by Chair Muñoz.

II. Roll Call—CMS Hispanic Employment Coordinator, Araceli Morales conducted the roll call.

A. Council Members

Hispanic Employment Plan Advisory Council				
COUNCIL MEMBERS				
Council Members	Present			Absent
	In person - Chicago	In person - Springfield	via Webex	
Muñoz, Jose M., (Chair)			X	
Charneco, Carlos			X	
Guajardo, Ana				X
Gonzalez, Layla Suleiman				X
Martín-Ocasio, Kenny			X	
Mota, Patricia			X	
Rosales, Giraldo			X	
Sepúlveda, Roberto			X	

Total: 6 Council Members present, 2 were absent, quorum was achieved.



B. Agency Ex-Officios, Agency Representatives and CMS Staff

Hispanic Employment Plan Advisory Council					
EX-OFFICIOS					
Ex-Officio Agency	Agency Designee	Present			Absent
		In person Chicago	In person Springfield	Via Webex	
Aging	Robin Tucker			X	
Children and Family Services	Jose Lopez				
	Daniel Fitzgerald			X	
Commerce and Economic Opportunity	Diana Alfaro			X	
Corrections					
Employment Security	Stanislav Volkhovsky on behalf of Anna D'Ascenzo			X	
Healthcare and Family Services	Terri Shawgo			X	
Human Services	Amelia Gavina			X	
Human Rights	Martin Duncan			X	
Public Health	Amaal Tokars			X	
Transportation	Carlos Ramirez				X
ATTENDANCE ROSTER: Agency Representatives					
Agency	Representative	Present			
		In person - Chicago	In person - Springfield	via WebEx	
Central Management Services	Raven A. DeVaughn			X	
	Mark Mahoney			X	
	Patricia Santoyo-Marin			X	
	Demoya Gordon				
	Jake Altman			X	
	Allison MacFarlane			X	
	Arthur Sutton			X	
	LaReyna Griffin			X	
	Marcial Benitez			X	
	Mayra Magaña			X	
	Anthony Lozzi			X	
Araceli Morales			X		
Innovation & Technology	Vicky Simpson			X	
	Sannaz Etemadi			X	



Human Services	Krista Culbertson Michele Vélez Gianni Serrano Patrick Morris			X X X X
Healthcare and Family Services	Derrick Davis			X
Juvenile Justice	Jaime Vasquez			X
Revenue	Johnny Rodriguez			X
Illinois State Police	Mary Dowdy			X
Transportation	Sannaz Etemadi, Interim Bureau Chief			X

Total 8 Ex-Officios were present or represented. Total: 11 CMS and 11 other Agency Employees attended the meeting. _

*Note: Governor’s Equity team, Deputy Director, Addie Schrodes, PhD, was present.

III. Members of the Public

Hispanic Employment Plan Advisory Council				
Attendance Roster: Members of the Public				
Name	Entity Represented	Present		
		In Person Chicago	In person Springfield	Via Webex
Rick Loza	Illinois Nurses Association			X

Total: 1 member of the public attended the meeting.

IV. Meeting Minutes

A. Review/Approve Minutes from December 09, 2022

Council members received a copy of meeting minutes electronically. Motion made by Council Member Giraldo Rosales to approve meeting minutes and second by Council Member Carlos Charneco. All in favor. No objections. Motion carried unanimously.



V. Leadership Updates

A. Introduction of Raven A. DeVaughn, CMS Acting Director

CMS Assistant Director, Mark Mahoney, introduced CMS Acting Director, Raven A. DeVaughn, to the council. First meeting present as acting Agency Director. Shared previous work experience and relayed enthusiasm to work with the council.

B. Introduction of Arthur Sutton, CMS EEO Officer

CMS Assistant Director, Mahoney, introduced new CMS EEO officer, Arthur Sutton. Shared relevant work experience and enthusiasm to work with the council.

C. Introduction of Kenny M. Martín-Ocasio, New Council Member

Council Chair, Jose M. Muñoz, introduced new Council Member Kenny M. Martín-Ocasio. Council Member Martín-Ocasio, comes to the council with many years of experience in Human services, advocating for the Latinx community. Shared it is an honor to be part of the council. Council Chair Muñoz, shared enthusiasm, and relayed welcoming announcement sent out by CMS. Encouraged council members to look at announcement on social media and share with networks.

VI. Council Discussion Items

A. Chair Updates

Council Chair Muñoz reminded council he was elected as council chair one meeting ago. Announced upcoming meeting with CMS D&I Hispanic Latinx Employment Coordinator, Araceli Morales, to address council communications. Council Chair Muñoz aims to create a communication pipeline to gather and include feedback from council members on meeting agenda items. Opened the space for questions. No questions or comments made.

VII. CMS Updates

A. Fiscal Year Employment Plan Report

CMS D&I Deputy Director, Santoyo-Marin, welcomed new council members, leadership, and staff present. Council state statute provides space for promoting equitable Latinx representation in the State workforce. Shared overview and purpose of annual employment report.

Council advised to include more raw data and return to original report model. Based on feedback, this years' report included questions allowing agencies to detail partnerships and outreach initiatives. Agencies able to upload PDF documentation on outreach initiatives. [FY 2022 Hispanic Employment Plan Report](#) Shared with council members in Draft mode. An identified opportunity was for individual completing the report to connect with their agency to ensure necessary information is provided.



Report submitted to the general assembly on time.

Appendix added to the report. [FY22 Employment Plan Report - Appendix](#) Responses are from agencies that completed the report. Appendix is 500 pages and CMS D&I Deputy Director, Santoyo-Marín, shared document, and link to the report with the council. Report now includes raw data instead of highlighting CMS efforts. Longer and includes subsegments of questions in chart mode.

Council Member Charneco shared this is a good comprehensive report. Next year can include information on retention efforts. Saw retention efforts listed on the agenda. Council Member Charneco stated can onboard Latinos, but few agencies expressed challenges with retention. Something to be looked at, and not lose sight of how many Latinos we have in State government. Report states 7.3 percent of overall state workforce of 45,000, but hard number reflects less than last fiscal year. To look at what agencies lost Latinos.

CMS D&I Deputy Director, Santoyo-Marín, shared percentage has continued to grow minimal over nine years and is consistent. In numbers we are less than a year ago, due to overall dip of state employees. Percentage—still growing. In terms of equitable representation, lots of work to do. Shared that while statute does not require to work on retention, started engaging on conversations of inclusion and the development of an inclusive workspace. To incorporate some of those goals to the employment reports. Beginning to align with all identified needs. Not only those found on state statute. Invitation extended for council members to review the report. Next quarter will have opportunity to ask questions, take note of the great work done by some agencies, provide recommendations, and share opportunities based on expertise.

Council Member Charneco previously presented the idea of breaking up agencies into groups and having 2-3 council members take the lead with agencies. Agency breakdowns by regulatory, public safety, social services, and those related to business support. Noted report is long with the appendix alone being 500 pages. To figure out which agencies to focus on. Those agencies who seem to struggle and council members to decide if to break down by groups or not.

Council Chair, Muñoz, mentioned taking a deeper dive for agencies not doing well, but also highlight those with significant improvements as best practice. Council Member Giraldo Rosales relayed comments made by Council Member Charneco, and Council Chair Muñoz are on point. Report contains massive amount of information which needs to be subdivided among council members. This would ensure to equitably ask the right questions. Inquired if agencies can be invited to report on Hispanic recruitment efforts. Council Chair Muñoz noted that is the plan at the next meeting.



DCFS Ex-Officio, Fitzgerald, Daniel, mentioned in the past met with the Director and found beneficial in discussing council goals. Successful measure for DCFS. Might be good idea for the council once able to work through the document. Not yet seen the report but looks forward to it.

CMS D&I Deputy Director, Santoyo-Marin, shared will begin a conversation with Personnel and Legal to walk agencies through the process of requesting a position to be moved from Springfield to Chicago. Chair Council Muñoz asked clarification as to what will be discussed at the next meeting. CMS D&I Deputy Director, Santoyo-Marin, responded goal is to walk the agencies through the guidance. Chair Muñoz stated council only meets once a quarter, and now looking at half a year before knowledge of a process that's been put out. Does not think we have to wait for next meeting for details to be figured out. Assumes everyone on the council will be working on it but wants clarity on what that process is for agencies. If someone has a position, they know they don't need to have it in Springfield, can be moved elsewhere. Want eligibility for individuals to be quicker as that would help with numbers. CMS D&I Deputy Director, Santoyo-Marin responded we can prepare, start doing the research, and identify. Develop timelines for the team as well.

CMS BoP, Jake Altman, shared guidance has been already issued to HR agency representatives. Can leverage increased flexibility based on language found in the guidance. Council Chair Muñoz thanked CMS BoP Jake Altman for the information and stated a good next step at upcoming meeting is to question agencies on how they are utilizing the guidance to help with Latinx recruitment efforts.

Council Member, Kenny Martín-Ocasio, inquired on recruitment data for each council. Inquired on data for best practices. Helpful to look at what other states, and councils are doing. Inquired if each EPAC is competing for the same positions or looking for a cohesive level of representation we all agree on. If not, looking at the same positions and trying to figure it out what representation looks for each council. Council Member Martín-Ocasio apologized stating he asked too many questions.

CMS D&I Deputy Director, Santoyo-Marin, shared with Council Member Martín-Ocasio this is what we envision council members asking state agencies. State statute requires us to gather the first set of data. Invitation is for council members to ask questions as agencies come into these meetings.

A few other questions came through the chat about recruitment and retention. Council Chair Muñoz announced would move on to the next agenda item as many of the posed questions will be answered in the state workforce update.

B. State Workforce Diversity Numbers Update

CMS Bureau of Personnel, Jake Altman, provided an update on the State Workforce Diversity Numbers as of February 2023, in comparison to the last reporting period. Overall state workforce trending down. December is a common month to retire but



covered for loses in retirement. Increased workforce—positive trend. Provided a brief overview of class titles for those new to the council.

Council Chair Muñoz reiterated on the overall increase of the total number of hired Latino employees, but that's only because the overall number of state workforce increased. Council Chair Muñoz stated BoP mentioned retirement and looking at last year's numbers versus now seems numbers are lower than in 2022. Inquired if due to retirement. CMS BoP, Altman, stated hard to note if retirement was the reason. From an analytic perspective would assume but does not mean it is absolute. Other reasons such as, separation from the State workforce can also be a reason. Council Chair Muñoz inquired if there is a way to pull retirement numbers. Retention seems a challenge and wants to know how much retirement is playing a role with overall numbers.

CMS BoP, Altman, stated he appreciated question from council chair. Retirement is a distinct transaction code in the way personnel history is managed. Able to pull that data. Council Member Charneco stated non-coded exempt positions are people who don't have to go through the regular application process as stipulated in the rules. CMS posts every month the list of every position that is exempt from the hiring process. Recently 1100 exempt positions were listed. Counted under 70 Latinos—best estimate. Some listed positions may include private secretaries who are not necessarily policy people. Director or the Governor's office decides which positions can be filled. Less red tape in applying for the job, but problem is very few positions get listed. Council Member Charneco inquired on how Governor's office or State agency directors are made aware of available exempt positions to be promoted within the Latinx community.

CMS BoP Altman responded he is not able to speak specifically to efforts within the Governor's office, but state agencies can promote. It's situational—dependent. Ex-Officio Amaal Tokars noted best practices for promoting open positions. Ex-Officio Daniel Fitzgerald inquired if CMS had the number of current Latino agency directors. CMS BoP Altman responded does not have a list as CMS does not have personnel data for Senate confirmed positions. Responsibility falls with the Comptroller's office. Reached out to some colleagues with the comptroller's office to obtain such data. Did not get very far. Next steps are to reach out to the Governor's equity office.

Council Member Charneco named current Latino agency directors and stated they can be counted with one hand. Council Chair Muñoz asked Council Member Charneco, to clarify a handful from what numbers? Council Member Charneco responded out of 30-40 state agencies. Council Member Charneco shared there is no director at the Department of Employment Security and Governor can fill that position with a Latino. Council Chair Muñoz asked CMS BoP, Jake Altman, if he would be able to get something before next meeting.

CMS BoP Altman stated data is stored independently from CMS and is a matter of



finding out who has the data. Assured the council he is really trying to obtain such data. Council Chair Muñoz inquired as to why it's hard to get the data. Expressed how Council Member Charneco shared low overall numbers with Latino directors. CMS BoP Altman stated he understood and shared barriers starting with CMS not having the obligation to house such data. Originally thought Comptroller's office had it, but they do not. Council Member Charneco stated he thought Governor's office has it since they introduce the bill for Senate confirmation. It's the Governor's office CMS should be asking for that data.

CMS BoP, Altman, shared with the council Gov. Office is the next stop. Deputy Director, Dr. Addie Shrodes, from the Office of Equity in the Governor's office stated somewhat new to the rule, and current understanding is that Deputy Governors who oversee agency portfolios are responsible for appointing directors. Four Deputy Governors, and their assistants hold such information. Happy to coordinate with CMS BoP Altman to touch base with those who might have the data. Chair Council Muñoz hopes to obtain this information at the next council meeting.

Ex-Officio Terry Shawgo shared on the chat not being able to pull a report with this information through the hiring system. Ex-Officio Amelia Gavina inquired on recommendations for tracking progress. CMS Hispanic EPAC Coordinator, Morales, asked Ex-officios for clarification details. No further details provided—moved on with the meeting agenda. Council Vice-Chair Charneco inquired if CMS could track number of Latinos counseled by CMS. Chair Council Muñoz stated some questions on the chat addressed earlier by CMS D&I Deputy Director, Santoyo-Marin. CMS BoP Jake Altman provided further insight on Success Factors—mixed set of outcomes. Opportunities to improve.

C. New Dashboard

CMS Deputy Director, Santoyo-Marin, shared new in-house data dashboard. Internal database updated every Tuesday at 9:00 a.m. Intent is to respond to some of the concerns shared by council. CMS Data Analytics Manager, LaReyna Griffin, provided clarification this is a presentation of the dashboard—not state workforce update. Dashboard has four main sections constructed through D&I lens. Retention, Outreach & Recruitment Activities, Mobility, and Bilingual Support. Building partnerships with other leaders including the Governor's office of equity. Dashboard currently under construction—expected to grow.

Next steps are tracking mechanisms for those who attend events and apply. Council Chair Muñoz inquired on the age of employees and years of service. CMS Data Analytics Manager, Griffin, responded there is a way to obtain such information should the council have interest in such data.

Chair Muñoz responded it would be helpful, and while great information looking at ages it is important to get a comparison of what the Hispanic Latino population workforce is in comparison to the rest of State employees with several years of



service.

Council Chair Muñoz curious if we have a younger workforce, and different strategies to retain that workforce. If we have an aging workforce, wants to know if they are getting to retire. Such information will help plan moving forward. Last thing we want is to lose a whole bracket of employees.

Council Member Charneco shared his guess is we have a significant older Latino workforce that will probably retire in the next couple of years. Probably one of the reasons why our numbers remain somewhat stagnant. Could also be an issue with retention. Council Member Charneco inquired on tracking how many Latinos have been counseled by CMS counselors, because he finds it impactful to know if counselors are guiding Latinos into the right titles, right applications, and helping them navigate through the process. Council Member Charneco does not see on the Dashboard if applications received from Latinos are based on postings. Historically: have a job posted, receive 100 applications, and only 1 or 2 Latinos are among the 100 applications. Should be some goal orientation. Measurements will highlight if recruitment efforts are not executed right, because we are not getting enough Latinos into the pool of applicants. CMS D&I Deputy Director, Santoyo-Marin, addressed some the concerns expressed by Council Member Charneco stating these are the concerns that lead the D&I team to work with CMS Data Analytics Manager, Griffin and the data team. Were CMS application process would capture all this data, and unfortunately does not.

Further, CMS D&I Deputy Director, Santoyo-Marin, noted to understand the importance, started a conversation, and now built this in house for that purpose. Provided overview of the purpose of the Dashboard, tracking processes, and the data this inhouse tool can be retrieved. Next scheduled meeting to go through the different sorting mechanisms together to help answer further questions.

Ex-Officio Daniel Fitzgerald, from DCFS commended CMS Data Analytics Manager, Griffin, on Dashboard efforts. Inquired if there would be a possibility to track reasons Latinos leave state employment, and if employees leaving are in bilingual or non-bilingual positions. CMS Data Manager, Griffin agreed to continue the conversation.

Council Member Charneco congratulated Arthur Sutton on joining CMS and mentioned exit surveys are typically completed by state agencies when people leave the agency, but not when a person leaves to a different division or a unit. Council Member Charneco has found historically people move out of a work location due to hostilities.

When many Latinos move from one location—needs to be measured. Council Member Charneco noted this happened before and because never left the agency this information was not tracked. Not been able to identify reasons. Notification from EEO officers should identify when Latinos move from one place to another. CMS D&I



Deputy Director, Santoyo-Marín, shared this is conversation that will take place with CMS Data Analytics Manager, Griffin and their team.

To come back to council and if not able to gather that information, will allow for the council to make those recommendations for state agencies. To further identify who and where to have these conversations.

Council Member Charneco opened the space for council members to ask questions. No questions received and proceeded to address earlier question on how to market for Latinos to work in Springfield. Shared efforts including reaching out to a group of Latinos in Central Illinois to share their story on why they moved to Springfield. Asked for CMS to consider doing a virtual panel discussion with this group as part of a recruitment process. CMS D&I Deputy Director, Santoyo-Marín, shared it is a great opportunity to be further discussed with CMS D&I Coordinator, Morales, and Council Member Charneco.

D. Recruitment and Retention Efforts

CMS D&I Hispanic Latinx EPAC Coordinator, Araceli Morales, shared with the council new recruitment CMS video translated to *Spanish*. Video details the new and improved CMS application process. Can be found on the Illinois Department of Central Management Services YouTube page. A direct link to the video was shared with council members. Council members and attendees were invited to share the video with their communities and networks. Council Member Charneco inquired if CMS D&I would measure the number of clicks. CMS Deputy Director, Santoyo-Marín, responded there is a way through YouTube to track the number of views.

Outreach and retention initiatives shared with the council. CMS D&I sponsored and participated at the National United States Hispanic Leadership Institute in February. CMS D&I Coordinator, Morales, invited Council Members, Agency Ex-Officios, and Agency Officials to continue working together on identifying and being present in spaces where the community is present. CMS D&I also to sponsor and be present at the upcoming Illinois Latino Council on Higher Education all day conference *La Riqueza de la Raza* on Friday, April 13th at Malcom X College. Council Members and attendees invited to contact CMS D&I Coordinator, Morales, if interested in participating. Council Member Charneco inquired if CMS D&I will have a presentation on state employment at the conference. CMS D&I Deputy Director, Santoyo-Marín, shared purpose of the ILACHE conference and State of Illinois is only recruiter present. Not a traditional recruitment space—not the best fit given the type of event.

VIII. New Business

A. CMS FY23 Goals & Council Meetings

CMS D&I Deputy Director, Santoyo-Marín, shared recommendations made from Council Member Charneco of inviting state agencies at the next meeting. Seeking



recommendations from the council in terms of who to invite and how to package invitation. Council Member Charneco shared can meet with Council Chair Muñoz and other Council Members to discuss. Council Member Charneco to figure out how they can meet without violating the Open Meetings Act. Council Member, Charneco, was struck when looking at exempt at will positions at some of these agencies posted on the CMS website, and report attached to this meeting. Council Member Charneco stated when you have an agency such as Department of Revenue with a total of 47 exempt positions, and not a single Latino is in any of those positions—bit disturbing. Especially when you give into account the large taxpayer base of Latinos and Illinois. Would like a conversation of what is going on with those agencies.

Department of Transportation has approximately 100 positions listed on the site, however, only 2 Latinos work there. Distributed given the impact IDOT has in our community. This is something that is not unique with these two state agencies, but things an area that needs to be looked at to see what is going on. Had a conversation with the Hispanic Chamber of Commerce about their concern or Bilingual auditors both at the Department of Revenue and Department of Employment Security. Reiterated the large number of Latinos who live in Illinois.

CMS D&I Deputy Director, Santoyo-Marin, shared next steps. CMS D&I team will be inviting state agencies. Council Members and Ex-Officios will be able to ask those questions. In addition, plan to invite those who complete annual survey. This can be the Ex-Officios, or HR leads. Can invite directors since they can answer questions on senior positions not coded, or within our record access.

Council Member, Charneco, shared his understanding was the CMS D&I team has been meeting with members of the Latino Caucus. Inquired if this information could be shared with Council Members. CMS D&I Deputy Director, Santoyo-Marin, shared because of budget hearings last year, some direct concerns were shared from members of the Latino Caucus. Opportunity to take a deeper dive to system wide efforts and strengthen relationships. As CMS D&I Hispanic EPAC Coordinator, Morales, came on board was asked to schedule meetings with all members of the Latino Caucus. Have met with some members of the Latino Caucus including Senator Cervantes, and Senator Pacione-Zayas. Recommendations and opportunities for partnerships have been shared. Upcoming meetings scheduled with Senator Aquino, Senator Villanueva, and State Representative Ortiz.

Continue to receive constructive feedback from the members of the Latino Caucus and this council. CMS D&I Deputy Director, Santoyo-Marin thanked council especially new members, and the Governor's equity team. Have shared concerns, identified which systems don't exist, and building on them. Aligned the Governor's office equity goals to



be part of the employment plan report.

B. New Vice Chair

CMS Legal Deputy General Counsel, Macfarlane, Allison, was present at the meeting to guide and confirm all formalities were aligned with the nomination and election of a council vice chair. Council Member Carlos Charneco self-nominated for council vice-chair. Council Member Giraldo Rosales second the nomination. All in favor. None opposed. Council Member Charneco is now the elected Council Vice-Chair.

IX. Public Comments

- A. Agency Official Johnny Rodriguez from Revenue inquired council if can request for a legislation bill for Human Resource positions to increase in the Northern region. Council Vice-Chair, Carlos Charneco, acknowledged Rodriguez as a longtime recruiter for Department on Revenue. Historically most HR positions and recruitment is in Springfield. That may be in part due to legislation that required a lot of jobs to be in Springfield. Believes Governor signed legislation to leave it up to the CMS and state agencies as to where those positions are to be located. However, to the point Council Vice-Chair Charneco shared he wants to see more HR recruiter positions located in northern Illinois. For some state agencies, our highest Latino populations are in northern Illinois, which would help with recruitment efforts. Council Vice-Chair, Charneco, suggested this is something we can bring up to state agencies, as to where they have their HR staff located. Especially for the staff involved with recruitment efforts.
- B. Member of the Public, Rick Loeza, is interested in knowing the percentage of Latinx unprofessional staff versus those in nonprofessional positions. Question addressed by CMS BoP during the state workforce update.
- C. Agency Official Rodriguez inquired about incentives such as tax credits or mentorship programs for job seekers looking to relocate in Springfield. CMS D&I Deputy Director, Santoyo-Marin shared efforts including, new partnerships with inclusive services for Latinos. In terms of tax credits, would need to start a conversation with CMS Senior Leadership. For mentorship initiatives, can investigate those possibilities as the team capacity grows.
- D. Agency Official Rodriguez shared with the council the most common job seeker inquires—status on submitted applications.
- E. CMS Legal Deputy General Counsel, Macfarlane, noted meeting was good. Getting to the heart of what our purpose is. Strategizing on ways to make it better for our underserved communities.
- F. Member of the Public, Rick Loeza, shared concern of hiring more Latinos in the nursing field and expressed interest in finding opportunities to bring more professionals to Illinois.
- G. Agency Official, Rodriguez, shared challenges faced with recruitment efforts.



H. Closing remarks from Council Members

Council Chair, Muñoz, encountered connectivity issues towards the end of council meeting. Newly elected Council Vice-Chair Charneco guided the last portion of the meeting. Council Vice-Chair Charneco gave opportunity for Council Members to share final thoughts. Council Member Roberto Sepúlveda shared his gratitude to everyone for the engagement, and work done in between scheduled meetings. Any in-between meeting communications are welcomed. Announced will be meeting with State representative Hernández and expressed interest in sharing values of the council when the opportunity arises. Suggested talking points to be shared with stakeholders. Council Member Rosales shared his gratitude and support to all council members. Loved the information shared at these meetings and looks forward to making Illinois better. Council Member, Patricia Mota, echoes the comments everyone made. The meeting was productive. Offered additional support for In between meetings. Council Member Kenny Ocasio expressed it's been an honor. Appreciates data information provided. Welcomes possibility of organizing and strategizing efforts for in between meetings. Council Member Kenny Martin-Ocasio motioned to adjourn the meeting. Council Member Patricia Mota second the motion. Meeting adjourned.

X. Adjournment of Meeting

Meeting adjourned at 12:07 p.m. by Council Vice-Chair Charneco.