

Meeting for Cook County Board of Review December 4, 2023

Cook County Board of Review

COOK COUNTY BOARD OF REVIEW

SPECIAL MEETING

118 NORTH CLARK STREET

Sixth Floor Hearing Room

CHICAGO, ILLINOIS 60602

Monday, December 04, 2023 at 12:00 p.m. Central

SPECIAL MEETING before COMMISSIONER GEORGE A.

CARDENAS, upon meeting of the above-entitled cause taken at

the Cook County Board of Review, 118 North Clark Street, Room

601, held on the 4th day of December, 2023, at the hour of

12:00 p.m.

	Page 2	Page 4
1	APPEARANCES	1 next speaker is Todd Fieldman. Mr. Fieldman, are you here?
2	AFFEARANCES	2 Mr. Fieldman? Okay. Also, just to announce that understandably
3	MD CEORCE & CARDENAS Chairman	 things happen. So maybe they're a couple of seconds, a few
	MR. GEORGE A. CARDENAS, Chairman	5 11 , , ,
4	MS. SAMANTHA STEELE, Commissioner	, , , , , , , , , , , , , , , , , , , ,
5	MR. LARRY ROGERS, JR., Commissioner	5 To Old Business, the first thing on the agenda under Old
6		6 Business is the approval of the revised minutes from the meeting
7	ALSO PRESENT:	7 of August 24, 2023. Are there any corrections or additions to
8		8 the minutes?
9	MR. NICHOLAS CUMMINGS	9 COMMISSIONER ROGERS JR.: I move that we approve the
10	MS. LILIANA ESCARPITA	10 revised minutes of the August 24, 2023 meeting.
11	MS. CRISTIN DUFFY	11 THE COURT REPORTER: I'm sorry. Would you repeat
12	MR. ALLEN MANUEL	12 that?
13	MR. JUAN MANZANO	13 COMMISSIONER ROGERS JR.: Sure. There are no
14	MS. TIMNETRA BURRUSS	14 revisions. I move that we approve the minutes from the meeting
15	MS. DEBRA BROWN	15 of August 24, 2023.
16	MS. TARA ORRIS	16 CHAIRMAN CARDENAS: Thank you, Commissioner Rogers.
17		17 Commissioner Rogers moves to approve the minutes. Is there a
18		18 second?
19		19 COMMISSIONER STEELE: I second.
20		20 CHAIRMAN CARDENAS: Commissioner Steel seconds the
21		21 motion. Let the record reflect the motion passes.
22		22 COMMISSIONER ROGERS JR.: All in
23		23 CHAIRMAN CARDENAS: I'm sorry. All in favor signify
24		24 by saying aye.
25		25 COMMISSIONER ROGERS JR.: Aye.
	Page 3	Page 5
1	CHAIRMAN CARDENAS: All right, let's do it. This is a	1 CHAIRMAN CARDENAS: (inaudible). The second item on
2	public meeting. The date is December 4, 2023. It is noon time.	2 the agenda under Old Business is the approval of the minutes
3	I'm Chairman Cardenas and this meeting of the County Board of	³ from the public meeting on September 11, 2023. And also are
4	Review is called to order. Secretary, please call the roll.	4 there any corrections or additions to the minutes?
5	SECRETARY ESCARPITA: Commissioner Steele?	5 Commissioner Rogers? Commissioner Steele?
6	CHAIRWOMAN STEELE: Present.	6 (No audible response.)
7	SECRETARY ESCARPITA: Commissioner Rogers?	7 CHAIRMAN CARDENAS: Again, there are no corrections.
8	COMMISSIONER ROGERS JR.: Present.	8 Commissioner Rogers moves to approve the minutes.
9	SECRETARY ESCARPITA: Commissioner Cardenas?	9 COMMISSIONER ROGERS JR.: I move to approve the
10	CHAIRMAN CARDENAS: Present.	10 minutes from the meeting of September 11, 2023.
11	SECRETARY ESCARPITA: Chairman, you have a quorum.	11 CHAIRMAN CARDENAS: Thank you. Commissioner Steele,
12	CHAIRMAN CARDENAS: Thank you. Let the record reflect	12 do you second?
13	that all commissioners are present. We will now proceed with	13 COMMISSIONER STEELE: Second.
14	the pledge of allegiance. All please stand.	14 CHAIRMAN CARDENAS: Commissioner Steele seconds the
15	(Pledge of Allegiance)	15 motion. All in favor say aye.
16	CHAIRMAN CARDENAS: Okay. Thank you. On to public	16 COMMISSIONER ROGERS JR.: Aye.
17	comment. Two members of the public have signed up for public	17 COMMISSIONER STEELE: Aye.
18	comment. As you already know, public comment is limited to two	17 COMMUNISSIONER STEELE. Age. 18 CHAIRMAN CARDENAS: The ayes from Chair. The ayes
19		
	minutes. Speakers can provide their comments at the podium.	
20	The first speaker is Debra Ellis. Ms. Ellis, thank you for	20 business the first item under New Business is the appointment of
21	being here. The floor is yours.	21 the chair. Appointment of the chair of the Cook County Board of
22	SECRETARY ESCARPITA: Do we have a Debra Ellis in the	22 Review occurs by statute every December. Our new chair for
23	room?	23 fiscal year 2024 will be Commissioner Samantha Steele. Round of
24	CHAIRMAN CARDENAS: Is a Debra Ellis here? Present?	24 applause for Commissioner Steele.
25	Okay. So maybe they show up in the next couple minutes. The	25 (Applause.)

2 (Pages 2 to 5)

1CHARMAN CARDENAS: So before from gave lower, 11Completing the 15 (naudible) ratio, our most21by tradition that we thank our colleagues for the commissioner See, it hank you.1Completing the 15 (naudible) ratio, our most3Buff effects in the kyou.1completing the 15 (naudible) ratio, our most141and our accompliationerts. I think if's important for the record and for the pablic to ask words regarding the 15 forward is wording and now are efficing to be the set we can be. The food of field schedule could be need to measure to ensure the of the schedule could be need to measure to ensure the of the schedule could be need to measure to ensure the or the schedule could be need to measure to ensure the or the could be schedule is the		Page 6		Page 8
2It is by fradition that we thank our colleagues for the partnership, and we doe. Commission Rogars, thank you.23Apprinted Transfer, and we doe. Commission Rogars, thank you.4Commissions Steel, that we you.5But 1d also like to say a few works regarding PY 236and our zoomplainment. I think it imported to hanges and a complainment. Think it imported to hanges and a complainment. This it is imported to hanges and a memory bin is observed we worky year is dhanders to yis is dhand thanges and measures to straing dates in our (inaudble)7and how we may shar is dhanders to yis is dhand thanges and measures to straing dates in our (inaudble)8as dhanked to be far data that we be executed of the seasons? schedule and works with this to mearing accur schedule so cor a addecade to be more thank. And we are on track. The is protection, our chief, for his inflatives and hard were to be addecade to be more thank. And we are on track. The is increating in the schedule. It have supported to be soft. The advection of data in mearinging the schedule. It was not ceasy, but it was one and executed in the beart. The advection of data in mearinging the schedule. It was not ceasy, but it was one a separation from the weard in the partition of our is spara of work, we have one this may the partition of our is spara of work, we have one this mean that weard in the intractive meaning addecaders and the data file schedule by 25 is percent the part and that were interment the duticit measures to years.7appointed dificials and full staff. (haudble) filings were is spara of work, we have not difficult and the duticit measures to years.7appointed dificials and full staff. (haudble) filings were is spara of the scar	1	CHAIRMAN CARDENAS: So before I turn the gavel over,	1	Completing the IS (inaudible) ratio, our most
 a partnerskip, and we do so. Commissioner Regers, thank yeu. Commissioner Steart, thank yeu. But 14 also like to say a few vords regersing FY 23 and our accomplainments. It hink IK is important for the record and for the packie to service the Board of Review every year is the Board of Review every year is than activated by significant changes and there substrated by the Board of Review is evolving and how we are striving to be the best we can be. The Board of Review every year is the accessful y implemented is budget steadule and how we are striving to be the best we can be. The Board of Review every year is the accessful y implemented is budget steadule to review. We're taking process, the measure to ensure timely delivery of bills once again. We're taking process, the measure to ensure timely delivery of bills once again. The aver have you are hardworking and the exocution of the assessor's excludue to better facilitate the exocution of the assessor's schedule to better facilitate the exocution of the assessor's excludue to works and the max bechdue tas scenaries to field schedule caudie to mere imply. The We're taking proceeds in interving the schedule, the scenaries to field schedule caudie to mere induced. It was other and weekstell in the best way. The year of work, we have done it no exouse to everall professory of the Board and and work in reterring into schedule. It was other and the schedule targe schedule to schedule difficialis and full staff. (Inaudible) films were to formatia to have been proceeds, who we active that were to the (inaudible) team and the experiment of our schedule assessory of the Board. The achievement of the set of Judy were to formatia to film staff. (Inaudible) process, We are formatia to film schedule targe schedule the schedule areas. We all more the set were the schedule areas in the distration to oversee ou schedule difficial and full staff. (Inaudible) process, We are formatia to have targe sched	2		2	
 But If also like to say a few words regarding PY 23 and our accomplianments. It thisk it's important for the resourd and for the public to see how Board of Review is evolving and how we are striving to be the baser of characteris evolving and how we are striving to be the baser of characteris evolving and how we are striving to be the baser of characteris evolving and how we are striving to be the baser of characteristic set of super strict set of the string to any the baser of Review were are the account baser to we all evolve to measures to ensure timely dates in our (inaudble) set of the baser of the strings and framework to be start facilitate the securitor of the assessor's strict set of the factor of the strings and frame countily baser that work and the securit of the strings and frame of the strings and frame countily baser that base of factor the string of the baser of the string to be the string the string to be the string the string to be the string to be the string to be the string the string to be st	3		3	noted. The secretary's judicial management of our budget, which
6and our accomplishments. It think it's important for the record and now we as string to be the best we can be. The Board of Review were year is characterized ty significant changes and renewal. Whe're taking proactive measures to ensure timely delivery of bills once again.6compliance risk. What she means is that we were able to secure additional staffing to grow, to improve and to deliver. Linkin, the predicted condors, former colleagues in the bursus of france county board have all rawed to me about your years in the job and your performance.10We rearranged our hearing dates in our (inudible) schedule could be more timely. And we are on track. That performerbig and hair werk to the bard employee allowed is to the investment we have made in our permonal through to collations. The linking the melation through to collation the linking foreprival basesment institute to enhance their groutwork for a more through one shared that y and the section of the and ower were previous individual through the melation the compliance makes. It was not bard the advertised the based employee allowed to the to deving mere thank share made in our permane. It was not hear made the based employee allowed to the investment we have made in our permane. It was not hear made the based employee allowed to the investment we have made in our permane. It was not hear made the scould not hear were to collation the linking the melation of hearing and thairs were to enhance the difficiency of the Baard. The achievement of the the certification credential, an achievement that will enhance the certification credential and third staff. (InvestMed the groutwork for a melation the measure the investment of the sparse of vork, where we hear melation the overand the certification credential and third staff. (InvestMed the start the investment of the sparse of vor	4		4	
 and our accomplements. If think if supportant for the readont of Review were yield in the Baard of Review is exolving and how were striving to the best were on the Baard of Review werey year is characterized by significant changes and remember in the bard varies of fission courts better fissifiate the execution of the assessor? schedule outid bernor timely. And was are on track. That participant hard work of the Board maphyses allowed us to thank usan Manzano, our chief, for his initiative and hard work in rearranging the schedule. It was not easy, but It was obreaded in the size would not have been courts. The Board in the chard were mode in our personnel through a collabocation. The limits if the certification createrist is an achievement to the server done it in one year. This year we have implemented soveral measures to the certail profileancy of the board. rentanging the schedule. It was not easy, but It was obreader the groundwork for a measines. I beard the fission of the groundwork for a measines. I beard the carries out if stask, position and there improvements and success rentancing the schedule outid by more than 8 audites in the district increased by 25 approver the bard year. And was a success on the own of the schedule outid the schedule outi	5		5	
7and for the public to see how the Board of Review is evolving and how we are striving to be the best we can be. The Board of Review every seer is charactized by significant changes and the every seer is charactized by significant sacrifice, and the set is in our financic ourly board have all raved to me about your years in the job and your performance.11additional staffing to grow, to improve and to deliver, and now we are striving to be the best we can be about your years in the job and your performance.Image and you performance.12we rearranged our hearing dates in our (inaudible) 	6		6	
and how we are striving to be the best we can be. The Board of Review very year is characterized by significant changes and renewed. We're taking processive measures to ensure timely delivery of bils once again.Liliana, the president's affice, former colleagues in the bureau of finance courty board have all root to me about your years in the job and your proferamene.2We rearrange our hearing dates in our (naudble) a schedule could be more timely. And we are on track. That partnership and hard work of the Board entrylows allowed us to the investment we have made in our personnel through collaconic, the limits Properly Assessment institute to enhance their creating the mister one of the securit on of the securit on the maximum of through collaconic, the limits Properly Assessment institute to enhance their creating the mister one through and wark to collaconic, the limits Properly Assessment institute to enhance their creating the mister one through and through the interacting the mister one through and wark on the science of the security the securit on the difficult on the securit on the three interacting the mister one through and through the securit on the the certification credential, an achivement that will anhance the certification credential, an achivement that will anhance the certification credential, an achivement that will anhance the certification credential, and the securit on the the guidance of the interaction problem weak.2This year we have implemented several measures to enhance the efficient on creating the securit on the several interaction or the securit on the several interaction problem weak.3Deficit conditions and the several and constitut the interaction problem weak.4Deficit conditions and the several and constitut the interaction problem weak. </th <th>7</th> <th></th> <th>7</th> <th></th>	7		7	
 Review every year is characterized by significant changes and in renewal. We're taking proactive measures to ensure timely delivery of bills conce again. We rearranged our hearing dates in our (inaudible) as schedule to battsr facilitate the execution of the assessor's schedule and worked with him to rearrange our schedules so our field schedule and worked with him to rearrange our schedules to to close six weeks and/er than schedule data session. It partnership and hard work of the Board employees allowed to to close six weeks and/er than schedule data session. It is protection, most of al, a month earier than 2022. I want to thank you for your readernilais and taken. It will soon be approaching the milestene of having more than 30 analysts obtain the investment that will enhance their redentilais and taken. It will soon be approaching the milestene of having more than 30 analysts obtain the schedule and worked with the guideance of the schedule and thank you for your readernilais and taken. It will soon be the finance schedule schedule in the experience and commitment of our strategy office. We have been possible without the guidance of the financial administration to oversee with the same has doely collaborated with the schedule of the schedule in the schedule	8		8	
 prenewal. We're taking preactive measures to ensure timely delivery of bills conce again. we rearrange our hearing dates in our (inaudible) schedule to better facilitate the execution of the assessor's schedule to better facilitate the execution of the assessor's schedule and worked with him to rearrange our schedules so our fact. Or the innetwork ear on track. This search of the advect family. I hank you for your exceptional job. Cont hear made in our personnel through collaboration, the lilinois Property Assessment Institute to enhance their ordentials and latent. It was not easily but it was done and properties of the observation in the sure with the use of the advection of the based. protects, most of al, a month easter than 302. I want to in rearranging the schedule. It was not easy, but it was done and encour personnel through and innear their ordentials and latent. It was not easy, but it was done and the experience and commitment of our personnel through the advect family the particular, an advect measures to enhance the efficiency of the Board. protects, we have implemented several measures to enhance or Akin Manual, our clerk, and they stepped up. Thank you for your saff and hank you for your work. We law don to have law and bis process. We are followed officials and full staff. (Inaudible) process. We are followed officials and full staff. (Inaudible) process. We are followed to have submer schedule within the schedule. The achievement of the secondule with the schedule withing secondule withing secondule the secondule of the secondule withing secondule withing secondule of the secondule withing secondule		, and the second s	9	
11 delivery of bills once again. 11 I'm aware that you are hardworking and this requires 12 We rearranged our hearing dates in our (inaudible) significant scrifte, and I've seen it hy you time commitment, 13 additionally one timely. And we are on track. That 14 the scrifte, and I've seen it hy you time commitment, 14 partnership and hard work of the Board omplyces allowed to to 16 thank you for your exceptional job. So I'm proof too also 15 partnership and hard work of the Board omplyces allowed to to 16 think you for your asceptional job. So I'm proof too also 16 partnership and hard work of the Board omplyces allowed to to 16 enhance their credentials and tatent. It will scone that work and tatent. It will scone the score of having more than 50 analysts obtain 16 enhance the efficiency of the Board. The achievement of these 17 the vestalised the groundwork for a more efficient and prompt 17 enhance the efficiency of the Board. The achievement of our 18 the vestalise the score law of the score and this score and the score			10	
12 We rearranged our hearing dates in our (inaudble) 12 significant sacrifice, and Ive seen it in your time commitment, and your family. It bark your final compositional (b. So This provid tobe - alias of the sectional of the section of th			11	
13 schedule to better facilitate the execution of the assessor's 13 and your family. I thank your family for that. And I'd like to 14 schedule and workd with him to rearrange our schedules so our 14 thank your family. I thank your family for that. And I'd like to 15 field schedule could be more timely. And we are on track. That 14 thank your family. I thank your family for that. And I'd like to 16 protects, most of all, a moth earlier than 2022. I want to 15 the investment was are made in our personnel through 16 in earranging the schedule. It was not easy, but It was done 16 enhance the efficiency of the board. 16 enhance the efficiency of the board. The achievement of these 11 the overall proficiency of the board. 16 enhance the efficiency of the board. The achievement of these 11 the overall proficiency of the board. 16 enhance the efficiency of the board. The achievement of these 11 the westabilised the groundwork for a more efficient and prompt 16 appointed officials and full staff. (Incudible) flings were 12 the were and the experience and commitment of our 17 appointed officials and full staff. (Incudible) flings were 13 CHARWOMAN STEELE: Thank you, Commissioner. 16 Charleryout your s		, ,	12	
14 schedule and worked with him to rearrange our schedules so our 14 thank you for your exceptional job. So I'm proud too – also 15 field schedule could be more timely. And we are on track. That 16 17 16 partnership and hard work of the Board employees allowed us to 16 17 16 partnership and hard work of the Board employees allowed us to 18 18 17 ortanos their codentials and talert. It will scon be 18 18 protects, most of all, a moth earier than 2022. I year to 18 19 enhance their codentials and talert. I will scon be 20 enhance their codentials and talert. I will scon be 21 and executed in the best way. 22 This year we have implemented saveral measures to 23 enhance the efficiency of the Board. 24 initiatives would not have been possible without the guidance of 25 the (naudbie) team and the experience and commitment of uur 26 thank you for your staff and thank you for your work. 26 Allen and his team has closely collaborated wth 27 Page 9 28 weitor your staff and thank you for your work. 29 Allen and h				
13 field schedule could be more timely. And we are on track. That 14 14 partnership and hard work of the Board employees allowed us to 15 the investment we have made in our personnel through 14 class at weeks earlier than scheduled last session. It 16 collaboration, the Illinois Property Assessment Institute to 15 the investment we have made in our personnel through 17 16 protects, most of all, a month earlier than 2022. I want to appoaching the mileston of having more than 30 analysts obtain 16 thank Juan Marzano, our chief, for his initiative and hard work 18 appoaching the mileston or faving more than 30 analysts obtain 17 enhance the efficiency of the Board. This years of work, we have done it in one year. 18 enhance the efficiency of the Board. This years of work, we have done it in one year. 18 enhance the efficiency of the Board. This years of work, we have done it in one year. 19 the (naudible) team and the experience and commitment of our 12 19 appointed officials and full staff. (floaudible) team and the experience and the experience and the experience and the experience in publics and full staff. (haudible) team and the experience and comstants of the exerce of the kas Chair. The gave I is yours. 10 Aller and his team has closely colla				
16 partnership and hard work of the Board employees allowed us to close six weeks earlier than scheduled last session. It protects, most of all, a moth earlier than 2022. I want to thank Juan Manzano, our chef, for his initiative and hard work in rearranging the schedule. It was not easy, but it was done and executed in the best way. 16 colaboration, the Illinois Property Assessment Institute to enhance the arredential and talem. It will scon be approaching the milestone of having more than 30 analysts obtain the certification credential, an achievement that will enhance the overall proficiency of the board. 20 This year's of work, we have done it in one year. 21 This year's of work, we have done it in one year. 22 This year's of work, we have done it in one year. 23 the insubitive industry increases to enhance the efficiency of the board. The achievement of these initiatives would not have been possible without the guidance of the (insudible) team and the experience and commitment of our 23 traditionally neglected areas in the district increased by 25 withoud you. With that, Commissioner Steels, I wish you the test of luck as Chair. The garce Cardens, on having done an exceptional job over the last year. And was a success on his own for trading the isoand their strings to a serves out is secretary's office. We have really profited from her wealth of knowledge in these areas. We at know how difficult it was in the to have utiling the serve the allow acrucial role in may of the improvements we have implemented this year, and I've learned and constantly as the proceedis, we have mealing of the ingrovere secretary's office. W		_		
17 close six weeks earlier than scheduled last session. It 17 enhance their credentials and talent. It will soon be 18 protects, most of all, a month earlier than 2022. I want to approaching the milestore of having more than 30 analysts obtain 19 thank Juan Manzano, our chief, for his initiative and hard work in retarranging the schedule. It was not easy, but it was done 21 and executed in the best way. This year we have implemented several measures to 22 This year we have implemented several measures to enhance the efficiency of the Board. 23 enhance the efficiency of the Board. This year's of work, we have done it in one year. 24 initiatives would not have been possible without the guidance of the overall rofing the board staff. We could not – we have not 25 taken on all this work and these improvements and success Page 9 25 without you. With that, Commissioner Steele, I wish you the test of luck as Chair. The gavel is yous. 26 up. Thank you for your work. Allen and his team has closely collaborated with 27 Page 9 28 without you. With that, Commissioner Steele, I wish you the 29 cohmissioner Steele, I wish you the 20 up. Thank you for your work. <t< th=""><th></th><th>•</th><th></th><th></th></t<>		•		
18 protects, most of all, a month earlier than 2022. I want to 19 protects, most of all, a month earlier than 2022. I want to 19 thank Juan Manzano, our chief, for his initiative and hard work 10 initiatives and hard source 20 This year we have implemented several measures to 21 enhance the efficiency of the Board. 22 This year we have implemented several measures to 23 initiatives would not have been possible without the guidance of 24 initiatives would not have been possible without the guidance of 25 the (inaudible) fleas and full staff. (inaudible) flease were 26 the initiative and hal staff. (inaudible) flease were 27 Page 9 1 appointed officials and full staff. (incudible) floase so this wont 26 the initiative and hal staff. (incudible) floase were 27 taken on all this work and these improvements and success 28 up. Thank you for your staff and thank you for your work. 29 experience in public and financial administration to voersee our 20 secretoral full staff. (incudible) floage setarsive 29 experience in public and financial administration to voersee our 20 <th></th> <th></th> <th></th> <th></th>				
11 thack Juan Manzano, our chieff, for his initiative and hard work 11 thack Juan Manzano, our chieff, for his initiative and hard work 12 in rearranging the schedule. It was not easy, but it was done 12 This year's have weight weig				
20 In rearranging the schedule, it was not easy, but it was done and executed in the best way. 20 Ithe averail proficiency of the board. 21 This year we have implemented several measures to enhance the efficiency of the Board. The achievement of these at initiatives would not have been possible without the guidance of the (inaudible) team and the experience and commitment of our 20 20 We've established the guidance of the (inaudible) team and the experience and commitment of our 20 23 the (inaudible) team and the experience and commitment of our 20 21 We've established the guidance of the (inaudible) team and the experience and commitment of our 20 24 appointed officials and full staff. (inaudible) filings were traditionally neglected areas in the distric increased by 25 Percent this past year, this year. And was a success on his own 4 for requiring more of Allen Manuel, our clerk, and they stepped up. Thank you for your staff and thank you for your work. 23 Welve established the year. BRC SERS JR: If may take a point of 2 20 screatary's office. We have really profiled from her wealth of 2 comments and success on his own 4 6 31 Cristin Duffy, our general counsel and chief ethics officer to 2 percent his team has closely collaborated with 2 6 32 sected ary so file. We have really profiled from her wealth of 2 colleague, outgoing Chair George Cardenas, on having done an 2 33 secrelinally on the bagenende di by sear, and tree				
21 and executed in the best way. 21 This year's of work, we have done it in one year. 22 This year we have implemented several measures to enhance the efficiency of the Board. The achievement of these influence of enhance the efficiency of the Board. The achievement of these influences would not have been possible without the guidance of the (inaudible) team and the experience and commitment of our 25 22 We've established the groundwork for a more efficient and prompt board that carries out it's tasks, position and timelines. I 23 the (inaudible) team and the experience and commitment of our 25 24 close by thanking the board staff. We could not - we have not 24 24 appointed officials and full staff. (inaudible) filings were traditionally neglected areas in the district increased by 25 Parge 9 3 percent this past year, this year, And was a successo in his own for requiring more of Allen Manuel, our clerk, and they stepped up. Thank you for your staff and thank you for your work. 3 CHAIRWOMAN STEELE: Thank you, Commissioner. 4 CoMMISSIONER ROGERS JR.: I just wanted to commend my colleague, outgoing Chair George Cardenas, on having done an exceptional job over the last year. Our chairmanships rotate by scalar out for the etary's office. We have really profiled from her wealth of 12 knowledge in these areas. We all know how difficult it was in 2022. She has played a crucial role in many of the improvements we's moleamented this year, and I've learned and and constantly as as proceeds, we have implemented this year, and I've implementatin, for example, of the Board's first employment				
22 This year we have implemented several measures to 23 enhance the efficiency of the Board. The achievement of these 24 initiatives would not have been possible without the guidance of 25 the (inaudible) team and the experience and commitment of our 26 appointed officials and full staff. (inaudible) filings were 27 taken on all this work and these improvements and success 28 appointed officials and full staff. (inaudible) filings were 29 traditionally neglected areas in the district increased by 25 3 percent this past year. this year. And was a success on his own 4 for requiring more of Allen Manuel, our clerk, and they stepped 4 up. Thank you for your work. 6 Allen and his team has closely collaborated with 7 Cristin Duffy, our general counsel and chief ethics officer to 8 officault to have take really profiled from her wealth of 9 fortunate to have all know how difficult it was in 10 experience in public and financial administration to oversee our 11 secleands, whe have mettuclously, methodically through her 12 work and I'm sure the next year well need to do so as well. 13 2022. She has played a cr				
23 enhance file efficiency of the Board. The achievement of these 23 board that carries out its tasks, position and timeliness. I 24 initiatives would not have been possible without the guidance of 24 close by thanking the board staff. We could not we have not 25 the (inaudible) team and the experience and commitment of our 25 board that carries out its tasks, position and timeliness. I 26 the (inaudible) team and the experience and commitment of our 25 board that carries out its tasks, position and timeliness. I 27 tasks, position and timeliness. I close by thanking the board staff. We could not we have not 28 appointed officials and full staff. (inaudible) filings were 1 without you. With that, Commissioner Steele, I wish you the 29 percent this past year, this year. And was a success on his own 6 CMARWOMAN STEELE: You may. 6 Allen and his team has closely collaborated with 6 CMARWOMAN STEELE: You may. 7 COMMISSIONER ROGERS J.R.: I just wanted to commend my collague, outgoing Chair George Cardenas, on having done an 8 exceptional job over the last year. Our chairmanships rotate by staff amilia with a despine not having done an 9 exceptional job over the last year. Our chairmanships rotate by staff amilia with weu		,		
24 initiatives would not have been possible without the guidance of the (inaudible) team and the experience and commitment of our 24 close by thanking the board staff. We could not we have not taken on all this work and these improvements and success Page 7 Page 7 appointed officials and full staff. (Inaudible) filings were traditionally neglected areas in the district increased by 25 percent this past, and full staff. (Inaudible) filings were traditionally neglected areas in the district increased by 25 percent this past, and full staff. (Inaudible) filings were traditionally neglected areas in the district increased by 25 gene 1 without you. With that, Cormissioner Steele, I wish you the best of luck as Chair. The gavel is yours. Allen and his team has closely collaborated with COMMISSIONER ROGERS JR: If may take a point of profession privilege. COMMISSIONER ROGERS JR: If way take as point of profession privilege. COMMISSIONER ROGERS JR: If way take a point of the intervest were and infinancial administration to oversee our series our diministration to oversee our series of fole. We have really profiled from her wealth of the inprovements were the adverted whow difficult it was in the 2022. She has played a crucial role in mary of the improvements were the tax bas and exceeding the point, in many of the improvements we've implemented this year, and I've learned and constantly as the proceeds, we have meticulously, methodically through		, ,		
25 the (inaudible) team and the experience and commitment of our 25 taken on all this work and these improvements and success Page 7 1 appointed officials and full staff. (Inaudible) filings were 1 without you. With that, Commissioner Steele, I wish you the 2 traditionally neglected areas in the district increased by 25 percent this past year, this year. And was a success on his own 1 without you. With that, Commissioner Steele, I wish you the 2 traditionally neglected areas in the district increased by 25 percent this past year, this year. And was a success on his own 1 without you. With that, Commissioner Steele, I wish you the 4 for requiring more of Allen Manuel, our clerk, and they stepped up. Thank you for your work. 3 CHAIRWOMAN STEELE: You may. 6 Christin Duffy, our general counsel and chief ethics officer to enhance our administration to oversee our 6 CHAIRWOMAN STEELE: You may. 7 Cost the searceas. We all know how difficult it was in 2 colleague, outgoing Chair George Cardenas, on having done an 9 exceptional job over the last year. Our chairmanships rotate by statute, and fortunately or hubic being newly 10 eected and sworn in, he ascended to the position of 1 12 knowledge in these a		-		
Page 7 Page 9 appointed officials and full staff. (naudible) filings were 1 without you. With that, Commissioner Steele, I wish you the best of luck as Chair. The gavel is yours. 3 CHAIRWOMAN STEELE: Thank you, Commissioner. for requiring more of Allen Manuel, our clerk, and they stepped 4 COMMISSIONER ROGERS JR: I may take a point of gene 7 7 Cristin Duffy, our general counsel and chief ethics officer to 6 enhance our administrative (inaudible) process. We are 6 COMMISSIONER ROGERS JR: I just wanted to commend my colleague, outgoing Chair George Cardenas, on having done an 6 colleague, outgoing Chair George Cardenas, on having done an genreince in public and financial administration to oversee our 10 exceptional job over the last year. Our chairmanships rotate by secretary's office. We have really profited from her wealth of 11 elected and swom in, he ascended to the position of chairperson. And despite not having worked at the board prior 13 to that point, he was open to collaboration. He was open to 14 many of the improvements we've implemented this year, and I've learned on of star prevements we've implemented this year, and I've 14 input. He kept his eye on the ball to make sure that the agency 17 Liliana's blayed a crucial role, in my opinon, in				
1 appointed officials and full staff. (Inaudible) filings were 1 without you. With that, Commissioner Steele, I wish you the 2 traditionally neglected areas in the district increased by 25 best of luck as Chair. The gavel is yours. 3 percent this past year, this year. And was a success on his own 3 4 for requiring more of Allen Manuel, our clerk, and they stepped 4 0 up. Thank you for your staff and thank you for your work. 5 6 Allen and his team has closely collaborated with 6 7 Cristin Duffy, our general counsel and chief ethics officer to 7 8 enhance our administrative (inaudible) process. We are 6 9 collacity Soffice. We have creatily profited from her wealth of 7 10 knowledge in these areas. We all know how diffcult it was in 12 11 we have implemented this year, and I've learned and constantly 14 12 kept his eye on the ball to make sure that the agency 11 13 to that point, he was taking on his role mid cycle, and in the 12 14 we have implemented this year, and I've 16 He took – he made it a priority to engage experienced 14 wehave implemented this year,	23			
2 traditionally neglected areas in the district increased by 25 2 best of luck as Chair. The gavel is yours. 3 percent this past year, this year. And was a success on his own 3 CHAIRWOMAN STEELE: Thank you, Commissioner. 4 for requiring more of Allen Manuel, our clerk, and they stepped 4 COMMISSIONER ROGERS JR.: If may take a point of 5 up. Thank you for your staff and thank you for your work. 6 CHAIRWOMAN STEELE: You may. 6 Allen and his team has closely collaborated with 6 CHAIRWOMAN STEELE: You may. 7 Cristin Duffy, our general counsel and chief ethics officer to 6 CHAIRWOMAN STEELE: You may. 8 enhance our administrative (inaudible) process. We are 9 exceptional job over the last year. Our chairmanships rotate by 9 experience in public and financial administration to oversee our 10 statule, and fortunately, while being newly 11 secretary's office. We have really profited from her wealth of 11 elected and sworn in, he ascended to the position of 12 knowledge in these areas. We all know how difficult it was in 12 chairperson. And despile not having worked at the board prior 13 2022. She has played a crucial role, in may of the improvements 14 input. He kept his		Page 7		Page 9
3 percent this past year, this year. And was a success on his own 3 CHAIRWOMAN STELE: Thank you, Commissioner. 4 for requiring more of Allen Manuel, our clerk, and they stepped 4 COMMISSIONER ROGERS JR: If may take a point of 5 up. Thank you for your staff and thank you for your work. 6 Allen and his team has closely collaborated with 6 6 Allen and his team has closely collaborated with 6 CHAIRWOMAN STELE: You may. 7 Cristin Duffy, our general counsel and chief ethics officer to 7 COMMISSIONER ROGERS JR: I just wanted to commend my 8 enhance our administrative (inaudible) process. We are 6 CHAIRWOMAN STELE: You may. 9 exceptional job over the last year. Our chairmanships rotate by 9 exceptional job over the last year. Our chairmanships rotate by 10 experience in public and financial administration to oversee our 10 statute, and fortunately or unfortunately, while being newly 11 secretary's office. We have really profited from her wealth of 11 elected and sworn in, he ascended to the position of 12 knowledge in these areas. We all know how difficult it was in 12 chairperson. And despite not having worked at the baard prior 13 2022. She has played a crucial role in many of the i		5	1	raye 9
4 for requiring more of Allen Manuel, our clerk, and they stepped 4 COMMISSIONER ROGERS JR.: If may take a point of 5 up. Thank you for your staff and thank you for your work. 6 Allen and his team has closely collaborated with 6 6 Allen and his team has closely collaborated with 6 CHAIRWOMAN STELE: You may. 7 Cristin Duffy, our general counsel and chief ethics officer to 7 COMMISSIONER ROGERS JR.: I just wanted to commend my 8 enhance our administrative (inaudible) process. We are 9 colleague, outgoing Chair George Cardenas, on having done an 9 fortrunate to have Liliana Escarpita, who brings extensive 9 exceptional job over the last year. Our chairmanships rotate by 10 experience in public and financial administration to oversee our 10 statute, and fortunately or unfortunately, while being newly 11 secretary's office. We have really profited from her wealth of 11 elected and sworn in, he ascended to the position of 12 knowledge in these areas. We all know how difficult it was in 12 chairperson. And despite not having worked at the board prior to 13 2022. She has played a crucial role in many of the improvements 13 to that point, he was open to collaboration. He wasopen to input. He kept his eye	1	appointed officials and full staff. (Inaudible) filings were	1	_
5 up. Thank you for your staff and thank you for your work. 5 profession privilege. 6 Allen and his team has closely collaborated with 6 CHAIRWOMAN STEELE: You may. 7 Cristin Duffy, our general counsel and chief ethics officer to 7 COMMISSIONER ROGERS JR.: I just wanted to commend my 8 enhance our administrative (inaudible) process. We are 9 colleague, outgoing Chair George Cardenas, on having done an 9 fortunate to have Liliana Escarpita, who brings extensive 9 exceptional job over the last year. Our chairmanships rotate by 10 experience in public and financial administration to oversee our 10 statute, and fortunately or unfortunately, while being newly 11 secretary's office. We have really profited from her wealth of 11 elected and sworn in, he ascended to the position of 12 knowledge in these areas. We all know how difficult it was in 12 chairperson. And despite not having worked at the board prior 13 2022. She has played a crucial role, in may of the improvements 14 input. He kept his eye on the ball to make sure that the agency 14 we have implemented this year, and I've learned and constantly 15 ran effectively and efficiently to get the tax bills out. 16 work and I'm sure the next year				without you. With that, Commissioner Steele, I wish you the
Allen and his team has closely collaborated withCristin Duffy, our general counsel and chief ethics officer toCHAIRWOMAN STEELE: You may.Cristin Duffy, our general counsel and chief ethics officer toCMAINSSIONER ROGERS J.R.: I just wanted to commend myenhance our administrative (inaudible) process. We arecolleague, outgoing Chair George Cardenas, on having done anexceptional job over the last year. Our chairmanships rotate byexperience in public and financial administration to oversee oursecretary's office. We have really profited from her wealth ofknowledge in these areas. We all know how difficult it was incolleague, outgoing Chair George Cardenas, on having done anexceptional job over the last year. Our chairmanships rotate bysacretary's office. We have really profited from her wealth ofknowledge in these areas. We all know how difficult it was in2022. She has played a crucial role in many of the improvementswe have implemented this year, and I've learned and constantlywe have implemented this year, and I've learned and constantlyumany of the improvements we've implemented this year, and I'veliana's played a crucial role, in my opinion, inmany of the improvements we've implemented this year, and I'velearned to lean on her constantly for the execution of that.limplementation, for example, of the Board's first employmentplan and bringing the Board into compliance with the countyplan and bringing the Board into compliance with the countyplan and bringing the Board into compliance with the countyplan and bringing the Board into compliance with the countyplan and bringing t	2	traditionally neglected areas in the district increased by 25	2	without you. With that, Commissioner Steele, I wish you the best of luck as Chair. The gavel is yours.
7Cristin Duffy, our general counsel and chief ethics officer to enhance our administrative (inaudible) process. We are fortunate to have Liliana Escarpita, who brings extensive experience in public and financial administration to oversee our secretary's office. We have really profited from her wealth of secretary's office. We have really profited from her wealth of 2022. She has played a crucial role in many of the improvements we have implemented this year, and I've learned and constantly as she proceeds, we have meticulously, methodically through her Liliana's played a crucial role, in my opinion, in many of the improvements we've implemented this year, and I've learned to lean on her constantly for the execution of that.COMMISSIONER ROGERS JR.: I just wanted to commend my colleague, outgoing Chair George Cardenas, on having done an exceptional job over the last year. Our chairmanships rotate by statute, and fortunately or unfortunately, while being newly132022. She has played a crucial role in many of the improvements as she proceeds, we have meticulously, methodically through her liana's played a crucial role, in my opinion, in many of the improvements we've implemented this year, and I've learned to lean on her constantly for the execution of that.16He took - he made it a priority to engage experienced staff familiar with the work of the board, recognizing that we - that he was taking on his role mid cycle, and in the interest of helping tax payers who wanted their assessments reviewed, he looked for competent, capable and qualified staff.20Implementation, for example, of the Board's first employment learned to leas on the IG 2020 recommendations must be noted.2122personnel rules in the IG 2020 recommendations must be noted.2223The adoption	2 3	traditionally neglected areas in the district increased by 25 percent this past year, this year. And was a success on his own	2 3	without you. With that, Commissioner Steele, I wish you the best of luck as Chair. The gavel is yours. CHAIRWOMAN STEELE: Thank you, Commissioner.
8enhance our administrative (inaudible) process. We are8colleague, outgoing Chair George Cardenas, on having done an9fortunate to have Liliana Escarpita, who brings extensive9exceptional job over the last year. Our chairmanships rotate by10experience in public and financial administration to oversee our10statute, and fortunately or unfortunately, while being newly11secretary's office. We have really profited from her wealth of11elected and sworn in, he ascended to the position of12knowledge in these areas. We all know how difficult it was in12chairperson. And despite not having worked at the board prior132022. She has played a crucial role in many of the improvements13to that point, he was open to collaboration. He was open to14we have implemented this year, and I've learned and constantly14input. He kept his eye on the ball to make sure that the agency15as she proceeds, we have meticulously, methodically through her16He took he made it a priority to engage experienced17Liliana's played a crucial role, in my opinion, in17staff familiar with the work of the board, recognizing that18many of the improvements we've implemented this year, and I've18we that he was taking on his role mid cycle, and in the19learned to lean on her constantly for the execution of that.19interest of helping tax payers who wanted their assessments20Implementation, for example, of the Board's first employment20reviewed, he looked for competent, capable and qualified staff.21plan a	2 3 4	traditionally neglected areas in the district increased by 25 percent this past year, this year. And was a success on his own for requiring more of Allen Manuel, our clerk, and they stepped	2 3 4	without you. With that, Commissioner Steele, I wish you the best of luck as Chair. The gavel is yours. CHAIRWOMAN STEELE: Thank you, Commissioner. COMMISSIONER ROGERS JR.: If may take a point of
9fortunate to have Liliana Escarpita, who brings extensive9exceptional job over the last year. Our chairmanships rotate by10experience in public and financial administration to oversee our10statute, and fortunately or unfortunately, while being newly11secretary's office. We have really profited from her wealth of11elected and sworn in, he ascended to the position of12knowledge in these areas. We all know how difficult it was in12chairperson. And despite not having worked at the board prior132022. She has played a crucial role in many of the improvements13to that point, he was open to collaboration. He was open to14we have implemented this year, and I've learned and constantly14input. He kept his eye on the ball to make sure that the agency15as she proceeds, we have meticulously, methodically through her15ran effectively and efficiently to get the tax bills out.16work and I'm sure the next year we'll need to do so as well.16He took – he made it a priority to engage experienced17Liliana's played a crucial role, in my opinion, in17staff familiar with the work of the board, recognizing that18many of the improvements we've implemented this year, and I've18we – that he was taking on his role mid cycle, and in the19learned to lean on her constantly for the execution of that.19interest of helping tax payers who wanted their assessments20Implementation, for example, of the Board's first employment20reviewed, he looked for competent, capable and qualified staff.21pla	2 3 4 5	traditionally neglected areas in the district increased by 25 percent this past year, this year. And was a success on his own for requiring more of Allen Manuel, our clerk, and they stepped up. Thank you for your staff and thank you for your work.	2 3 4 5	without you. With that, Commissioner Steele, I wish you the best of luck as Chair. The gavel is yours. CHAIRWOMAN STEELE: Thank you, Commissioner. COMMISSIONER ROGERS JR.: If may take a point of profession privilege.
10experience in public and financial administration to oversee our10statute, and fortunately or unfortunately, while being newly11secretary's office. We have really profited from her wealth of11elected and sworn in, he ascended to the position of12knowledge in these areas. We all know how difficult it was in12chairperson. And despite not having worked at the board prior132022. She has played a crucial role in many of the improvements13to that point, he was open to collaboration. He was open to14we have implemented this year, and I've learned and constantly14input. He kept his eye on the ball to make sure that the agency15as she proceeds, we have meticulously, methodically through her15ran effectively and efficiently to get the tax bills out.16work and I'm sure the next year we'll need to do so as well.16He took - he made it a priority to engage experienced17Liliana's played a crucial role, in my opinion, in17staff familiar with the work of the board, recognizing that18many of the improvements we've implemented this year, and I've18we that he was taking on his role mid cycle, and in the19learned to lean on her constantly for the execution of that.19interest of helping tax payers who wanted their assessments20Implementation, for example, of the Board's first employment20So those are things that you don't always see. Those are things21plan and bringing the Board into compliance with the county21So those are things that serve the citizens of Cook County over22 <t< th=""><th>2 3 4 5 6</th><th>traditionally neglected areas in the district increased by 25 percent this past year, this year. And was a success on his own for requiring more of Allen Manuel, our clerk, and they stepped up. Thank you for your staff and thank you for your work. Allen and his team has closely collaborated with</th><th>2 3 4 5 6</th><th>without you. With that, Commissioner Steele, I wish you the best of luck as Chair. The gavel is yours. CHAIRWOMAN STEELE: Thank you, Commissioner. COMMISSIONER ROGERS JR.: If may take a point of profession privilege. CHAIRWOMAN STEELE: You may.</th></t<>	2 3 4 5 6	traditionally neglected areas in the district increased by 25 percent this past year, this year. And was a success on his own for requiring more of Allen Manuel, our clerk, and they stepped up. Thank you for your staff and thank you for your work. Allen and his team has closely collaborated with	2 3 4 5 6	without you. With that, Commissioner Steele, I wish you the best of luck as Chair. The gavel is yours. CHAIRWOMAN STEELE: Thank you, Commissioner. COMMISSIONER ROGERS JR.: If may take a point of profession privilege. CHAIRWOMAN STEELE: You may.
11secretary's office. We have really profited from her wealth of11elected and sworn in, he ascended to the position of12knowledge in these areas. We all know how difficult it was in12chairperson. And despite not having worked at the board prior132022. She has played a crucial role in many of the improvements13to that point, he was open to collaboration. He was open to14we have implemented this year, and I've learned and constantly14input. He kept his eye on the ball to make sure that the agency15as she proceeds, we have meticulously, methodically through her16He took he made it a priority to engage experienced17Liliana's played a crucial role, in my opinion, in17staff familiar with the work of the board, recognizing that18many of the improvements we've implemented this year, and I've18we - that he was taking on his role mid cycle, and in the19learned to lean on her constantly for the execution of that.19interest of helping tax payers who wanted their assessments20Implementation, for example, of the Board's first employment20reviewed, he looked for competent, capable and qualified staff.21plan and bringing the Board into compliance with the county21So those are things that you don't always see. Those are things22personnel rules in the IG 2020 recommendations must be noted.23The adoption of best practices for improvement for the24restructuring of the agency to better define our business, and24the last year well. So thank you for your professionalism.	2 3 4 5 6 7	traditionally neglected areas in the district increased by 25 percent this past year, this year. And was a success on his own for requiring more of Allen Manuel, our clerk, and they stepped up. Thank you for your staff and thank you for your work. Allen and his team has closely collaborated with Cristin Duffy, our general counsel and chief ethics officer to	2 3 4 5 6 7	without you. With that, Commissioner Steele, I wish you the best of luck as Chair. The gavel is yours. CHAIRWOMAN STEELE: Thank you, Commissioner. COMMISSIONER ROGERS JR.: If may take a point of profession privilege. CHAIRWOMAN STEELE: You may. COMMISSIONER ROGERS JR.: I just wanted to commend my
12knowledge in these areas. We all know how difficult it was in12chairperson. And despite not having worked at the board prior132022. She has played a crucial role in many of the improvements13to that point, he was open to collaboration. He was open to14we have implemented this year, and I've learned and constantly14input. He kept his eye on the ball to make sure that the agency15as she proceeds, we have meticulously, methodically through her14input. He kept his eye on the ball to make sure that the agency16work and I'm sure the next year we'll need to do so as well.16He took - he made it a priority to engage experienced17Liliana's played a crucial role, in my opinion, in17staff familiar with the work of the board, recognizing that18many of the improvements we've implemented this year, and I've18we that he was taking on his role mid cycle, and in the19learned to lean on her constantly for the execution of that.19interest of helping tax payers who wanted their assessments20Implementation, for example, of the Board's first employment20reviewed, he looked for competent, capable and qualified staff.21plan and bringing the Board into compliance with the county21So those are things that you don't always see. Those are things22personnel rules in the IG 2020 recommendations must be noted.23The adoption of best practices for improvement for the24restructuring of the agency to better define our business, and24the last year well. So thank you for your professionalism. <th>2 3 4 5 6 7 8</th> <th>traditionally neglected areas in the district increased by 25 percent this past year, this year. And was a success on his own for requiring more of Allen Manuel, our clerk, and they stepped up. Thank you for your staff and thank you for your work. Allen and his team has closely collaborated with Cristin Duffy, our general counsel and chief ethics officer to enhance our administrative (inaudible) process. We are</th> <th>2 3 4 5 6 7 8</th> <th>without you. With that, Commissioner Steele, I wish you the best of luck as Chair. The gavel is yours. CHAIRWOMAN STEELE: Thank you, Commissioner. COMMISSIONER ROGERS JR.: If may take a point of profession privilege. CHAIRWOMAN STEELE: You may. COMMISSIONER ROGERS JR.: I just wanted to commend my colleague, outgoing Chair George Cardenas, on having done an</th>	2 3 4 5 6 7 8	traditionally neglected areas in the district increased by 25 percent this past year, this year. And was a success on his own for requiring more of Allen Manuel, our clerk, and they stepped up. Thank you for your staff and thank you for your work. Allen and his team has closely collaborated with Cristin Duffy, our general counsel and chief ethics officer to enhance our administrative (inaudible) process. We are	2 3 4 5 6 7 8	without you. With that, Commissioner Steele, I wish you the best of luck as Chair. The gavel is yours. CHAIRWOMAN STEELE: Thank you, Commissioner. COMMISSIONER ROGERS JR.: If may take a point of profession privilege. CHAIRWOMAN STEELE: You may. COMMISSIONER ROGERS JR.: I just wanted to commend my colleague, outgoing Chair George Cardenas, on having done an
132022. She has played a crucial role in many of the improvements13to that point, he was open to collaboration. He was open to14we have implemented this year, and I've learned and constantly14input. He kept his eye on the ball to make sure that the agency15as she proceeds, we have meticulously, methodically through her15ran effectively and efficiently to get the tax bills out.16work and I'm sure the next year we'll need to do so as well.16He took he made it a priority to engage experienced17Liliana's played a crucial role, in my opinion, in17staff familiar with the work of the board, recognizing that18many of the improvements we've implemented this year, and I've18we that he was taking on his role mid cycle, and in the19learned to lean on her constantly for the execution of that.19interest of helping tax payers who wanted their assessments20Implementation, for example, of the Board's first employment20reviewed, he looked for competent, capable and qualified staff.21plan and bringing the Board into compliance with the county21So those are things that you don't always see. Those are things23The adoption of best practices for improvement for the23and those are things that serve the citizens of Cook County over24restructuring of the agency to better define our business, and24the last year well. So thank you for your professionalism.	2 3 4 5 6 7 8 9	traditionally neglected areas in the district increased by 25 percent this past year, this year. And was a success on his own for requiring more of Allen Manuel, our clerk, and they stepped up. Thank you for your staff and thank you for your work. Allen and his team has closely collaborated with Cristin Duffy, our general counsel and chief ethics officer to enhance our administrative (inaudible) process. We are fortunate to have Liliana Escarpita, who brings extensive	2 3 4 5 6 7 8 9	without you. With that, Commissioner Steele, I wish you the best of luck as Chair. The gavel is yours. CHAIRWOMAN STEELE: Thank you, Commissioner. COMMISSIONER ROGERS JR.: If may take a point of profession privilege. CHAIRWOMAN STEELE: You may. COMMISSIONER ROGERS JR.: I just wanted to commend my colleague, outgoing Chair George Cardenas, on having done an exceptional job over the last year. Our chairmanships rotate by
14we have implemented this year, and I've learned and constantly14input. He kept his eye on the ball to make sure that the agency15as she proceeds, we have meticulously, methodically through her14input. He kept his eye on the ball to make sure that the agency16work and I'm sure the next year we'll need to do so as well.16He took he made it a priority to engage experienced17Liliana's played a crucial role, in my opinion, in17staff familiar with the work of the board, recognizing that18many of the improvements we've implemented this year, and I've18we that he was taking on his role mid cycle, and in the19learned to lean on her constantly for the execution of that.19interest of helping tax payers who wanted their assessments20Implementation, for example, of the Board's first employment20reviewed, he looked for competent, capable and qualified staff.21plan and bringing the Board into compliance with the county21So those are things that you don't always see. Those are things22personnel rules in the IG 2020 recommendations must be noted.23The adoption of best practices for improvement for the24restructuring of the agency to better define our business, and24the last year well. So thank you for your professionalism.	2 3 4 5 6 7 8 9 10	traditionally neglected areas in the district increased by 25 percent this past year, this year. And was a success on his own for requiring more of Allen Manuel, our clerk, and they stepped up. Thank you for your staff and thank you for your work. Allen and his team has closely collaborated with Cristin Duffy, our general counsel and chief ethics officer to enhance our administrative (inaudible) process. We are fortunate to have Liliana Escarpita, who brings extensive experience in public and financial administration to oversee our	2 3 4 5 6 7 8 9 10	without you. With that, Commissioner Steele, I wish you the best of luck as Chair. The gavel is yours. CHAIRWOMAN STEELE: Thank you, Commissioner. COMMISSIONER ROGERS JR.: If may take a point of profession privilege. CHAIRWOMAN STEELE: You may. COMMISSIONER ROGERS JR.: I just wanted to commend my colleague, outgoing Chair George Cardenas, on having done an exceptional job over the last year. Our chairmanships rotate by statute, and fortunately or unfortunately, while being newly
15as she proceeds, we have meticulously, methodically through her15ran effectively and efficiently to get the tax bills out.16work and I'm sure the next year we'll need to do so as well.16He took he made it a priority to engage experienced17Liliana's played a crucial role, in my opinion, in17staff familiar with the work of the board, recognizing that18many of the improvements we've implemented this year, and I've18we that he was taking on his role mid cycle, and in the19learned to lean on her constantly for the execution of that.19interest of helping tax payers who wanted their assessments20Implementation, for example, of the Board's first employment20reviewed, he looked for competent, capable and qualified staff.21plan and bringing the Board into compliance with the county21So those are things that you don't always see. Those are things23The adoption of best practices for improvement for the23and those are things that serve the citizens of Cook County over24restructuring of the agency to better define our business, and24the last year well. So thank you for your professionalism.	2 3 4 5 6 7 8 9 10 11	traditionally neglected areas in the district increased by 25 percent this past year, this year. And was a success on his own for requiring more of Allen Manuel, our clerk, and they stepped up. Thank you for your staff and thank you for your work. Allen and his team has closely collaborated with Cristin Duffy, our general counsel and chief ethics officer to enhance our administrative (inaudible) process. We are fortunate to have Liliana Escarpita, who brings extensive experience in public and financial administration to oversee our secretary's office. We have really profited from her wealth of	2 3 4 5 6 7 8 9 10 11	without you. With that, Commissioner Steele, I wish you the best of luck as Chair. The gavel is yours. CHAIRWOMAN STEELE: Thank you, Commissioner. COMMISSIONER ROGERS JR.: If may take a point of profession privilege. CHAIRWOMAN STEELE: You may. COMMISSIONER ROGERS JR.: I just wanted to commend my colleague, outgoing Chair George Cardenas, on having done an exceptional job over the last year. Our chairmanships rotate by statute, and fortunately or unfortunately, while being newly elected and sworn in, he ascended to the position of
16work and I'm sure the next year we'll need to do so as well.16He took he made it a priority to engage experienced17Liliana's played a crucial role, in my opinion, in17staff familiar with the work of the board, recognizing that18many of the improvements we've implemented this year, and I've18we that he was taking on his role mid cycle, and in the19learned to lean on her constantly for the execution of that.19interest of helping tax payers who wanted their assessments20Implementation, for example, of the Board's first employment20reviewed, he looked for competent, capable and qualified staff.21plan and bringing the Board into compliance with the county21So those are things that you don't always see. Those are things22personnel rules in the IG 2020 recommendations must be noted.22that speak to the experience that he has as an elected official,23The adoption of best practices for improvement for the23and those are things that serve the citizens of Cook County over24restructuring of the agency to better define our business, and24the last year well. So thank you for your professionalism.	2 3 4 5 6 7 8 9 10 11 12	traditionally neglected areas in the district increased by 25 percent this past year, this year. And was a success on his own for requiring more of Allen Manuel, our clerk, and they stepped up. Thank you for your staff and thank you for your work. Allen and his team has closely collaborated with Cristin Duffy, our general counsel and chief ethics officer to enhance our administrative (inaudible) process. We are fortunate to have Liliana Escarpita, who brings extensive experience in public and financial administration to oversee our secretary's office. We have really profited from her wealth of knowledge in these areas. We all know how difficult it was in	2 3 4 5 6 7 8 9 10 11 12	without you. With that, Commissioner Steele, I wish you the best of luck as Chair. The gavel is yours. CHAIRWOMAN STEELE: Thank you, Commissioner. COMMISSIONER ROGERS JR.: If may take a point of profession privilege. CHAIRWOMAN STEELE: You may. COMMISSIONER ROGERS JR.: I just wanted to commend my colleague, outgoing Chair George Cardenas, on having done an exceptional job over the last year. Our chairmanships rotate by statute, and fortunately or unfortunately, while being newly elected and sworn in, he ascended to the position of chairperson. And despite not having worked at the board prior
17Liliana's played a crucial role, in my opinion, in17staff familiar with the work of the board, recognizing that18many of the improvements we've implemented this year, and I've18we that he was taking on his role mid cycle, and in the19learned to lean on her constantly for the execution of that.19interest of helping tax payers who wanted their assessments20Implementation, for example, of the Board's first employment20reviewed, he looked for competent, capable and qualified staff.21plan and bringing the Board into compliance with the county21So those are things that you don't always see. Those are things22personnel rules in the IG 2020 recommendations must be noted.22that speak to the experience that he has as an elected official,23The adoption of best practices for improvement for the23and those are things that serve the citizens of Cook County over24restructuring of the agency to better define our business, and24the last year well. So thank you for your professionalism.	2 3 4 5 6 7 8 9 10 11 12 13	traditionally neglected areas in the district increased by 25 percent this past year, this year. And was a success on his own for requiring more of Allen Manuel, our clerk, and they stepped up. Thank you for your staff and thank you for your work. Allen and his team has closely collaborated with Cristin Duffy, our general counsel and chief ethics officer to enhance our administrative (inaudible) process. We are fortunate to have Liliana Escarpita, who brings extensive experience in public and financial administration to oversee our secretary's office. We have really profited from her wealth of knowledge in these areas. We all know how difficult it was in 2022. She has played a crucial role in many of the improvements	2 3 4 5 6 7 8 9 10 11 12 13	without you. With that, Commissioner Steele, I wish you the best of luck as Chair. The gavel is yours. CHAIRWOMAN STEELE: Thank you, Commissioner. COMMISSIONER ROGERS JR.: If may take a point of profession privilege. CHAIRWOMAN STEELE: You may. COMMISSIONER ROGERS JR.: I just wanted to commend my colleague, outgoing Chair George Cardenas, on having done an exceptional job over the last year. Our chairmanships rotate by statute, and fortunately or unfortunately, while being newly elected and sworn in, he ascended to the position of chairperson. And despite not having worked at the board prior to that point, he was open to collaboration. He was open to
18many of the improvements we've implemented this year, and I've18we – that he was taking on his role mid cycle, and in the19learned to lean on her constantly for the execution of that.18interest of helping tax payers who wanted their assessments20Implementation, for example, of the Board's first employment20reviewed, he looked for competent, capable and qualified staff.21plan and bringing the Board into compliance with the county21So those are things that you don't always see. Those are things22personnel rules in the IG 2020 recommendations must be noted.22that speak to the experience that he has as an elected official,23The adoption of best practices for improvement for the23and those are things that serve the citizens of Cook County over24restructuring of the agency to better define our business, and24the last year well. So thank you for your professionalism.	2 3 4 5 6 7 8 9 10 11 12 13 14	traditionally neglected areas in the district increased by 25 percent this past year, this year. And was a success on his own for requiring more of Allen Manuel, our clerk, and they stepped up. Thank you for your staff and thank you for your work. Allen and his team has closely collaborated with Cristin Duffy, our general counsel and chief ethics officer to enhance our administrative (inaudible) process. We are fortunate to have Liliana Escarpita, who brings extensive experience in public and financial administration to oversee our secretary's office. We have really profited from her wealth of knowledge in these areas. We all know how difficult it was in 2022. She has played a crucial role in many of the improvements we have implemented this year, and I've learned and constantly	2 3 4 5 6 7 8 9 10 11 12 13 14	 without you. With that, Commissioner Steele, I wish you the best of luck as Chair. The gavel is yours. CHAIRWOMAN STEELE: Thank you, Commissioner. COMMISSIONER ROGERS JR.: If may take a point of profession privilege. CHAIRWOMAN STEELE: You may. COMMISSIONER ROGERS JR.: I just wanted to commend my colleague, outgoing Chair George Cardenas, on having done an exceptional job over the last year. Our chairmanships rotate by statute, and fortunately or unfortunately, while being newly elected and sworn in, he ascended to the position of chairperson. And despite not having worked at the board prior to that point, he was open to collaboration. He was open to input. He kept his eye on the ball to make sure that the agency
19learned to lean on her constantly for the execution of that.19interest of helping tax payers who wanted their assessments20Implementation, for example, of the Board's first employment20reviewed, he looked for competent, capable and qualified staff.21plan and bringing the Board into compliance with the county21So those are things that you don't always see. Those are things22personnel rules in the IG 2020 recommendations must be noted.22that speak to the experience that he has as an elected official,23The adoption of best practices for improvement for the23and those are things that serve the citizens of Cook County over24restructuring of the agency to better define our business, and24the last year well. So thank you for your professionalism.	2 3 4 5 6 7 8 9 10 11 12 13 14 15	traditionally neglected areas in the district increased by 25 percent this past year, this year. And was a success on his own for requiring more of Allen Manuel, our clerk, and they stepped up. Thank you for your staff and thank you for your work. Allen and his team has closely collaborated with Cristin Duffy, our general counsel and chief ethics officer to enhance our administrative (inaudible) process. We are fortunate to have Liliana Escarpita, who brings extensive experience in public and financial administration to oversee our secretary's office. We have really profited from her wealth of knowledge in these areas. We all know how difficult it was in 2022. She has played a crucial role in many of the improvements we have implemented this year, and I've learned and constantly as she proceeds, we have meticulously, methodically through her	2 3 4 5 6 7 8 9 10 11 12 13 14 15	 without you. With that, Commissioner Steele, I wish you the best of luck as Chair. The gavel is yours. CHAIRWOMAN STEELE: Thank you, Commissioner. COMMISSIONER ROGERS JR.: If may take a point of profession privilege. CHAIRWOMAN STEELE: You may. COMMISSIONER ROGERS JR.: I just wanted to commend my colleague, outgoing Chair George Cardenas, on having done an exceptional job over the last year. Our chairmanships rotate by statute, and fortunately or unfortunately, while being newly elected and sworn in, he ascended to the position of chairperson. And despite not having worked at the board prior to that point, he was open to collaboration. He was open to input. He kept his eye on the ball to make sure that the agency ran effectively and efficiently to get the tax bills out.
19learned to lean on her constantly for the execution of that.19interest of helping tax payers who wanted their assessments20Implementation, for example, of the Board's first employment20reviewed, he looked for competent, capable and qualified staff.21plan and bringing the Board into compliance with the county21So those are things that you don't always see. Those are things22personnel rules in the IG 2020 recommendations must be noted.22that speak to the experience that he has as an elected official,23The adoption of best practices for improvement for the23and those are things that serve the citizens of Cook County over24restructuring of the agency to better define our business, and24the last year well. So thank you for your professionalism.	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16	traditionally neglected areas in the district increased by 25 percent this past year, this year. And was a success on his own for requiring more of Allen Manuel, our clerk, and they stepped up. Thank you for your staff and thank you for your work. Allen and his team has closely collaborated with Cristin Duffy, our general counsel and chief ethics officer to enhance our administrative (inaudible) process. We are fortunate to have Liliana Escarpita, who brings extensive experience in public and financial administration to oversee our secretary's office. We have really profited from her wealth of knowledge in these areas. We all know how difficult it was in 2022. She has played a crucial role in many of the improvements we have implemented this year, and I've learned and constantly as she proceeds, we have meticulously, methodically through her work and I'm sure the next year we'll need to do so as well.	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16	without you. With that, Commissioner Steele, I wish you the best of luck as Chair. The gavel is yours. CHAIRWOMAN STEELE: Thank you, Commissioner. COMMISSIONER ROGERS JR.: If may take a point of profession privilege. CHAIRWOMAN STEELE: You may. COMMISSIONER ROGERS JR.: I just wanted to commend my colleague, outgoing Chair George Cardenas, on having done an exceptional job over the last year. Our chairmanships rotate by statute, and fortunately or unfortunately, while being newly elected and sworn in, he ascended to the position of chairperson. And despite not having worked at the board prior to that point, he was open to collaboration. He was open to input. He kept his eye on the ball to make sure that the agency ran effectively and efficiently to get the tax bills out. He took – he made it a priority to engage experienced
20Implementation, for example, of the Board's first employment20reviewed, he looked for competent, capable and qualified staff.21plan and bringing the Board into compliance with the county21So those are things that you don't always see. Those are things22personnel rules in the IG 2020 recommendations must be noted.22that speak to the experience that he has as an elected official,23The adoption of best practices for improvement for the23and those are things that serve the citizens of Cook County over24restructuring of the agency to better define our business, and24the last year well. So thank you for your professionalism.	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17	traditionally neglected areas in the district increased by 25 percent this past year, this year. And was a success on his own for requiring more of Allen Manuel, our clerk, and they stepped up. Thank you for your staff and thank you for your work. Allen and his team has closely collaborated with Cristin Duffy, our general counsel and chief ethics officer to enhance our administrative (inaudible) process. We are fortunate to have Liliana Escarpita, who brings extensive experience in public and financial administration to oversee our secretary's office. We have really profited from her wealth of knowledge in these areas. We all know how difficult it was in 2022. She has played a crucial role in many of the improvements we have implemented this year, and I've learned and constantly as she proceeds, we have meticulously, methodically through her work and I'm sure the next year we'll need to do so as well. Liliana's played a crucial role, in my opinion, in	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17	 without you. With that, Commissioner Steele, I wish you the best of luck as Chair. The gavel is yours. CHAIRWOMAN STEELE: Thank you, Commissioner. COMMISSIONER ROGERS JR.: If may take a point of profession privilege. CHAIRWOMAN STEELE: You may. COMMISSIONER ROGERS JR.: I just wanted to commend my colleague, outgoing Chair George Cardenas, on having done an exceptional job over the last year. Our chairmanships rotate by statute, and fortunately or unfortunately, while being newly elected and sworn in, he ascended to the position of chairperson. And despite not having worked at the board prior to that point, he was open to collaboration. He was open to input. He kept his eye on the ball to make sure that the agency ran effectively and efficiently to get the tax bills out. He took – he made it a priority to engage experienced staff familiar with the work of the board, recognizing that
21plan and bringing the Board into compliance with the county21So those are things that you don't always see. Those are things22personnel rules in the IG 2020 recommendations must be noted.22that speak to the experience that he has as an elected official,23The adoption of best practices for improvement for the23and those are things that serve the citizens of Cook County over24restructuring of the agency to better define our business, and24the last year well. So thank you for your professionalism.	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18	traditionally neglected areas in the district increased by 25 percent this past year, this year. And was a success on his own for requiring more of Allen Manuel, our clerk, and they stepped up. Thank you for your staff and thank you for your work. Allen and his team has closely collaborated with Cristin Duffy, our general counsel and chief ethics officer to enhance our administrative (inaudible) process. We are fortunate to have Liliana Escarpita, who brings extensive experience in public and financial administration to oversee our secretary's office. We have really profited from her wealth of knowledge in these areas. We all know how difficult it was in 2022. She has played a crucial role in many of the improvements we have implemented this year, and I've learned and constantly as she proceeds, we have meticulously, methodically through her work and I'm sure the next year we'll need to do so as well. Liliana's played a crucial role, in my opinion, in many of the improvements we've implemented this year, and I've	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18	 without you. With that, Commissioner Steele, I wish you the best of luck as Chair. The gavel is yours. CHAIRWOMAN STEELE: Thank you, Commissioner. COMMISSIONER ROGERS JR.: If may take a point of profession privilege. CHAIRWOMAN STEELE: You may. COMMISSIONER ROGERS JR.: I just wanted to commend my colleague, outgoing Chair George Cardenas, on having done an exceptional job over the last year. Our chairmanships rotate by statute, and fortunately or unfortunately, while being newly elected and sworn in, he ascended to the position of chairperson. And despite not having worked at the board prior to that point, he was open to collaboration. He was open to input. He kept his eye on the ball to make sure that the agency ran effectively and efficiently to get the tax bills out. He took he made it a priority to engage experienced staff familiar with the work of the board, recognizing that we that he was taking on his role mid cycle, and in the
 personnel rules in the IG 2020 recommendations must be noted. The adoption of best practices for improvement for the restructuring of the agency to better define our business, and that speak to the experience that he has as an elected official, and those are things that serve the citizens of Cook County over the last year well. So thank you for your professionalism. 	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19	traditionally neglected areas in the district increased by 25 percent this past year, this year. And was a success on his own for requiring more of Allen Manuel, our clerk, and they stepped up. Thank you for your staff and thank you for your work. Allen and his team has closely collaborated with Cristin Duffy, our general counsel and chief ethics officer to enhance our administrative (inaudible) process. We are fortunate to have Liliana Escarpita, who brings extensive experience in public and financial administration to oversee our secretary's office. We have really profited from her wealth of knowledge in these areas. We all know how difficult it was in 2022. She has played a crucial role in many of the improvements we have implemented this year, and I've learned and constantly as she proceeds, we have meticulously, methodically through her work and I'm sure the next year we'll need to do so as well. Liliana's played a crucial role, in my opinion, in many of the improvements we've implemented this year, and I've learned to lean on her constantly for the execution of that.	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19	 without you. With that, Commissioner Steele, I wish you the best of luck as Chair. The gavel is yours. CHAIRWOMAN STEELE: Thank you, Commissioner. COMMISSIONER ROGERS JR.: If may take a point of profession privilege. CHAIRWOMAN STEELE: You may. COMMISSIONER ROGERS JR.: I just wanted to commend my colleague, outgoing Chair George Cardenas, on having done an exceptional job over the last year. Our chairmanships rotate by statute, and fortunately or unfortunately, while being newly elected and sworn in, he ascended to the position of chairperson. And despite not having worked at the board prior to that point, he was open to collaboration. He was open to input. He kept his eye on the ball to make sure that the agency ran effectively and efficiently to get the tax bills out. He took – he made it a priority to engage experienced staff familiar with the work of the board, recognizing that we – that he was taking on his role mid cycle, and in the interest of helping tax payers who wanted their assessments
23The adoption of best practices for improvement for the23and those are things that serve the citizens of Cook County over24restructuring of the agency to better define our business, and24the last year well. So thank you for your professionalism.	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	traditionally neglected areas in the district increased by 25 percent this past year, this year. And was a success on his own for requiring more of Allen Manuel, our clerk, and they stepped up. Thank you for your staff and thank you for your work. Allen and his team has closely collaborated with Cristin Duffy, our general counsel and chief ethics officer to enhance our administrative (inaudible) process. We are fortunate to have Liliana Escarpita, who brings extensive experience in public and financial administration to oversee our secretary's office. We have really profited from her wealth of knowledge in these areas. We all know how difficult it was in 2022. She has played a crucial role in many of the improvements we have implemented this year, and I've learned and constantly as she proceeds, we have meticulously, methodically through her work and I'm sure the next year we'll need to do so as well. Liliana's played a crucial role, in my opinion, in many of the improvements we've implemented this year, and I've learned to lean on her constantly for the execution of that. Implementation, for example, of the Board's first employment	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	 without you. With that, Commissioner Steele, I wish you the best of luck as Chair. The gavel is yours. CHAIRWOMAN STEELE: Thank you, Commissioner. COMMISSIONER ROGERS JR.: If may take a point of profession privilege. CHAIRWOMAN STEELE: You may. COMMISSIONER ROGERS JR.: I just wanted to commend my colleague, outgoing Chair George Cardenas, on having done an exceptional job over the last year. Our chairmanships rotate by statute, and fortunately or unfortunately, while being newly elected and sworn in, he ascended to the position of chairperson. And despite not having worked at the board prior to that point, he was open to collaboration. He was open to input. He kept his eye on the ball to make sure that the agency ran effectively and efficiently to get the tax bills out. He took – he made it a priority to engage experienced staff familiar with the work of the board, recognizing that we – that he was taking on his role mid cycle, and in the interest of helping tax payers who wanted their assessments reviewed, he looked for competent, capable and qualified staff.
24 restructuring of the agency to better define our business, and 24 the last year well. So thank you for your professionalism.	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21	traditionally neglected areas in the district increased by 25 percent this past year, this year. And was a success on his own for requiring more of Allen Manuel, our clerk, and they stepped up. Thank you for your staff and thank you for your work. Allen and his team has closely collaborated with Cristin Duffy, our general counsel and chief ethics officer to enhance our administrative (inaudible) process. We are fortunate to have Liliana Escarpita, who brings extensive experience in public and financial administration to oversee our secretary's office. We have really profited from her wealth of knowledge in these areas. We all know how difficult it was in 2022. She has played a crucial role in many of the improvements we have implemented this year, and I've learned and constantly as she proceeds, we have meticulously, methodically through her work and I'm sure the next year we'll need to do so as well. Liliana's played a crucial role, in my opinion, in many of the improvements we've implemented this year, and I've learned to lean on her constantly for the execution of that. Implementation, for example, of the Board's first employment plan and bringing the Board into compliance with the county	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21	 without you. With that, Commissioner Steele, I wish you the best of luck as Chair. The gavel is yours. CHAIRWOMAN STEELE: Thank you, Commissioner. COMMISSIONER ROGERS JR.: If may take a point of profession privilege. CHAIRWOMAN STEELE: You may. COMMISSIONER ROGERS JR.: I just wanted to commend my colleague, outgoing Chair George Cardenas, on having done an exceptional job over the last year. Our chairmanships rotate by statute, and fortunately or unfortunately, while being newly elected and sworn in, he ascended to the position of chairperson. And despite not having worked at the board prior to that point, he was open to collaboration. He was open to input. He kept his eye on the ball to make sure that the agency ran effectively and efficiently to get the tax bills out. He took – he made it a priority to engage experienced staff familiar with the work of the board, recognizing that we – that he was taking on his role mid cycle, and in the interest of helping tax payers who wanted their assessments reviewed, he looked for competent, capable and qualified staff. So those are things that you don't always see. Those are things
	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	traditionally neglected areas in the district increased by 25 percent this past year, this year. And was a success on his own for requiring more of Allen Manuel, our clerk, and they stepped up. Thank you for your staff and thank you for your work. Allen and his team has closely collaborated with Cristin Duffy, our general counsel and chief ethics officer to enhance our administrative (inaudible) process. We are fortunate to have Liliana Escarpita, who brings extensive experience in public and financial administration to oversee our secretary's office. We have really profited from her wealth of knowledge in these areas. We all know how difficult it was in 2022. She has played a crucial role in many of the improvements we have implemented this year, and I've learned and constantly as she proceeds, we have meticulously, methodically through her work and I'm sure the next year we'll need to do so as well. Liliana's played a crucial role, in my opinion, in many of the improvements we've implemented this year, and I've learned to lean on her constantly for the execution of that. Implementation, for example, of the Board's first employment plan and bringing the Board into compliance with the county personnel rules in the IG 2020 recommendations must be noted.	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	 without you. With that, Commissioner Steele, I wish you the best of luck as Chair. The gavel is yours. CHAIRWOMAN STEELE: Thank you, Commissioner. COMMISSIONER ROGERS JR.: If may take a point of profession privilege. CHAIRWOMAN STEELE: You may. COMMISSIONER ROGERS JR.: I just wanted to commend my colleague, outgoing Chair George Cardenas, on having done an exceptional job over the last year. Our chairmanships rotate by statute, and fortunately or unfortunately, while being newly elected and sworn in, he ascended to the position of chairperson. And despite not having worked at the board prior to that point, he was open to collaboration. He was open to input. He kept his eye on the ball to make sure that the agency ran effectively and efficiently to get the tax bills out. He took – he made it a priority to engage experienced staff familiar with the work of the board, recognizing that we – that he was taking on his role mid cycle, and in the interest of helping tax payers who wanted their assessments reviewed, he looked for competent, capable and qualified staff. So those are things that you don't always see. Those are things that speak to the experience that he has as an elected official,
,, ,	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23	traditionally neglected areas in the district increased by 25 percent this past year, this year. And was a success on his own for requiring more of Allen Manuel, our clerk, and they stepped up. Thank you for your staff and thank you for your work. Allen and his team has closely collaborated with Cristin Duffy, our general counsel and chief ethics officer to enhance our administrative (inaudible) process. We are fortunate to have Liliana Escarpita, who brings extensive experience in public and financial administration to oversee our secretary's office. We have really profited from her wealth of knowledge in these areas. We all know how difficult it was in 2022. She has played a crucial role in many of the improvements we have implemented this year, and I've learned and constantly as she proceeds, we have meticulously, methodically through her work and I'm sure the next year we'll need to do so as well. Liliana's played a crucial role, in my opinion, in many of the improvements we've implemented this year, and I've learned to lean on her constantly for the execution of that. Implementation, for example, of the Board's first employment plan and bringing the Board into compliance with the county personnel rules in the IG 2020 recommendations must be noted. The adoption of best practices for improvement for the	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23	 without you. With that, Commissioner Steele, I wish you the best of luck as Chair. The gavel is yours. CHAIRWOMAN STEELE: Thank you, Commissioner. COMMISSIONER ROGERS JR.: If may take a point of profession privilege. CHAIRWOMAN STEELE: You may. COMMISSIONER ROGERS JR.: I just wanted to commend my colleague, outgoing Chair George Cardenas, on having done an exceptional job over the last year. Our chairmanships rotate by statute, and fortunately or unfortunately, while being newly elected and sworn in, he ascended to the position of chairperson. And despite not having worked at the board prior to that point, he was open to collaboration. He was open to input. He kept his eye on the ball to make sure that the agency ran effectively and efficiently to get the tax bills out. He took - he made it a priority to engage experienced staff familiar with the work of the board, recognizing that we - that he was taking on his role mid cycle, and in the interest of helping tax payers who wanted their assessments reviewed, he looked for competent, capable and qualified staff. So those are things that you don't always see. Those are things that speak to the experience that he has as an elected official, and those are things that serve the citizens of Cook County over
	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24	traditionally neglected areas in the district increased by 25 percent this past year, this year. And was a success on his own for requiring more of Allen Manuel, our clerk, and they stepped up. Thank you for your staff and thank you for your work. Allen and his team has closely collaborated with Cristin Duffy, our general counsel and chief ethics officer to enhance our administrative (inaudible) process. We are fortunate to have Liliana Escarpita, who brings extensive experience in public and financial administration to oversee our secretary's office. We have really profited from her wealth of knowledge in these areas. We all know how difficult it was in 2022. She has played a crucial role in many of the improvements we have implemented this year, and I've learned and constantly as she proceeds, we have meticulously, methodically through her work and I'm sure the next year we'll need to do so as well. Liliana's played a crucial role, in my opinion, in many of the improvements we've implemented this year, and I've learned to lean on her constantly for the execution of that. Implementation, for example, of the Board's first employment plan and bringing the Board into compliance with the county personnel rules in the IG 2020 recommendations must be noted. The adoption of best practices for improvement for the restructuring of the agency to better define our business, and	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24	 without you. With that, Commissioner Steele, I wish you the best of luck as Chair. The gavel is yours. CHAIRWOMAN STEELE: Thank you, Commissioner. COMMISSIONER ROGERS JR.: If may take a point of profession privilege. CHAIRWOMAN STEELE: You may. COMMISSIONER ROGERS JR.: I just wanted to commend my colleague, outgoing Chair George Cardenas, on having done an exceptional job over the last year. Our chairmanships rotate by statute, and fortunately or unfortunately, while being newly elected and sworn in, he ascended to the position of chairperson. And despite not having worked at the board prior to that point, he was open to collaboration. He was open to input. He kept his eye on the ball to make sure that the agency ran effectively and efficiently to get the tax bills out. He took he made it a priority to engage experienced staff familiar with the work of the board, recognizing that we that he was taking on his role mid cycle, and in the interest of helping tax payers who wanted their assessments reviewed, he looked for competent, capable and qualified staff. So those are things that you don't always see. Those are things that speak to the experience that he has as an elected official, and those are things that serve the citizens of Cook County over the last year well. So thank you for your professionalism.

3 (Pages 6 to 9)

	Page 10		Page 12
1	you going forward.	1	that issue, on December I believe, 5th of 2022, there was an
2	COMMISSIONER CARDENAS: Thank you for those wonderful	2	appointment well, there was a motion to appoint Co-Chief
3	comments. Thank you.	3	Deputy Commissioner William O'Shields, who had served in that
4	CHAIRWOMAN STEELE: Thank you. The next item under	4	capacity for a while and who was chief of staff for Commissioner
5	New Business is the appointment of chief deputy commissioner.	5	Steele, and the position had not been advertised as Commissioner
6	Do I have a motion for the appointment of the chief deputy	6	Steele is suggesting right now. And I think that position is a
7	commissioner?	7	very important position. I didn't oppose the appointment at the
8	COMMISSIONER CARDENAS: I motion to approve Timnetra	8	time because of the importance of the position.
9	Burruss.	9	The chief deputy commissioner serves all three
10	CHAIRWOMAN STEELE: Do I have a second?	10	commissioners and is responsible, historically at least, for the
11	COMMISSIONER ROGERS JR.: I second the motion.	11	administration of the office, convening meetings amongst the
12	CHAIRWOMAN STEELE: Okay. All in favor?	12	staffs and addressing any immediate concerns. So that is a
13	COMMISSIONER ROGERS JR.: Just a point of	13	position that's very important to the agency. Dan served in
14	clarification, Timnetra Burruss has worked for this agency for	14	that role for less than four months or so, and the commissioners
15	approximately 15 years in a variety of capacities up to and	15	unanimously determined that that position should be vacated by
16	including hearing some of our more significant appeals of	16	Dan.
17	commercial value. She's been a very hard worker. She's been	17	And since that time, we've had that position vacant
18	diligent and responsible. She's been someone you can rely upon	18	and a lot of the staffs each staff has worked diligently and
19	and whenever there has been a task she's been asked to complete,	19	hard to carry on the responsibilities of the agency. Not having
20	she's stepped up and taken it on with professionalism. She has	20	a chief deputy commissioner in that role has been somewhat of a
21	consistently been a person who has honed her craft and learned	20	hardship for the agency. So in light of that position having
22	more and more about what we do here at the agency by	22	been vacant for so time for so long, I enthusiastically, as I
23	professional development.	23	indicated earlier, support Timnetra Burruss. I'm not opposed to
24	And I think she will be, in my history at least, and I	24	the position being advertised and us interviewing other
25	think the history of the agency, the first woman and	24	potential candidates, but at this time, based upon the vacancy
20	unink the mistory of the agency, the mist workan and	25	
	Page 11		Page 13
1	particularly the first African American woman to serve as chief	1	and the length of the vacancy and the need of the agency, I
2	deputy commissioner of the agency. So I'd like to commend you	2	think it's important that we proceed with a chief.
3	for making the motion. I proudly second the motion and look	3	CHAIRWOMAN STEELE: Thank you, Commissioner. Just a
4	forward to voting for her in a few seconds.	4	quick response, and then we'll move on. If you reference the
5	COMMISSIONER CARDENAS: I think that was well said by	5	meeting minutes from the March meeting we did not vote to remove
6	Commissioner. Obviously, Timnetra has worked for Commissioner	6	Dan. I asked Dan to come back onto my staff because I needed a
7	Rogers for many years, but I found and I looked at	7	chief deputy first assistant, and he had agreed to do so. So he
8	(inaudible). I didn't even know that. And just seen her work	8	basically accepted that position. But anyway, there is a first

	Page 11		Page 13
1	particularly the first African American woman to serve as chief	1	and the length of the vacancy and the need of the agency, I
2	deputy commissioner of the agency. So I'd like to commend you	2	think it's important that we proceed with a chief.
3	for making the motion. I proudly second the motion and look	3	CHAIRWOMAN STEELE: Thank you, Commissioner. Just a
4	forward to voting for her in a few seconds.	4	quick response, and then we'll move on. If you reference the
5	COMMISSIONER CARDENAS: I think that was well said by	5	meeting minutes from the March meeting we did not vote to remove
6	Commissioner. Obviously, Timnetra has worked for Commissioner	6	Dan. I asked Dan to come back onto my staff because I needed a
7	Rogers for many years, but I found and I looked at	7	chief deputy first assistant, and he had agreed to do so. So he
8	(inaudible). I didn't even know that. And just seen her work	8	basically accepted that position. But anyway, there is a first
9	her way through the board, her staff, her knowledge, execution	9	and a second on Timnetra.
10	and toughness because you don't get into this place without	10	COMMISSIONER CARDENAS: Aye.
11	being a little tough. So I appreciate that. Super intelligent.	11	CHAIRWOMAN STEELE: Okay. Motion passes.
12	Tremendous achievements that I don't have in front of me, but	12	COMMISSIONER CARDENAS: The ayes have it.
13	it's a page long and you can tell she's put in the work. It	13	CHAIRWOMAN STEELE: The ayes have it. Next up we have
14	takes work, and she's done that and that's what you're doing.	14	the appointment for the secretary of the board. Is there a
15	So congrats.	15	motion for appointment of the secretary of the board?
16	CHAIRWOMAN STEELE: Okay, thanks, Commissioners. I	16	COMMISSIONER ROGERS JR.: Yes. In light of my
17	don't recall opening up the item for discussion, but happy to	17	observations of the work of Liliana Escarpita over the last
18	chime in. I think Timnetra has been a fantastic first deputy.	18	year that she served as secretary to the agency, I must say I've
19	I've always been impressed when speaking with her. I have no	19	been thoroughly impressed by her hard work, her dedication. She
20	doubt that she would be a wonderful chief deputy commissioner.	20	works evenings and weekends, probably to some extent to the
21	However, I do feel that I must abstain from this vote. I think	21	detriment of her family time, but she prioritizes the needs of
22	that we should have open application process for the appointees	22	the agency. She's very communicative. She provides information
23	and more applicants to be able to choose from. So I'm going to	23	that we need. And she, I think, has served the agency well over
24	abstain. We have a second and a third. All in favor?	24	the last year. And for that reason, I enthusiastically provide
25	COMMISSIONER ROGERS JR.: Yes. Just to respond to	25	my support and move to appoint Liliana Escarpita as secretary

4 (Pages 10 to 13)

	Page 14		Page 16
1	of the board.	1	CHAIRWOMAN STEELE: (Simultaneous speaking) office.
2	COMMISSIONER CARDENAS: I second that motion.	2	COMMISSIONER CARDENAS: No. No, no.
3	CHAIRWOMAN STEELE: Opening it up for discussion. I	3	CHAIRWOMAN STEELE: Just to clarify.
4	personally cannot endorse reappointing Liliana. It is with	4	COMMISSIONER CARDENAS: Again, in acknowledging that
5	sadness, honestly, that I cannot do so. I feel that Liliana's	5	we must secure our servers and they must do everything possible
6	failure to timely respond to my personal recommendation for	6	to make sure that that happens. That's their main
7	complying with an OIG recommendation and drafting a new work	7	responsibility.
8	chart and job descriptions. I sent her an email in May and was	8	CHAIRWOMAN STEELE: And you're aware that the BOT
9	not addressed.	9	the Bureau of Technology informed them that there was no
10	MS. DUFFY: Commissioner, I wish to say	10	security risk.
11	CHAIRWOMAN STEELE: I I'm speaking and I'm the	11	COMMISSIONER CARDENAS: Again, my role as chair is to
12	chairwoman. You are	12	proceed with protocols established to serve the board, protect
13	MS. DUFFY: Yes, I understand that, but I would be	13	the board, the integrity of the board and data, and that's what
14	remiss if I didn't warn you	14	happened. So we can move on. That's exactly what occurred.
15	CHAIRWOMAN STEELE: I will continue excuse me. I	15	FEMALE SPEAKER: That's a board decision.
16	will give you one comment. Please keep it to yourself, or I	16	COMMISSIONER ROGERS JR.: (inaudible) that this is the
17	will have to have you escorted.	17	forum to have that discussion.
18	MS. DUFFY: I am the attorney for the organization	18	COMMISSIONER CARDENAS: Agreed.
19	and	19	COMMISSIONER ROGERS JR.: I didn't Madame Chairman,
20	CHAIRWOMAN STEELE: I will continue	20	are you going to allow the chief our IT counsel to say
21	MS. DUFFY: You are subjecting the	21	something or no?
22	CHAIRWOMAN STEELE: I am expressing	22	CHAIRWOMAN STEELE: No, just the members of the board.
23	MS. DUFFY: organization and possibly yourself	23	COMMISSIONER ROGERS JR.: Okay.
24	CHAIRWOMAN STEELE: I am expressing	24	CHAIRWOMAN STEELE: Okay. I have a second, and then
25	MS. DUFFY: to legal	25	I'll take a vote.
	Page 15		Page 17

н

Page 15

	Page 15		Page 17
1	CHAIRWOMAN STEELE: why I'm choosing	1	COMMISSIONER CARDENAS: All right. I vote to support.
2	MS. DUFFY: (Simultaneous speaking.)	2	CHAIRWOMAN STEELE: Ayes have it. All right. And
3	CHAIRWOMAN STEELE: not to endorse a candidate for	3	next up we have the appointment of the chief clerk. Is there an
4	secretary of the board. Her failure to timely comply with my	4	appointment?
5	request to meet an OIG led me to question her ability as	5	COMMISSIONER CARDENAS: Yes. I move a recommendation
6	secretary, which was further highlighted in October when the	6	to appoint the clerk, Allen Manuel.
7	secretary, as well as the general counsel, facilitated locking	7	CHAIRWOMAN STEELE: Okay. Opening up for discussion.
8	one of my staff members who is my chief data scientist, out of	8	I think Allen has done a fantastic job. I enjoyed working with
9	this system, prohibiting me, as an elected official, from being	9	Allen this year, but, again, I'm sorry, Allen. I'm abstaining.
10	able to perform the functions of my office. So with those two	10	I do think we should post these positions, approve job
11	very alarming items, I am not in favor of re-appointing	11	descriptions, and have an open appointment process. So do we
12	Liliana. Did we have any further discussion, gentlemen?	12	have any discussion?
13	COMMISSIONER CARDENAS: Yes. I'm not going to rehash	13	COMMISSIONER ROGERS JR.: Yes. Forgive me, Allen.
14	this situation, but, Commissioner, Chair, it's fully	14	How long have you served in this role?
15	inappropriate to be discussing the staff, especially the issue	15	MR. MANUEL: This is 10 year anniversary.
16	of staff, here where facts are not before us. The event that	16	FEMALE SPEAKER: Congratulations.
17	you mentioned, which we were all informed by the IT team, is	17	COMMISSIONER ROGERS JR.: So Allen Manuel has served
18	that your chief data scientist, who's in Japan, accessing our	18	as the chief clerk of the board of review, for now 10 years.
19	servers from out of the United States, and therefore a security	19	Happy anniversary.
20	risk to our data integrity was at issue. And therefore, I also	20	MR. MANUEL: Thank you.
21	took part in that to ensure made all possible that IT	21	COMMISSIONER ROGERS JR.: He has done, by all accounts
22	security was ensured. So all steps taken were	22	from each commissioner, an outstanding job in the role and has
23	CHAIRWOMAN STEELE: Commissioner, are you saying took	23	served the agency well. He is the first African American male
24	part in	24	to serve as chief deputy I'm sorry, chief clerk of the board
25	COMMISSIONER CARDENAS: I've nothing	25	of review, and he has been communicative, he has been

5 (Pages 14 to 17)

	Page 18		Page 20
1	collaborative, he has shared information relevant to each	1	COMMISSIONER CARDENAS: The ayes (inaudible).
2	commissioner and the board for the front counter, making sure	2	CHAIRWOMAN STEELE: Aye. The final item on the agenda
3	the taxpayers have access to the agency and assists it's	3	is the adoption of the board rules. Is there a motion for the
4	reviews.	4	adoption of the board rules?
5	And in that vein, I don't think it's necessary to	5	COMMISSIONER CARDENAS: I move to adopt the board
6	republish on an annual basis a re-advertising on an annual	6	rules.
7	basis, a position as being open when it's adequately filled.	7	COMMISSIONER ROGERS JR.: Second.
8	So, unlike the vacancy with the chief deputy commission position	8	CHAIRWOMAN STEELE: There's a second and a motion.
9	of clerk, which has been historically when we've had a clerk	9	All in favor?
10	in that office, we did not advertise the position. And it's not	10	COMMISSIONER CARDENAS: Aye.
11	a vacant or open position that has to be advertised. So, I	11	COMMISSIONER ROGERS JR.: Aye.
12	respectfully, Madame Chair, disagree with that position.	12	CHAIRWOMAN STEELE: Aye.
13	COMMISSIONER CARDENAS: I agree. Just a quick	13	COMMISSIONER CARDENAS: In the eyes of the chair
14	comment. I've gotten to know clerk Manuel, veterans as well as	14	CHAIRWOMAN STEELE: (Simultaneous speaking.) I sure
15	I am from others, are that you made your way to where you're at,	15	enough. The motion passes. Being that there's no additional
16	that you put in the work as well. So you've served you know,		business before the board, can I get a motion for the
17	when you work for the government, you gain that experience and		adjournment of this meeting of the board and remaining in
18	that network and that know how to get things done. We sometimes		continuous session for the purpose of adjudication of appeals
19	forget how essential that is. Our city could use some because		and other matters as required by the Illinois property tax code?
20	surely there's a lot of folks that need experience. It's pretty	20	COMMISSIONER CARDENAS: I move to
21	clear. And I appreciate your being here, and I think you center	21	COMMISSIONER ROGERS JR.: Before doing so, may I say
22	what we do. And it's important you continue to do that. So I	22	something?
23	have not but comfort knowing that you are where you're supposed	23	CHAIRWOMAN STEELE: Yeah.
24	to be. Thank you.	24	COMMISSIONER ROGERS JR.: Let me just say that we
25	CHAIRWOMAN STEELE: We have first and second. All in	25	always I've been here now 18 years, and I've seen a lot of
	Dago 10		
	Page 19		Page 21
1	favor?	1	Page 21 growth and development in the agency. But every year the agency
1 2	-		2
	favor?	2	growth and development in the agency. But every year the agency
2	favor? COMMISSIONER ROGERS JR.: Aye.	2 3	growth and development in the agency. But every year the agency only succeeds through the hard work of the staff and the ability
2 3	favor? COMMISSIONER ROGERS JR.: Aye. COMMISSIONER CARDENAS: Aye.	2 3 4	growth and development in the agency. But every year the agency only succeeds through the hard work of the staff and the ability of the staffs to work together effectively and efficiently.
2 3 4	favor? COMMISSIONER ROGERS JR.: Aye. COMMISSIONER CARDENAS: Aye. CHAIRWOMAN STEELE: Ayes have it. Okay. Next up	2 3 4 5	growth and development in the agency. But every year the agency only succeeds through the hard work of the staff and the ability of the staffs to work together effectively and efficiently. Even when there may be disagreement amongst the commissioners,
2 3 4 5	favor? COMMISSIONER ROGERS JR.: Aye. COMMISSIONER CARDENAS: Aye. CHAIRWOMAN STEELE: Ayes have it. Okay. Next up under New Business is the adoption of the Cook County Board	2 3 4 5 6	growth and development in the agency. But every year the agency only succeeds through the hard work of the staff and the ability of the staffs to work together effectively and efficiently. Even when there may be disagreement amongst the commissioners, I've always found the staff able to get through the work and get
2 3 4 5 6	favor? COMMISSIONER ROGERS JR.: Aye. COMMISSIONER CARDENAS: Aye. CHAIRWOMAN STEELE: Ayes have it. Okay. Next up under New Business is the adoption of the Cook County Board remove review remote attendance policy. Is there a motion	2 3 4 5 6	growth and development in the agency. But every year the agency only succeeds through the hard work of the staff and the ability of the staffs to work together effectively and efficiently. Even when there may be disagreement amongst the commissioners, I've always found the staff able to get through the work and get the job done. So I want to thank everyone on the staff, all
2 3 4 5 6 7	favor? COMMISSIONER ROGERS JR.: Aye. COMMISSIONER CARDENAS: Aye. CHAIRWOMAN STEELE: Ayes have it. Okay. Next up under New Business is the adoption of the Cook County Board remove review remote attendance policy. Is there a motion for the adoption of the remote attendance policy?	2 3 4 5 6 7 8	growth and development in the agency. But every year the agency only succeeds through the hard work of the staff and the ability of the staffs to work together effectively and efficiently. Even when there may be disagreement amongst the commissioners, I've always found the staff able to get through the work and get the job done. So I want to thank everyone on the staff, all staffs, for being so professional and being so hard working.
2 3 4 5 6 7 8	favor? COMMISSIONER ROGERS JR.: Aye. COMMISSIONER CARDENAS: Aye. CHAIRWOMAN STEELE: Ayes have it. Okay. Next up under New Business is the adoption of the Cook County Board remove review remote attendance policy. Is there a motion for the adoption of the remote attendance policy? COMMISSIONER ROGERS JR.: So moved.	2 3 4 5 6 7 8 9	growth and development in the agency. But every year the agency only succeeds through the hard work of the staff and the ability of the staffs to work together effectively and efficiently. Even when there may be disagreement amongst the commissioners, I've always found the staff able to get through the work and get the job done. So I want to thank everyone on the staff, all staffs, for being so professional and being so hard working. I also want to commend our new chairwoman,
2 3 4 5 6 7 8 9	favor? COMMISSIONER ROGERS JR.: Aye. COMMISSIONER CARDENAS: Aye. CHAIRWOMAN STEELE: Ayes have it. Okay. Next up under New Business is the adoption of the Cook County Board remove review remote attendance policy. Is there a motion for the adoption of the remote attendance policy? COMMISSIONER ROGERS JR.: So moved. COMMISSIONER CARDENAS: 1 second.	2 3 4 5 6 7 8 9 10	growth and development in the agency. But every year the agency only succeeds through the hard work of the staff and the ability of the staffs to work together effectively and efficiently. Even when there may be disagreement amongst the commissioners, I've always found the staff able to get through the work and get the job done. So I want to thank everyone on the staff, all staffs, for being so professional and being so hard working. I also want to commend our new chairwoman, Commissioner Steele, I'm optimistic and excited about what she
2 3 4 5 6 7 8 9 10	favor? COMMISSIONER ROGERS JR.: Aye. COMMISSIONER CARDENAS: Aye. CHAIRWOMAN STEELE: Ayes have it. Okay. Next up under New Business is the adoption of the Cook County Board remove review remote attendance policy. Is there a motion for the adoption of the remote attendance policy? COMMISSIONER ROGERS JR.: So moved. COMMISSIONER CARDENAS: I second. CHAIRWOMAN STEELE: Okay. I have a motion and a	2 3 4 5 6 7 8 9 10 11	growth and development in the agency. But every year the agency only succeeds through the hard work of the staff and the ability of the staffs to work together effectively and efficiently. Even when there may be disagreement amongst the commissioners, I've always found the staff able to get through the work and get the job done. So I want to thank everyone on the staff, all staffs, for being so professional and being so hard working. I also want to commend our new chairwoman, Commissioner Steele, I'm optimistic and excited about what she brings to the agency as chairperson. She has my commitment to
2 3 4 5 6 7 8 9 10 11	favor? COMMISSIONER ROGERS JR.: Aye. COMMISSIONER CARDENAS: Aye. CHAIRWOMAN STEELE: Ayes have it. Okay. Next up under New Business is the adoption of the Cook County Board remove review remote attendance policy. Is there a motion for the adoption of the remote attendance policy? COMMISSIONER ROGERS JR.: So moved. COMMISSIONER CARDENAS: I second. CHAIRWOMAN STEELE: Okay. I have a motion and a second. All in favor?	2 3 4 5 6 7 8 9 10 11 12	growth and development in the agency. But every year the agency only succeeds through the hard work of the staff and the ability of the staffs to work together effectively and efficiently. Even when there may be disagreement amongst the commissioners, I've always found the staff able to get through the work and get the job done. So I want to thank everyone on the staff, all staffs, for being so professional and being so hard working. I also want to commend our new chairwoman, Commissioner Steele, I'm optimistic and excited about what she brings to the agency as chairperson. She has my commitment to work with her and collaborate with her for the betterment of the
2 3 4 5 6 7 8 9 10 11 12	favor? COMMISSIONER ROGERS JR.: Aye. COMMISSIONER CARDENAS: Aye. CHAIRWOMAN STEELE: Ayes have it. Okay. Next up under New Business is the adoption of the Cook County Board remove review remote attendance policy. Is there a motion for the adoption of the remote attendance policy? COMMISSIONER ROGERS JR.: So moved. COMMISSIONER CARDENAS: I second. CHAIRWOMAN STEELE: Okay. I have a motion and a second. All in favor? COMMISSIONER ROGERS JR.: Aye.	2 3 4 5 6 7 8 9 10 11 12 13	growth and development in the agency. But every year the agency only succeeds through the hard work of the staff and the ability of the staffs to work together effectively and efficiently. Even when there may be disagreement amongst the commissioners, I've always found the staff able to get through the work and get the job done. So I want to thank everyone on the staff, all staffs, for being so professional and being so hard working. I also want to commend our new chairwoman, Commissioner Steele, I'm optimistic and excited about what she brings to the agency as chairperson. She has my commitment to work with her and collaborate with her for the betterment of the agency. We are an agency that rules by democracy, like our
2 3 4 5 6 7 8 9 10 11 12 13	favor? COMMISSIONER ROGERS JR.: Aye. COMMISSIONER CARDENAS: Aye. CHAIRWOMAN STEELE: Ayes have it. Okay. Next up under New Business is the adoption of the Cook County Board remove review remote attendance policy. Is there a motion for the adoption of the remote attendance policy? COMMISSIONER ROGERS JR.: So moved. COMMISSIONER CARDENAS: I second. CHAIRWOMAN STEELE: Okay. I have a motion and a second. All in favor? COMMISSIONER ROGERS JR.: Aye. COMMISSIONER CARDENAS: Aye.	2 3 4 5 6 7 8 9 10 11 12 13 14	growth and development in the agency. But every year the agency only succeeds through the hard work of the staff and the ability of the staffs to work together effectively and efficiently. Even when there may be disagreement amongst the commissioners, I've always found the staff able to get through the work and get the job done. So I want to thank everyone on the staff, all staffs, for being so professional and being so hard working. I also want to commend our new chairwoman, Commissioner Steele, I'm optimistic and excited about what she brings to the agency as chairperson. She has my commitment to work with her and collaborate with her for the betterment of the agency. We are an agency that rules by democracy, like our country, with significant issues being decided by a vote of two
2 3 4 5 6 7 8 9 10 11 12 13 14	favor? COMMISSIONER ROGERS JR.: Aye. COMMISSIONER CARDENAS: Aye. CHAIRWOMAN STEELE: Ayes have it. Okay. Next up under New Business is the adoption of the Cook County Board remove review remote attendance policy. Is there a motion for the adoption of the remote attendance policy? COMMISSIONER ROGERS JR.: So moved. COMMISSIONER CARDENAS: I second. CHAIRWOMAN STEELE: Okay. I have a motion and a second. All in favor? COMMISSIONER ROGERS JR.: Aye. COMMISSIONER CARDENAS: Aye. COMMISSIONER CARDENAS: Aye.	2 3 4 5 6 7 8 9 10 11 12 13 14 15	growth and development in the agency. But every year the agency only succeeds through the hard work of the staff and the ability of the staffs to work together effectively and efficiently. Even when there may be disagreement amongst the commissioners, I've always found the staff able to get through the work and get the job done. So I want to thank everyone on the staff, all staffs, for being so professional and being so hard working. I also want to commend our new chairwoman, Commissioner Steele, I'm optimistic and excited about what she brings to the agency as chairperson. She has my commitment to work with her and collaborate with her for the betterment of the agency. We are an agency that rules by democracy, like our country, with significant issues being decided by a vote of two commissioners. That being said, where we can and where we
2 3 4 5 6 7 8 9 10 11 12 13 14 15	favor? COMMISSIONER ROGERS JR.: Aye. COMMISSIONER CARDENAS: Aye. CHAIRWOMAN STEELE: Ayes have it. Okay. Next up under New Business is the adoption of the Cook County Board remove review remote attendance policy. Is there a motion for the adoption of the remote attendance policy? COMMISSIONER ROGERS JR.: So moved. COMMISSIONER CARDENAS: I second. CHAIRWOMAN STEELE: Okay. I have a motion and a second. All in favor? COMMISSIONER ROGERS JR.: Aye. COMMISSIONER CARDENAS: Aye. COMMISSIONER CARDENAS: Aye. CHAIRWOMAN STEELE: Aye. Motion passes. The next item is the adoption of the 2024 regular quarterly meeting	2 3 4 5 6 7 8 9 10 11 12 13 14 15	growth and development in the agency. But every year the agency only succeeds through the hard work of the staff and the ability of the staffs to work together effectively and efficiently. Even when there may be disagreement amongst the commissioners, I've always found the staff able to get through the work and get the job done. So I want to thank everyone on the staff, all staffs, for being so professional and being so hard working. I also want to commend our new chairwoman, Commissioner Steele, I'm optimistic and excited about what she brings to the agency as chairperson. She has my commitment to work with her and collaborate with her for the betterment of the agency. We are an agency that rules by democracy, like our country, with significant issues being decided by a vote of two commissioners. That being said, where we can and where we can we should always try to agree collectively and have a vote
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16	favor? COMMISSIONER ROGERS JR.: Aye. COMMISSIONER CARDENAS: Aye. CHAIRWOMAN STEELE: Ayes have it. Okay. Next up under New Business is the adoption of the Cook County Board remove review remote attendance policy. Is there a motion for the adoption of the remote attendance policy? COMMISSIONER ROGERS JR.: So moved. COMMISSIONER CARDENAS: I second. CHAIRWOMAN STEELE: Okay. I have a motion and a second. All in favor? COMMISSIONER ROGERS JR.: Aye. COMMISSIONER CARDENAS: Aye. COMMISSIONER CARDENAS: Aye. CHAIRWOMAN STEELE: Aye. Motion passes. The next item is the adoption of the 2024 regular quarterly meeting schedule. Those days are as follows: Tuesday, March 5, 2024, 9	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17	growth and development in the agency. But every year the agency only succeeds through the hard work of the staff and the ability of the staffs to work together effectively and efficiently. Even when there may be disagreement amongst the commissioners, I've always found the staff able to get through the work and get the job done. So I want to thank everyone on the staff, all staffs, for being so professional and being so hard working. I also want to commend our new chairwoman, Commissioner Steele, I'm optimistic and excited about what she brings to the agency as chairperson. She has my commitment to work with her and collaborate with her for the betterment of the agency. We are an agency that rules by democracy, like our country, with significant issues being decided by a vote of two commissioners. That being said, where we can and where we can we should always try to agree collectively and have a vote in support.
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17	favor? COMMISSIONER ROGERS JR.: Aye. COMMISSIONER CARDENAS: Aye. CHAIRWOMAN STEELE: Ayes have it. Okay. Next up under New Business is the adoption of the Cook County Board remove – review remote attendance policy. Is there a motion for the adoption of the remote attendance policy? COMMISSIONER ROGERS JR.: So moved. COMMISSIONER CARDENAS: I second. CHAIRWOMAN STEELE: Okay. I have a motion and a second. All in favor? COMMISSIONER ROGERS JR.: Aye. COMMISSIONER CARDENAS: Aye. COMMISSIONER CARDENAS: Aye. CHAIRWOMAN STEELE: Aye. Motion passes. The next item is the adoption of the 2024 regular quarterly meeting schedule. Those days are as follows: Tuesday, March 5, 2024, 9 a.m., Monday, June 3, 2024, 9 a.m., Tuesday, September 10, 2024,	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18	growth and development in the agency. But every year the agency only succeeds through the hard work of the staff and the ability of the staffs to work together effectively and efficiently. Even when there may be disagreement amongst the commissioners, I've always found the staff able to get through the work and get the job done. So I want to thank everyone on the staff, all staffs, for being so professional and being so hard working. I also want to commend our new chairwoman, Commissioner Steele, I'm optimistic and excited about what she brings to the agency as chairperson. She has my commitment to work with her and collaborate with her for the betterment of the agency. We are an agency that rules by democracy, like our country, with significant issues being decided by a vote of two commissioners. That being said, where we can and where we can we should always try to agree collectively and have a vote in support. But you have my commitment to entertain any new ideas,
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18	favor? COMMISSIONER ROGERS JR.: Aye. COMMISSIONER CARDENAS: Aye. CHAIRWOMAN STEELE: Ayes have it. Okay. Next up under New Business is the adoption of the Cook County Board remove – review remote attendance policy. Is there a motion for the adoption of the remote attendance policy? COMMISSIONER ROGERS JR.: So moved. COMMISSIONER CARDENAS: I second. CHAIRWOMAN STEELE: Okay. I have a motion and a second. All in favor? COMMISSIONER ROGERS JR.: Aye. COMMISSIONER CARDENAS: Aye. CHAIRWOMAN STEELE: Aye. Motion passes. The next item is the adoption of the 2024 regular quarterly meeting schedule. Those days are as follows: Tuesday, March 5, 2024, 9 a.m., Monday, June 3, 2024, 9 a.m., Tuesday, September 10, 2024, 9 a.m., Monday, December 2, 2024, 9 a.m. Is there a motion for	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19	growth and development in the agency. But every year the agency only succeeds through the hard work of the staff and the ability of the staffs to work together effectively and efficiently. Even when there may be disagreement amongst the commissioners, I've always found the staff able to get through the work and get the job done. So I want to thank everyone on the staff, all staffs, for being so professional and being so hard working. I also want to commend our new chairwoman, Commissioner Steele, I'm optimistic and excited about what she brings to the agency as chairperson. She has my commitment to work with her and collaborate with her for the betterment of the agency. We are an agency that rules by democracy, like our country, with significant issues being decided by a vote of two commissioners. That being said, where we can and where we can we should always try to agree collectively and have a vote in support. But you have my commitment to entertain any new ideas, any innovation, any things that you want to do that you think
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19	favor? COMMISSIONER ROGERS JR.: Aye. COMMISSIONER CARDENAS: Aye. CHAIRWOMAN STEELE: Ayes have it. Okay. Next up under New Business is the adoption of the Cook County Board remove review remote attendance policy. Is there a motion for the adoption of the remote attendance policy? COMMISSIONER ROGERS JR.: So moved. COMMISSIONER CARDENAS: I second. CHAIRWOMAN STEELE: Okay. I have a motion and a second. All in favor? COMMISSIONER ROGERS JR.: Aye. COMMISSIONER CARDENAS: Aye. CHAIRWOMAN STEELE: Aye. Motion passes. The next item is the adoption of the 2024 regular quarterly meeting schedule. Those days are as follows: Tuesday, March 5, 2024, 9 a.m., Monday, June 3, 2024, 9 a.m., Tuesday, September 10, 2024, 9 a.m., Monday, December 2, 2024, 9 a.m. Is there a motion for the adoption of the 2024 regular quarterly meeting schedule?	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19	growth and development in the agency. But every year the agency only succeeds through the hard work of the staff and the ability of the staffs to work together effectively and efficiently. Even when there may be disagreement amongst the commissioners, I've always found the staff able to get through the work and get the job done. So I want to thank everyone on the staff, all staffs, for being so professional and being so hard working. I also want to commend our new chairwoman, Commissioner Steele, I'm optimistic and excited about what she brings to the agency as chairperson. She has my commitment to work with her and collaborate with her for the betterment of the agency. We are an agency that rules by democracy, like our country, with significant issues being decided by a vote of two commissioners. That being said, where we can and where we can we should always try to agree collectively and have a vote in support. But you have my commitment to entertain any new ideas, any innovation, any things that you want to do that you think are in the best interests of the agency and the constituents of
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	favor? COMMISSIONER ROGERS JR.: Aye. COMMISSIONER CARDENAS: Aye. CHAIRWOMAN STEELE: Ayes have it. Okay. Next up under New Business is the adoption of the Cook County Board remove review remote attendance policy. Is there a motion for the adoption of the remote attendance policy? COMMISSIONER ROGERS JR.: So moved. COMMISSIONER CARDENAS: I second. CHAIRWOMAN STEELE: Okay. I have a motion and a second. All in favor? COMMISSIONER ROGERS JR.: Aye. COMMISSIONER ROGERS JR.: Aye. CHAIRWOMAN STEELE: Aye. Motion passes. The next item is the adoption of the 2024 regular quarterly meeting schedule. Those days are as follows: Tuesday, March 5, 2024, 9 a.m., Monday, June 3, 2024, 9 a.m., Tuesday, September 10, 2024, 9 a.m., Monday, December 2, 2024, 9 a.m. Is there a motion for the adoption of the 2024 regular quarterly meeting schedule? COMMISSIONER CARDENAS: So moved.	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21	growth and development in the agency. But every year the agency only succeeds through the hard work of the staff and the ability of the staffs to work together effectively and efficiently. Even when there may be disagreement amongst the commissioners, I've always found the staff able to get through the work and get the job done. So I want to thank everyone on the staff, all staffs, for being so professional and being so hard working. I also want to commend our new chairwoman, Commissioner Steele, I'm optimistic and excited about what she brings to the agency as chairperson. She has my commitment to work with her and collaborate with her for the betterment of the agency. We are an agency that rules by democracy, like our country, with significant issues being decided by a vote of two commissioners. That being said, where we can and where we can we should always try to agree collectively and have a vote in support. But you have my commitment to entertain any new ideas, any innovation, any things that you want to do that you think are in the best interests of the agency and the constituents of Cook County. And I look forward to your growth as chairperson.
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21	favor? COMMISSIONER ROGERS JR.: Aye. COMMISSIONER CARDENAS: Aye. CHAIRWOMAN STEELE: Ayes have it. Okay. Next up under New Business is the adoption of the Cook County Board remove review remote attendance policy. Is there a motion for the adoption of the remote attendance policy. COMMISSIONER ROGERS JR.: So moved. COMMISSIONER CARDENAS: I second. CHAIRWOMAN STEELE: Okay. I have a motion and a second. All in favor? COMMISSIONER ROGERS JR.: Aye. COMMISSIONER CARDENAS: Aye. COMMISSIONER CARDENAS: Aye. CHAIRWOMAN STEELE: Aye. Motion passes. The next item is the adoption of the 2024 regular quarterly meeting schedule. Those days are as follows: Tuesday, March 5, 2024, 9 a.m., Monday, June 3, 2024, 9 a.m., Tuesday, September 10, 2024, 9 a.m., Monday, December 2, 2024, 9 a.m. Is there a motion for the adoption of the 2024 regular quarterly meeting schedule? COMMISSIONER CARDENAS: So moved. COMMISSIONER CARDENAS: So moved.	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21	growth and development in the agency. But every year the agency only succeeds through the hard work of the staff and the ability of the staffs to work together effectively and efficiently. Even when there may be disagreement amongst the commissioners, I've always found the staff able to get through the work and get the job done. So I want to thank everyone on the staff, all staffs, for being so professional and being so hard working. I also want to commend our new chairwoman, Commissioner Steele, I'm optimistic and excited about what she brings to the agency as chairperson. She has my commitment to work with her and collaborate with her for the betterment of the agency. We are an agency that rules by democracy, like our country, with significant issues being decided by a vote of two commissioners. That being said, where we can and where we can we should always try to agree collectively and have a vote in support. But you have my commitment to entertain any new ideas, any innovation, any things that you want to do that you think are in the best interests of the agency and the constituents of Cook County. And I look forward to your growth as chairperson. CHAIRWOMAN STEELE: Thank you, sir. I look forward to
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	favor? COMMISSIONER ROGERS JR.: Aye. COMMISSIONER CARDENAS: Aye. CHAIRWOMAN STEELE: Ayes have it. Okay. Next up under New Business is the adoption of the Cook County Board remove – review remote attendance policy. Is there a motion for the adoption of the remote attendance policy. COMMISSIONER ROGERS JR.: So moved. COMMISSIONER CARDENAS: I second. CHAIRWOMAN STEELE: Okay. I have a motion and a second. All in favor? COMMISSIONER ROGERS JR.: Aye. COMMISSIONER ROGERS JR.: Aye. COMMISSIONER CARDENAS: Aye. COMMISSIONER CARDENAS: Aye. COMMISSIONER CARDENAS: Aye. COMMISSIONER CARDENAS: Aye. CHAIRWOMAN STEELE: Aye. Motion passes. The next item is the adoption of the 2024 regular quarterly meeting schedule. Those days are as follows: Tuesday, March 5, 2024, 9 a.m., Monday, June 3, 2024, 9 a.m., Tuesday, September 10, 2024, 9 a.m., Monday, December 2, 2024, 9 a.m. Is there a motion for the adoption of the 2024 regular quarterly meeting schedule? COMMISSIONER CARDENAS: So moved. COMMISSIONER CARDENAS: So moved. COMMISSIONER CARDENAS: So moved. COMMISSIONER ROGERS JR.: I move to adopt that 2024 meeting.	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	growth and development in the agency. But every year the agency only succeeds through the hard work of the staff and the ability of the staffs to work together effectively and efficiently. Even when there may be disagreement amongst the commissioners, I've always found the staff able to get through the work and get the job done. So I want to thank everyone on the staff, all staffs, for being so professional and being so hard working. I also want to commend our new chairwoman, Commissioner Steele, I'm optimistic and excited about what she brings to the agency as chairperson. She has my commitment to work with her and collaborate with her for the betterment of the agency. We are an agency that rules by democracy, like our country, with significant issues being decided by a vote of two commissioners. That being said, where we can and where we can we should always try to agree collectively and have a vote in support. But you have my commitment to entertain any new ideas, any innovation, any things that you want to do that you think are in the best interests of the agency and the constituents of Cook County. And I look forward to your growth as chairperson. CHAIRWOMAN STEELE: Thank you, sir. I look forward to continuing to work with you as well.
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23	favor? COMMISSIONER ROGERS JR.: Aye. COMMISSIONER CARDENAS: Aye. CHAIRWOMAN STEELE: Ayes have it. Okay. Next up under New Business is the adoption of the Cook County Board remove – review remote attendance policy. Is there a motion for the adoption of the remote attendance policy? COMMISSIONER ROGERS JR.: So moved. COMMISSIONER CARDENAS: I second. CHAIRWOMAN STEELE: Okay. I have a motion and a second. All in favor? COMMISSIONER ROGERS JR.: Aye. COMMISSIONER CARDENAS: Aye. CHAIRWOMAN STEELE: Aye. Motion passes. The next item is the adoption of the 2024 regular quarterly meeting schedule. Those days are as follows: Tuesday, March 5, 2024, 9 a.m., Monday, June 3, 2024, 9 a.m., Tuesday, September 10, 2024, 9 a.m., Monday, December 2, 2024, 9 a.m. Is there a motion for the adoption of the 2024 regular quarterly meeting schedule. Those CARDENAS: So moved. COMMISSIONER CARDENAS: So moved. COMMISSIONER ROGERS JR.: I move to adopt that 2024 meeting. CHAIRWOMAN STEELE: Commissioner Cardenas moves.	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23	growth and development in the agency. But every year the agency only succeeds through the hard work of the staff and the ability of the staffs to work together effectively and efficiently. Even when there may be disagreement amongst the commissioners, I've always found the staff able to get through the work and get the job done. So I want to thank everyone on the staff, all staffs, for being so professional and being so hard working. I also want to commend our new chairwoman, Commissioner Steele, I'm optimistic and excited about what she brings to the agency as chairperson. She has my commitment to work with her and collaborate with her for the betterment of the agency. We are an agency that rules by democracy, like our country, with significant issues being decided by a vote of two commissioners. That being said, where we can and where we can we should always try to agree collectively and have a vote in support. But you have my commitment to entertain any new ideas, any innovation, any things that you want to do that you think are in the best interests of the agency and the constituents of Cook County. And I look forward to your growth as chairperson. CHAIRWOMAN STEELE: Thank you, sir. I look forward to continuing to work with you as well. COMMISSIONER CARDENAS: I copy and paste.

6 (Pages 18 to 21)

	Page 22
1	CHAIRWOMAN STEELE: Do we have a second?
2	COMMISSIONER CARDENAS: I move to adjourn this
3	meeting.
4	CHAIRWOMAN STEELE: All in favor?
5	COMMISSIONER CARDENAS: Aye.
6	COMMISSIONER ROGERS JR.: Aye.
7	CHAIRWOMAN STEELE: Thank you all.
8	(Meeting adjourned at 12:30 p.m.)
9	
10	
11	
12	
13	
14	
15	
16	
17 18	
19	
20	
21	
22	
23	
24	
25	
	Page 23
1	Page 23 CERTIFICATE OF TRANSCRIPTION
1 2	
2	CERTIFICATE OF TRANSCRIPTION
2 3	CERTIFICATE OF TRANSCRIPTION I, Nathan Pikover, COO of TranscribeMe, Inc., do hereby certify
2 3 4	CERTIFICATE OF TRANSCRIPTION I, Nathan Pikover, COO of TranscribeMe, Inc., do hereby certify that the Audio Clip RUSH-287739-Audio-Board of Review was
2 3 4 5	CERTIFICATE OF TRANSCRIPTION I, Nathan Pikover, COO of TranscribeMe, Inc., do hereby certify that the Audio Clip RUSH-287739-Audio-Board of Review was transcribed utilizing computer-aided means and the TranscribeMe
2 4 5 7 8	CERTIFICATE OF TRANSCRIPTION I, Nathan Pikover, COO of TranscribeMe, Inc., do hereby certify that the Audio Clip RUSH-287739-Audio-Board of Review was transcribed utilizing computer-aided means and the TranscribeMe transcription team. The transcript of the audio mentioned above, having been
2 4 5 7 8 9	CERTIFICATE OF TRANSCRIPTION I, Nathan Pikover, COO of TranscribeMe, Inc., do hereby certify that the Audio Clip RUSH-287739-Audio-Board of Review was transcribed utilizing computer-aided means and the TranscribeMe transcription team. The transcript of the audio mentioned above, having been transcribed and reviewed by TranscribeMe, Inc. to the best of
2 3 6 7 8 9	CERTIFICATE OF TRANSCRIPTION I, Nathan Pikover, COO of TranscribeMe, Inc., do hereby certify that the Audio Clip RUSH-287739-Audio-Board of Review was transcribed utilizing computer-aided means and the TranscribeMe transcription team. The transcript of the audio mentioned above, having been transcribed and reviewed by TranscribeMe, Inc. to the best of the company's ability, is a full, true, and correct
2 3 4 5 7 8 9 10 11	CERTIFICATE OF TRANSCRIPTION I, Nathan Pikover, COO of TranscribeMe, Inc., do hereby certify that the Audio Clip RUSH-287739-Audio-Board of Review was transcribed utilizing computer-aided means and the TranscribeMe transcription team. The transcript of the audio mentioned above, having been transcribed and reviewed by TranscribeMe, Inc. to the best of
2 3 4 5 6 7 8 9 10 11 12	CERTIFICATE OF TRANSCRIPTION I, Nathan Pikover, COO of TranscribeMe, Inc., do hereby certify that the Audio Clip RUSH-287739-Audio-Board of Review was transcribed utilizing computer-aided means and the TranscribeMe transcription team. The transcript of the audio mentioned above, having been transcribed and reviewed by TranscribeMe, Inc. to the best of the company's ability, is a full, true, and correct transcription.
2 3 4 5 6 7 8 9 10 11 12 13	CERTIFICATE OF TRANSCRIPTION I, Nathan Pikover, COO of TranscribeMe, Inc., do hereby certify that the Audio Clip RUSH-287739-Audio-Board of Review was transcribed utilizing computer-aided means and the TranscribeMe transcription team. The transcript of the audio mentioned above, having been transcribed and reviewed by TranscribeMe, Inc. to the best of the company's ability, is a full, true, and correct transcription.
2 3 4 5 7 8 9 10 11 12 13 14	CERTIFICATE OF TRANSCRIPTION I, Nathan Pikover, COO of TranscribeMe, Inc., do hereby certify that the Audio Clip RUSH-287739-Audio-Board of Review was transcribed utilizing computer-aided means and the TranscribeMe transcription team. The transcript of the audio mentioned above, having been transcribed and reviewed by TranscribeMe, Inc. to the best of the company's ability, is a full, true, and correct transcription. I further certify that neither I, nor the TranscribeMe, Inc. transcription team, have any personal association with the
2 3 4 5 6 7 8 9 10 11 12 13 14 15	CERTIFICATE OF TRANSCRIPTION I, Nathan Pikover, COO of TranscribeMe, Inc., do hereby certify that the Audio Clip RUSH-287739-Audio-Board of Review was transcribed utilizing computer-aided means and the TranscribeMe transcription team. The transcript of the audio mentioned above, having been transcribed and reviewed by TranscribeMe, Inc. to the best of the company's ability, is a full, true, and correct transcription. I further certify that neither I, nor the TranscribeMe, Inc. transcription team, have any personal association with the parties involved or are in any way interested in the outcome
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16	CERTIFICATE OF TRANSCRIPTION I, Nathan Pikover, COO of TranscribeMe, Inc., do hereby certify that the Audio Clip RUSH-287739-Audio-Board of Review was transcribed utilizing computer-aided means and the TranscribeMe transcription team. The transcript of the audio mentioned above, having been transcribed and reviewed by TranscribeMe, Inc. to the best of the company's ability, is a full, true, and correct transcription. I further certify that neither I, nor the TranscribeMe, Inc. transcription team, have any personal association with the
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17	CERTIFICATE OF TRANSCRIPTION I, Nathan Pikover, COO of TranscribeMe, Inc., do hereby certify that the Audio Clip RUSH-287739-Audio-Board of Review was transcribed utilizing computer-aided means and the TranscribeMe transcription team. The transcript of the audio mentioned above, having been transcribed and reviewed by TranscribeMe, Inc. to the best of the company's ability, is a full, true, and correct transcription. I further certify that neither I, nor the TranscribeMe, Inc. transcription team, have any personal association with the parties involved or are in any way interested in the outcome
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18	<text></text>
2 3 4 5 7 8 9 10 11 12 13 14 15 16 17 18 19	CERTIFICATE OF TRANSCRIPTION I, Nathan Pikover, COO of TranscribeMe, Inc., do hereby certify that the Audio Clip RUSH-287739-Audio-Board of Review was transcribed utilizing computer-aided means and the TranscribeMe transcription team. The transcript of the audio mentioned above, having been transcribed and reviewed by TranscribeMe, Inc. to the best of the company's ability, is a full, true, and correct transcription. I further certify that neither I, nor the TranscribeMe, Inc. transcription team, have any personal association with the parties involved or are in any way interested in the outcome
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	<text></text>
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21	CERTIFICATE OF TRANSCRIPTION I, Nathan Pikover, COO of TranscribeMe, Inc., do hereby certify that the Audio Clip RUSH-287739-Audio-Board of Review was transcribed utilizing computer-aided means and the TranscribeMe transcribed utilizing computer-aided means and the TranscribeMe transcribeMe transcription team. The transcript of the audio mentioned above, having been transcribed and reviewed by TranscribeMe, Inc. to the best of the company's ability, is a full, true, and correct transcription. I further certify that neither I, nor the TranscribeMe, Inc. transcription team, have any personal association with the parties involved or are in any way interested in the outcome thereof. Dated this 6th day of December, 2023.
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	<text></text>
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	CERTIFICATE OF TRANSCRIPTION I, Nathan Pikover, COO of TranscribeMe, Inc., do hereby certify that the Audio Clip RUSH-287739-Audio-Board of Review was transcribed utilizing computer-aided means and the TranscribeMe transcribed utilizing computer-aided means and the TranscribeMe transcribeMe transcription team. The transcript of the audio mentioned above, having been transcribed and reviewed by TranscribeMe, Inc. to the best of the company's ability, is a full, true, and correct transcription. I further certify that neither I, nor the TranscribeMe, Inc. transcription team, have any personal association with the parties involved or are in any way interested in the outcome thereof. Dated this 6th day of December, 2023.
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23	CERTIFICATE OF TRANSCRIPTION I, Nathan Pikover, COO of TranscribeMe, Inc., do hereby certify that the Audio Clip RUSH-287739-Audio-Board of Review was transcribed utilizing computer-aided means and the TranscribeMe transcribed utilizing computer-aided means and the TranscribeMe transcribeMe transcription team. The transcript of the audio mentioned above, having been transcribed and reviewed by TranscribeMe, Inc. to the best of the company's ability, is a full, true, and correct transcription. I further certify that neither I, nor the TranscribeMe, Inc. transcription team, have any personal association with the parties involved or are in any way interested in the outcome thereof. Dated this 6th day of December, 2023.

7 (Pages 22 to 23)

				Page 24
	I	I	1	I
A	7:8	anyway 13 : 8	assists 18:3	13:14,15
a.m 19:17,17	adopt 19:21	appeals	association	14:1 15:4
19:18,18	20:5	10:16	23:14	16:12,13
ability 15:5	adoption	20:18	attendance	16:13,15
21:2 23:10	7:23 19:5	APPEARANCES	19:6,7	16:22
able 8:6	19:7,15,19	2:1	attorney	17:18,24
11:23	20:3,4	applause	14:18	18:2 19:5
15:10 21:5	advertise	5:24,25	audible5:6	20:3,4,5
above-en	18:10	applicants	audio 23:4,8	20:16,17
	advertised	11:23	August 4:7	Board's 7:20
1:19	12:5,24	application	4:10,15	BOT 16:8
abstain	18:11	11:22	aware 8:11	bringing
11:21,24	African 11:1	appoint 12:2	16:8	7:21
abstaining	17:23	13:25 17:6	aye 4:24,25	brings 7:9
17:9	agency 7:24	appointed	5:15,16,17	21:10
accepted	9:14 10:14	7:1	13:10 19:2	BROWN 2:15
13:8				
access 18:3	10:22,25 11:2 12:13	appointees 11:22	19:3,12,13	budget 8:2,3 8:4
accessing		-	19:14,25	
15:18	12:19,21	appointment	20:2,10,11	bureau 8:9
accompli	13:1,18,22	5:20,21	20:12 22:5	16:9
6:6	13:23	10:5,6	22:6	Burruss 2:14
accounts	17:23 18:3	12:2,7	ayes 5:18,18	10:9,14
17:21	21:1,1,10	13:14,15	13:12,13	12:23
achievement	21:12,12	17:3,4,11	17:2 19:4	business 4:4
6:23 8:19	21:19	appreciate	20:1	4:5,6 5:2
achievem	agenda 4 : 5	11:11		5:19,20,20
11:12	5:2 20:2	18:21	B	7:24 10:5
acknowle	agree 18:13	approaching	back 13:6	19:5 20:16
16:4	21:15	8:18	ball 9:14	
additional	agreed 13:7	approval 4:6	based 12:25	C
8:7 20:15	16:18	5:2	basically	call 3:4
additions	alarming	approve 4:9	13:8	called 3:4
4:7 5:4	15:11	4:14,17	basis 18:6,7	candidate
addressed	allegiance	5:8,9 10:8	believe 12:1	15:3
14:9	3:14,15	17:10	best 6:8,21	candidates
addressing	Allen 2:12	approxim	7:23 9:2	12:25
12:12	7:4,6 17:6	10:15	21:19 23:9	capable 9:20
adequately	17:8,9,9	areas 7:2,12	better 6:13	capacities
18:7	17:13,17	ascended	7:24	10:15
adjourn	allow 16:20	9:11	betterment	<pre>capacity 8:5</pre>
21:24 22:2	allowed 6:16	asked 10:19	21:11	12:4
	American	13:6	bills 6:11	Cardenas
adjourned	11:1 17:23	Assessment	9:15	1:19 2:3
22:8	analysts	8:16	board 1:1,21	3:1,3,9,10
adjournment	8:18	assessments	3:3 5:21	3:12,16,24
20:17	anniversary	9:19	6:7,8,16	4:16,20,23
adjudica	17:15,19	assessor's	6:23 7:21	5:1,7,11
20:18	announce 4:2	6:13	8:9,20,23	5:14,18
administ	annual 18:6	assistant	8:24 9:12	6:1 9:8
7:10 12:11	18:6	13:7	9:17 11:9	10:2,8
administ		± • • •		
1	1	1	1	1

11:5 13:10	14:22,24	21:11	16:2,4,11	10:21
13:12 14:2	15:1,3,23	collabor	16:16,18	constantly
15:13,25	16:1,3,8	7:6	16:19,23	7:14,19
			17:1,5,13	
16:2,4,11	16:22,24	collabor		constitu
16:18 17:1	17:2,7	8:16 9:13	17:17,21	21:19
17:5 18:13	18:25 19:4	collabor	17:22 18:2	continue
19:3,9,13	19:10,14	18:1	18:13 19:2	14:15,20
19:20,23	19:23 20:2	colleague	19:3,8,9	18:22
20:1,5,10	20:8,12,14	9:8	19:12,13	continuing
20:13,20	20:23 21:8	colleagues	19:20,21	21:22
21:23 22:2	21:21,24	6:2 8:8	19:23,24	continuous
22:5	22:1,4,7	collecti	19:25 20:1	20:18
carries 8:23	changes 6:9	21:15	20:5,7,10	convening
carry 12:19	characte	come 13:6	20:11,13	12:11
cause 1:19	6:9	comfort	20:20,21	coo 23:3,22
center 18:21	chart14:8	18:23	20:24 21:9	Cook 1:1,21
Central 1:11	CHICAGO 1:9	commend 9:7	21:23,25	5:21 9:23
CERTIFICATE	chief 6:19	11:2 21:8	22:2,5,6	19:5 21:20
23:1	7:7 10:5,6	comment 3:17	commissi	copy 21:23
certific	11:1,20	3:18,18	3:13 11:16	correct
8:19	12:4,9,20	14:16	12:10,14	23:10
certify 23:3	13:2,7	18:14	21:4,14	corrections
23:13			commitment	
	15:8,18	comments		4:7 5:4,7
chair 5:18	16:20 17:3	3:19 10:3	6:25 8:12	counsel 7:7
5:21,21,22	17:18,24	commercial	21:10,17	15:7 16:20
9:2,8	17:24 18:8	10:17	communic	counter18:2
15:14	chime 11:18	commission	13:22	country
15:14 16:11	chime 11:18 choose 11:23	commission 18:8	13:22 17:25	country 21:13
15:14 16:11 18:12	<pre>chime 11:18 choose 11:23 choosing</pre>	commission 18:8 commissi	13:22 17:25 company's	country 21:13 county 1:1
15:14 16:11 18:12 20:13	<pre>chime 11:18 choose 11:23 choosing 15:1</pre>	<pre>commission 18:8 commissi 1:17 2:4,5</pre>	13:22 17:25 company's 23:10	country 21:13 county 1:1 1:21 3:3
15:14 16:11 18:12	<pre>chime 11:18 choose 11:23 choosing</pre>	commission 18:8 commissi	13:22 17:25 company's 23:10 competent	<pre>country 21:13 county1:1 1:21 3:3 5:21 7:21</pre>
15:14 16:11 18:12 20:13	<pre>chime 11:18 choose 11:23 choosing 15:1 citizens 9:23</pre>	<pre>commission 18:8 commissi 1:17 2:4,5</pre>	13:22 17:25 company's 23:10	country 21:13 county 1:1 1:21 3:3
15:14 16:11 18:12 20:13 Chairman 2:3	<pre>chime 11:18 choose 11:23 choosing 15:1 citizens</pre>	<pre>commission 18:8 commissi 1:17 2:4,5 3:5,7,8,9</pre>	13:22 17:25 company's 23:10 competent	<pre>country 21:13 county1:1 1:21 3:3 5:21 7:21</pre>
15:14 16:11 18:12 20:13 Chairman 2:3 3:1,3,10	<pre>chime 11:18 choose 11:23 choosing 15:1 citizens 9:23</pre>	<pre>commission 18:8 commissi 1:17 2:4,5 3:5,7,8,9 4:9,13,16</pre>	13:22 17:25 company's 23:10 competent 9:20	<pre>country 21:13 county 1:1 1:21 3:3 5:21 7:21 8:9 9:23</pre>
15:14 16:11 18:12 20:13 Chairman 2:3 3:1,3,10 3:11,12,16	<pre>chime 11:18 choose 11:23 choosing 15:1 citizens 9:23 city 18:19</pre>	<pre>commission 18:8 commissi 1:17 2:4,5 3:5,7,8,9 4:9,13,16 4:17,19,20</pre>	13:22 17:25 company's 23:10 competent 9:20 complete	<pre>country 21:13 county 1:1 1:21 3:3 5:21 7:21 8:9 9:23 19:5 21:20</pre>
15:14 16:11 18:12 20:13 Chairman 2:3 3:1,3,10 3:11,12,16 3:24 4:16	<pre>chime 11:18 choose 11:23 choosing 15:1 citizens 9:23 city 18:19 clarific</pre>	<pre>commission 18:8 commissi 1:17 2:4,5 3:5,7,8,9 4:9,13,16 4:17,19,20 4:22,25</pre>	13:22 17:25 company's 23:10 competent 9:20 complete 10:19	<pre>country 21:13 county 1:1 1:21 3:3 5:21 7:21 8:9 9:23 19:5 21:20 couple 3:25</pre>
15:14 16:11 18:12 20:13 Chairman 2:3 3:1,3,10 3:11,12,16 3:24 4:16 4:20,23	<pre>chime 11:18 choose 11:23 choosing 15:1 citizens 9:23 city18:19 clarific 10:14</pre>	<pre>commission 18:8 commissi 1:17 2:4,5 3:5,7,8,9 4:9,13,16 4:17,19,20 4:22,25 5:5,5,8,9</pre>	13:22 17:25 company's 23:10 competent 9:20 complete 10:19 Completing	<pre>country 21:13 county 1:1 1:21 3:3 5:21 7:21 8:9 9:23 19:5 21:20 couple 3:25 4:3</pre>
15:14 16:11 18:12 20:13 Chairman 2:3 3:1,3,10 3:11,12,16 3:24 4:16 4:20,23 5:1,7,11	<pre>chime 11:18 choose 11:23 choosing 15:1 citizens 9:23 city 18:19 clarific 10:14 clarify 16:3</pre>	<pre>commission 18:8 commissi 1:17 2:4,5 3:5,7,8,9 4:9,13,16 4:17,19,20 4:22,25 5:5,5,8,9 5:11,13,14</pre>	13:22 17:25 company's 23:10 competent 9:20 complete 10:19 Completing 8:1	<pre>country 21:13 county 1:1 1:21 3:3 5:21 7:21 8:9 9:23 19:5 21:20 couple 3:25 4:3 COURT 4:11</pre>
15:14 16:11 18:12 20:13 Chairman 2:3 3:1,3,10 3:11,12,16 3:24 4:16 4:20,23 5:1,7,11 5:14,18	<pre>chime 11:18 choose 11:23 choosing 15:1 citizens 9:23 city 18:19 clarific 10:14 clarify 16:3 Clark 1:5,21</pre>	<pre>commission 18:8 commissi 1:17 2:4,5 3:5,7,8,9 4:9,13,16 4:17,19,20 4:22,25 5:5,5,8,9 5:11,13,14 5:16,17,23 5:24 6:3,4</pre>	13:22 17:25 company's 23:10 competent 9:20 complete 10:19 Completing 8:1 compliance	<pre>country 21:13 county 1:1 1:21 3:3 5:21 7:21 8:9 9:23 19:5 21:20 couple 3:25 4:3 COURT 4:11 craft 10:21</pre>
15:14 16:11 18:12 20:13 Chairman 2:3 3:1,3,10 3:11,12,16 3:24 4:16 4:20,23 5:1,7,11 5:14,18 6:1 16:19 Chairman	<pre>chime 11:18 choose 11:23 choosing 15:1 citizens 9:23 city 18:19 clarific 10:14 clarify 16:3 Clark 1:5,21 clear 18:21 clerk 7:4</pre>	<pre>commission 18:8 commissi 1:17 2:4,5 3:5,7,8,9 4:9,13,16 4:17,19,20 4:22,25 5:5,5,8,9 5:11,13,14 5:16,17,23 5:24 6:3,4 9:1,3,4,7</pre>	13:22 17:25 company's 23:10 competent 9:20 complete 10:19 Completing 8:1 compliance 7:21 8:6 comply15:4	<pre>country 21:13 county 1:1 1:21 3:3 5:21 7:21 8:9 9:23 19:5 21:20 couple 3:25 4:3 COURT 4:11 craft 10:21 credential 8:19</pre>
15:14 16:11 18:12 20:13 Chairman 2:3 3:1,3,10 3:11,12,16 3:24 4:16 4:20,23 5:1,7,11 5:14,18 6:1 16:19 chairman 9:9	<pre>chime 11:18 choose 11:23 choosing 15:1 citizens 9:23 city 18:19 clarific 10:14 clarify 16:3 Clark 1:5,21 clear 18:21 clerk 7:4 17:3,6,18</pre>	<pre>commission 18:8 commissi 1:17 2:4,5 3:5,7,8,9 4:9,13,16 4:17,19,20 4:22,25 5:5,5,8,9 5:11,13,14 5:16,17,23 5:24 6:3,4 9:1,3,4,7 10:2,5,7,8</pre>	13:22 17:25 company's 23:10 competent 9:20 complete 10:19 Completing 8:1 compliance 7:21 8:6 comply15:4 complying	<pre>country 21:13 county 1:1 1:21 3:3 5:21 7:21 8:9 9:23 19:5 21:20 couple 3:25 4:3 COURT 4:11 craft 10:21 credential 8:19 credentials</pre>
15:14 16:11 18:12 20:13 Chairman 2:3 3:1,3,10 3:11,12,16 3:24 4:16 4:20,23 5:1,7,11 5:14,18 6:1 16:19 Chairman 9:9 Chairperson	<pre>chime 11:18 choose 11:23 choosing 15:1 citizens 9:23 city 18:19 clarific 10:14 clarify 16:3 Clark 1:5,21 clear 18:21 clerk 7:4 17:3,6,18 17:24 18:9</pre>	<pre>commission 18:8 commissi 1:17 2:4,5 3:5,7,8,9 4:9,13,16 4:17,19,20 4:22,25 5:5,5,8,9 5:11,13,14 5:16,17,23 5:24 6:3,4 9:1,3,4,7 10:2,5,7,8 10:11,13</pre>	13:22 17:25 company's 23:10 competent 9:20 complete 10:19 Completing 8:1 compliance 7:21 8:6 comply15:4 complying 14:7	<pre>country 21:13 county 1:1 1:21 3:3 5:21 7:21 8:9 9:23 19:5 21:20 couple 3:25 4:3 COURT 4:11 craft 10:21 credential 8:19 credentials 8:17</pre>
15:14 16:11 18:12 20:13 Chairman 2:3 3:1,3,10 3:11,12,16 3:24 4:16 4:20,23 5:1,7,11 5:14,18 6:1 16:19 chairman 9:9 chairperson 9:12 21:10	<pre>chime 11:18 choose 11:23 choosing 15:1 citizens 9:23 city18:19 clarific 10:14 clarify16:3 Clark 1:5,21 clear 18:21 clerk 7:4 17:3,6,18 17:24 18:9 18:9,14</pre>	<pre>commission 18:8 commissi 1:17 2:4,5 3:5,7,8,9 4:9,13,16 4:17,19,20 4:22,25 5:5,5,8,9 5:11,13,14 5:16,17,23 5:24 6:3,4 9:1,3,4,7 10:2,5,7,8 10:11,13 11:2,5,6,6</pre>	13:22 17:25 company's 23:10 competent 9:20 complete 10:19 Completing 8:1 compliance 7:21 8:6 comply15:4 comply15:4 complying 14:7 computer	<pre>country 21:13 county1:1 1:21 3:3 5:21 7:21 8:9 9:23 19:5 21:20 couple 3:25 4:3 COURT 4:11 craft10:21 credential 8:19 credentials 8:17 Cristin2:11</pre>
15:14 16:11 18:12 20:13 Chairman 2:3 3:1,3,10 3:11,12,16 3:24 4:16 4:20,23 5:1,7,11 5:14,18 6:1 16:19 chairman 9:9 chairperson 9:12 21:10 21:20	<pre>chime 11:18 choose 11:23 choosing 15:1 citizens 9:23 city 18:19 clarific 10:14 clarify 16:3 Clark 1:5,21 clear 18:21 clerk 7:4 17:3,6,18 17:24 18:9 18:9,14 Clip 23:4</pre>	<pre>commission 18:8 commissi 1:17 2:4,5 3:5,7,8,9 4:9,13,16 4:17,19,20 4:22,25 5:5,5,8,9 5:11,13,14 5:16,17,23 5:24 6:3,4 9:1,3,4,7 10:2,5,7,8 10:11,13 11:2,5,6,6 11:20,25</pre>	13:22 17:25 company's 23:10 competent 9:20 complete 10:19 Completing 8:1 compliance 7:21 8:6 comply15:4 comply15:4 complying 14:7 computer 23:5	<pre>country 21:13 county 1:1 1:21 3:3 5:21 7:21 8:9 9:23 19:5 21:20 couple 3:25 4:3 COURT 4:11 craft 10:21 credential 8:19 credentials 8:17 Cristin 2:11 7:7</pre>
15:14 16:11 18:12 20:13 Chairman 2:3 3:1,3,10 3:11,12,16 3:24 4:16 4:20,23 5:1,7,11 5:14,18 6:1 16:19 chairman 9:9 chairperson 9:12 21:10 21:20 chairwoman	<pre>chime 11:18 choose 11:23 choosing 15:1 citizens 9:23 city 18:19 clarific 10:14 clarify 16:3 Clark 1:5,21 clear 18:21 clerk 7:4 17:3,6,18 17:24 18:9 18:9,14 Clip 23:4 close 6:17</pre>	<pre>commission 18:8 commissi 1:17 2:4,5 3:5,7,8,9 4:9,13,16 4:17,19,20 4:22,25 5:5,5,8,9 5:11,13,14 5:16,17,23 5:24 6:3,4 9:1,3,4,7 10:2,5,7,8 10:11,13 11:2,5,6,6 11:20,25 12:3,4,5,9</pre>	13:22 17:25 company's 23:10 competent 9:20 complete 10:19 Completing 8:1 compliance 7:21 8:6 comply15:4 comply15:4 complying 14:7 computer 23:5 concerns	<pre>country 21:13 county 1:1 1:21 3:3 5:21 7:21 8:9 9:23 19:5 21:20 couple 3:25 4:3 COURT 4:11 craft 10:21 credential 8:19 credentials 8:17 Cristin 2:11 7:7 crucial 7:13</pre>
15:14 16:11 18:12 20:13 Chairman 2:3 3:1,3,10 3:11,12,16 3:24 4:16 4:20,23 5:1,7,11 5:14,18 6:1 16:19 Chairman 9:9 Chairperson 9:12 21:10 21:20 Chairwoman 3:6 9:3,6	<pre>chime 11:18 choose 11:23 choosing 15:1 citizens 9:23 city 18:19 clarific 10:14 clarify 16:3 Clark 1:5,21 clear 18:21 clerk 7:4 17:3,6,18 17:24 18:9 18:9,14 Clip 23:4 close 6:17 8:24</pre>	<pre>commission 18:8 commissi 1:17 2:4,5 3:5,7,8,9 4:9,13,16 4:17,19,20 4:22,25 5:5,5,8,9 5:11,13,14 5:16,17,23 5:24 6:3,4 9:1,3,4,7 10:2,5,7,8 10:11,13 11:2,5,6,6 11:20,25 12:3,4,5,9 12:20 13:3</pre>	13:22 17:25 company's 23:10 competent 9:20 complete 10:19 Completing 8:1 compliance 7:21 8:6 comply15:4 comply15:4 complying 14:7 computer 23:5 concerns 12:12	<pre>country 21:13 county1:1 1:21 3:3 5:21 7:21 8:9 9:23 19:5 21:20 couple 3:25 4:3 COURT 4:11 craft10:21 credential 8:19 credentials 8:17 Cristin 2:11 7:7 crucial 7:13 7:17</pre>
15:14 16:11 18:12 20:13 Chairman 2:3 3:1,3,10 3:11,12,16 3:24 4:16 4:20,23 5:1,7,11 5:14,18 6:1 16:19 chairman 9:9 chairperson 9:12 21:10 21:20 chairwoman 3:6 9:3,6 10:4,10,12	<pre>chime 11:18 choose 11:23 choosing 15:1 citizens 9:23 city18:19 clarific 10:14 clarify16:3 Clark 1:5,21 clear 18:21 clerk 7:4 17:3,6,18 17:24 18:9 18:9,14 Clip 23:4 close 6:17 8:24 closely 7:6</pre>	<pre>commission 18:8 commissi 1:17 2:4,5 3:5,7,8,9 4:9,13,16 4:17,19,20 4:22,25 5:5,5,8,9 5:11,13,14 5:16,17,23 5:24 6:3,4 9:1,3,4,7 10:2,5,7,8 10:11,13 11:2,5,6,6 11:20,25 12:3,4,5,9 12:20 13:3 13:10,12</pre>	13:22 17:25 company's 23:10 competent 9:20 complete 10:19 Completing 8:1 compliance 7:21 8:6 comply15:4 comply15:4 comply15:4 complying 14:7 computer 23:5 concerns 12:12 congrats	<pre>country 21:13 county1:1 1:21 3:3 5:21 7:21 8:9 9:23 19:5 21:20 couple 3:25 4:3 COURT 4:11 craft10:21 credential 8:19 credentials 8:17 Cristin 2:11 7:7 crucial 7:13 7:17 CUMMINGS 2:9</pre>
15:14 16:11 18:12 20:13 Chairman 2:3 3:1,3,10 3:11,12,16 3:24 4:16 4:20,23 5:1,7,11 5:14,18 6:1 16:19 chairman 9:9 chairperson 9:12 21:10 21:20 chairwoman 3:6 9:3,6 10:4,10,12 11:16 13:3	<pre>chime 11:18 choose 11:23 choosing 15:1 citizens 9:23 city 18:19 clarific 10:14 clarify 16:3 Clark 1:5,21 clear 18:21 clerk 7:4 17:3,6,18 17:24 18:9 18:9,14 Clip 23:4 close 6:17 8:24 closely 7:6 Co-Chief</pre>	<pre>commission 18:8 commissi 1:17 2:4,5 3:5,7,8,9 4:9,13,16 4:17,19,20 4:22,25 5:5,5,8,9 5:11,13,14 5:16,17,23 5:24 6:3,4 9:1,3,4,7 10:2,5,7,8 10:11,13 11:2,5,6,6 11:20,25 12:3,4,5,9 12:20 13:3 13:10,12 13:16 14:2</pre>	13:22 17:25 company's 23:10 competent 9:20 complete 10:19 Completing 8:1 compliance 7:21 8:6 comply15:4 comply15:4 comply15:4 complying 14:7 computer 23:5 concerns 12:12 congrats 11:15	<pre>country 21:13 county 1:1 1:21 3:3 5:21 7:21 8:9 9:23 19:5 21:20 couple 3:25 4:3 COURT 4:11 craft 10:21 credential 8:19 credentials 8:17 Cristin 2:11 7:7 crucial 7:13 7:17</pre>
15:14 16:11 18:12 20:13 Chairman 2:3 3:1,3,10 3:11,12,16 3:24 4:16 4:20,23 5:1,7,11 5:14,18 6:1 16:19 Chairman 9:9 Chairperson 9:12 21:10 21:20 Chairwoman 3:6 9:3,6 10:4,10,12 11:16 13:3 13:11,13	<pre>chime 11:18 choose 11:23 choosing 15:1 citizens 9:23 city 18:19 clarific 10:14 clarify 16:3 Clark 1:5,21 clear 18:21 clerk 7:4 17:3,6,18 17:24 18:9 18:9,14 Clip 23:4 close 6:17 8:24 closely 7:6 Co-Chief 12:2</pre>	<pre>commission 18:8 commissi 1:17 2:4,5 3:5,7,8,9 4:9,13,16 4:17,19,20 4:22,25 5:5,5,8,9 5:11,13,14 5:16,17,23 5:24 6:3,4 9:1,3,4,7 10:2,5,7,8 10:11,13 11:2,5,6,6 11:20,25 12:3,4,5,9 12:20 13:3 13:10,12 13:16 14:2 14:10</pre>	13:22 17:25 company's 23:10 competent 9:20 complete 10:19 Completing 8:1 compliance 7:21 8:6 comply15:4 comply15:4 complying 14:7 computer 23:5 concerns 12:12 congrats 11:15 Congratu	<pre>country 21:13 county1:1 1:21 3:3 5:21 7:21 8:9 9:23 19:5 21:20 couple 3:25 4:3 COURT 4:11 craft10:21 credential 8:19 credentials 8:17 Cristin 2:11 7:7 crucial 7:13 7:17 CUMMINGS 2:9 cycle 9:18 </pre>
15:14 16:11 18:12 20:13 Chairman 2:3 3:1,3,10 3:11,12,16 3:24 4:16 4:20,23 5:1,7,11 5:14,18 6:1 16:19 Chairman 9:9 Chairperson 9:12 21:10 21:20 Chairwoman 3:6 9:3,6 10:4,10,12 11:16 13:3 13:11,13 14:3,11,12	<pre>chime 11:18 choose 11:23 choosing 15:1 citizens 9:23 city 18:19 clarific 10:14 clarify 16:3 Clark 1:5,21 clear 18:21 clerk 7:4 17:3,6,18 17:24 18:9 18:9,14 Clip 23:4 close 6:17 8:24 closely 7:6 Co-Chief 12:2 code 20:19</pre>	<pre>commission 18:8 commissi 1:17 2:4,5 3:5,7,8,9 4:9,13,16 4:17,19,20 4:22,25 5:5,5,8,9 5:11,13,14 5:16,17,23 5:24 6:3,4 9:1,3,4,7 10:2,5,7,8 10:11,13 11:2,5,6,6 11:20,25 12:3,4,5,9 12:20 13:3 13:10,12 13:16 14:2 14:10 15:13,14</pre>	13:22 17:25 company's 23:10 competent 9:20 complete 10:19 Completing 8:1 compliance 7:21 8:6 comply15:4 comply15:4 comply15:4 complying 14:7 computer 23:5 concerns 12:12 congrats 11:15 Congratu 17:16	<pre>country 21:13 county 1:1 1:21 3:3 5:21 7:21 8:9 9:23 19:5 21:20 couple 3:25 4:3 COURT 4:11 craft 10:21 credential 8:19 credentials 8:17 Cristin 2:11 7:7 crucial 7:13 7:17 CUMMINGS 2:9 cycle 9:18 </pre>
15:14 16:11 18:12 20:13 Chairman 2:3 3:1,3,10 3:11,12,16 3:24 4:16 4:20,23 5:1,7,11 5:14,18 6:1 16:19 Chairman 9:9 Chairperson 9:12 21:10 21:20 Chairwoman 3:6 9:3,6 10:4,10,12 11:16 13:3 13:11,13	<pre>chime 11:18 choose 11:23 choosing 15:1 citizens 9:23 city 18:19 clarific 10:14 clarify 16:3 Clark 1:5,21 clear 18:21 clerk 7:4 17:3,6,18 17:24 18:9 18:9,14 Clip 23:4 close 6:17 8:24 closely 7:6 Co-Chief 12:2</pre>	<pre>commission 18:8 commissi 1:17 2:4,5 3:5,7,8,9 4:9,13,16 4:17,19,20 4:22,25 5:5,5,8,9 5:11,13,14 5:16,17,23 5:24 6:3,4 9:1,3,4,7 10:2,5,7,8 10:11,13 11:2,5,6,6 11:20,25 12:3,4,5,9 12:20 13:3 13:10,12 13:16 14:2 14:10</pre>	13:22 17:25 company's 23:10 competent 9:20 complete 10:19 Completing 8:1 compliance 7:21 8:6 comply15:4 comply15:4 comply15:4 complying 14:7 computer 23:5 concerns 12:12 congrats 11:15 Congratu	<pre>country 21:13 county1:1 1:21 3:3 5:21 7:21 8:9 9:23 19:5 21:20 couple 3:25 4:3 COURT 4:11 craft10:21 credential 8:19 credentials 8:17 Cristin2:11 7:7 crucial 7:13 7:17 CUMMINGS 2:9 cycle 9:18 </pre>

				Paye 20
13:6,6	disagree	8:19	extensive	follows
data 15:8,18	18:12	enhances 8:5	7:9	19:16
15:20	disagree	enjoyed17:8	extent 13:20	forget 18:19
16:13	21:4	ensure 6:10	eye 9:14	Forgive
date 3:2	discussing	15:21	eyes 20:13	17:13
Dated 23:19	15:15	ensured		former 8:8
dates 6:12	discussion	15:22	F	fortunate
day 1:23	11:17 14:3	entertain	facilitate	7:9
23:19	15:12	21:17	6:13	fortunately
days 19:16	16:17 17:7	enthusia	facilitated	9:10
Debra 2:15	17:12	12:22	15:7	forum 16:17
3:20,22,24	district 7:2	13:24	facts 15:16	<pre>forward 9:25</pre>
December	8:5	Escarpita	failure 14:6	10:1 11:4
1:11,23	doing 11:14	2:10 3:5,7	15:4	21:20,21
3:2 5:22	20:21	3:9,11,22	familiar	found 11:7
12:1 19:18	doubt 11:20	7:9 13:17	9:17	21:5
23:19	drafting	13:25	family 8:13	four 12:14
decided	14:7	escorted	8:13 13:21	front 11:12
21:13	Duffy 2:11	14:17	fantastic	18:2
decision	7:7 14:10	especially	11:18 17:8	full 7:1
16:15	14:13,18	15:15	favor 4:23	23:10
dedication	14:21,23	essential	5:15 10:12	fully 15:14
13:19	14:25 15:2	18:19	11:24	functions
define 7:24		established	15:11 19:1	15:10
deliver 8:7	E	8:22 16:12	19:11,24	further 15:6
delivery	earlier 6:17	ethics 7:7	20:9 22:4	15:12
6:11	6:18 12:23	evenings	feel 11:21	23:13
democracy	easy 6:20	13:20	14:5	FY 6:5
21:12	effectively	event 15:16	FEMALE 16:15	
deputy 10:5	9:15 21:3	evolving 6:7	17:16	G
10:6 11:2	efficiency	exactly	field 6:15	gain 18:17
11:18,20	6:23	16:14	Fieldman 4:1	gavel 6:1
12:3,9,20	efficient	example 7:20	4:1,2	9:2
13:7 17:24	8:22	exceptional	-	<pre>general 7:7</pre>
18:8	efficiently	8:14 9:9	filled 18:7	15:7
descript	9:15 21:3	excited 21:9	final 20:2	gentlemen
14:8 17:11	elected 9:11	excuse 14:15	finance 8:9	15:12
despite 9:12	9:22 15:9	executed	financial	George 1:17
determined	Ellis 3:20	6:21	7:10	2:3 9:8
12:15	3:20,22,24	execution	first 3:20	give 14:16
detriment	email 14:8	6:13 7:19	4:5 5:20	going 10:1
13:21	employees	11:9	7:20 10:25	11:23
development	6:16	experience	11:1,18	15:13
10:23 21:1	employment	6:25 7:10	13:7,8	16:20
difficult	7:20	9:22 18:17	17:23	gotten 18:14
7:12	endorse 14:4	18:20	18:25	government
diligent	15:3	experienced	fiscal 5:23	18:17
10:18	engage 9:16	9:16	floor 1:7	groundwork
diligently	enhance 6:23	expressing	3:21	8:22
12:18	7:8 8:17	14:22,24	folks 18:20	grow 8:7
1	I	I	I	I

growth 21:1	important	intervie	knowledge	18:14
21:20	6:6 12:7	12:24	7:12 11:9	Manzano 2:13
guidance	12:13 13:2	investment		6:19
6:24	18:22	8:15	L	March 13:5
	impressed	involved	LARRY 2 : 5	19:16
H	11:19	23:15	late 4:4	matters
happen 4 : 3	13:19	issue 12:1	lean 7:19	20:19
happened	<pre>improve 8:7</pre>	15:15,20	<pre>learned7:14</pre>	maximize
16:14	improvement	issues 21:13	7:19 10:21	7:25
happens 16 : 6	7:23	item 5:1,20	led 15:5	means 8:6
happy 11 : 17	improvem	10:4 11:17	legal 14:25	23:5
17:19	7:13,18	19:15 20:2	length 13:1	measures
hard 6:16,19	8:25	items 15:11	let's 3:1	6:10,22
10:17	inapprop		light 12:21	meet 15:5
12:19	15:15	J	13:16	<pre>meeting1:3</pre>
13:19 21:2	inaudible	Japan 15:18	Liliana 2:10	1:17,19
21:7	5:1 6:12	job8:10,14	7:9 8:8	3:2,3 4:6
hardship	6:25 7:1,8	9:9 14:8	13:17,25	4:10,14
12:21	8:1 11:8	17:8,10,22	14:4 15:12	5:3,10
hardworking	16:16 20:1	21:6	Liliana's	13:5,5
8:11	including	JR 2:5 3:8	7:17 14:5	19:15,19
<pre>hearing1:7</pre>	10:16	4:9,13,22	<pre>limited 3:18</pre>	19:22
6:12 10:16	increased	4:25 5:9	little 11:11	20:17 22:3
held1:23	7:2	5:16 9:4,7	<pre>locking15:7</pre>	22:8
helping 9:19	indicated	10:11,13	long 11:13	meetings
highlighted	12:23	11:25	12:22	12:11
15:6	information	13:16	17:14	members 3:17
historic	13:22 18:1	16:16,19	look 9:25	15:8 16:22
12:10 18:9	informed	16:23	11:3 21:20	mentioned
history	15:17 16:9	17:13,17	21:21	15:17 23:8
10:24,25	initiative	17:21 19:2	looked 9:20	methodic
honed 10:21	6:19	19:8,12,21	11:7	7:15
honestly	initiatives	19:25 20:7	lot 12:18	meticulo
14:5	6:24	20:11,21	18:20	7:15
hour1:23	innovation	20:24	20:25	mid 9:18
I	21:18	21:25 22:6	luck 9:2	milestone
ideas 21:17	input 9:14	Juan 2:13 6:19	M	8:18
IG7:22	Institute	judicial 8:3	Madame 16:19	minimize 8:5
Illinois 1:9	8:16	June 19:17	18:12	minute 4:4
8:16 20:19	integrity	June 19:17	main 16:6	minutes 3:19
immediate	15:20	K	making 11:3	3:25 4:6,8
12:12	16:13 intelligent	keep 14:16	18:2	4:10,14,17
Implemen	11:11	kept 9:14	male 17:23	5:2,4,8,10 13:5
7:20	interest	know 3:18	management	
implemented	9:19	7:12 11:8	8:3	Monday 1:11
6:22 7:14		18:14,16	Manuel 2:12	19:17,18
7:18 8:4	interested	18:18	7:4 17:6	month 6:18
importance	23:15	knowing	17:15,17	months 12:14
12:8	<pre>interests 21:19</pre>	18:23	17:20	motion 4:21 4:21 5:15
		10.2J		

· · · · · · · · · · · · · · · · · · ·				Page 28
5:19 10:6		outcome	10:13	10:23 21:7
10:8,11	0	23:15	policy 19:6	professi
11:3,3	O'Shields		19:7	-
	12:3	outgoing 9:8		9:24 10:20
12:2 13:11	observat	outstanding	position	proficiency
13:15 14:2	13:17	17:22	8:23 9:11	8:20
19:6,10,14	obtain 8:18	overall 8:20	12:5,6,7,8	profited
19:18 20:3	Obviously	oversee 7:10	12:13,15	7:11
20:8,15,16	11:6		12:17,21	prohibiting
21:24	occurred	P	12:24 13:8	15:9
move 4:4,9	16:14	p.m 1:11,25	18:7,8,10	<pre>project 8:2</pre>
4:14 5:9	occurs 5:22	22:8	18:11,12	prompt 8:22
13:4,25		page 11:13	positions	property
16:14 17:5	October 15:6	part15:21	17:10	8:16 20:19
19:21 20:5	office 7:11	15:24	possible	protect
20:20 22:2	8:8 12:11	particul	6:24 15:21	16:12
	15:10 16:1	11:1	16:5	
moved 19:8	18:10			protects
19:20	officer7:7	parties	possibly	6:18
21:25	official	23:15	14:23	protocols
moves 4:17	9:22 15:9	partnership	post 17:10	16:12
5:8 19:23	officials	6:3 , 16	potential	proud 8:14
Moving 5:19	7:1	passes 4:21	12:25	proudly 11:3
	OIG 14:7	5:19 13:11	practices	provide 3:19
N	15:5	19:14	7:23	13:24
Nathan 23:3	Okay 3:16,25	20:15	present2:7	provides
23:22	4:2 10:12	paste 21:23	3:6,8,10	13:22
necessary	11:16	payers 9:19	3:13,24	<pre>public 3:2</pre>
18:5	13:11	<pre>percent7:3</pre>	president's	3:16,17,17
need 7:16	16:23,24	perform	8:8	3:18 5:3
13:1,23	17:7 19:4	15:10	pretty 18:20	6:7 7:10
18:20	19:10	performance	prior 9:12	purpose
needed 13:6	old 4:5,5	8:10	prioritizes	20:18
needs 13:21		person 10:21	13:21	put 11:13
neglected	5:2	personal	priority	18:16
7:2	once 6:11	14:6 23:14	9:16	
neither	open 9:13,13	personally	privilege	Q
23:13	11:22	14:4	9:5	qualified
network	17:11 18:7	personnel	proactive	9:20
18:18	18:11	7:22 8:15	6:10	quarterly
new 5:19,19	opening	Pikover 23:3	probably	19:15,19
5:20,22	11:17 14:3	23:22		question
	17:7		13:20	_
10:5 14:7	opinion 7:17	place 11:10	proceed 3:13	15:5
19:5 21:8	oppose 12 : 7	plan 7:21	13:2 16:12	quick 13:4
21:17	opposed	played 7:13	proceeds	18:13
newly 9:10	12:23	7:17	7:15	quorum 3:11
NICHOLAS 2:9	optimistic	please 3:4	process 7:8	R
noon 3:2	21:9	3:14 14:16	11:22	
North 1:5,21	order 3:4	pledge 3:14	17:11	ran 9:15
noted 7:22	organiza	3:15	profession	ratio8:1
7:25 8:3	14:18,23	podium 3:19	9:5	raved 8:9
	ORRIS 2:16	point 9:4,13	professi	re-adver
				<u> </u>

				Page 29
18:6	20:19	16:23	19:11 20:7	20:14
re-appoi	requires	17:13,17	20:8 22:1	sir21:21
15:11	8:11	17:21 19:2	seconds 4:3	situation
really 7:11	requiring	19:8,12,21	4:20 5:14	15:14
reappoin	7:4	19:24,25	11:4 19:24	six 6:17
14:4	resources	20:7,11,21	secretary	Sixth 1:7
rearrange	7:25	20:24	3:4,5,7,9	somewhat
6:14	respectf	20.24 21:25 22:6	3:11,22	12:20
rearranged	18:12	role 7:13,17	13:14,15	soon 8:17
6:12	respond	9:18 12:14	13:18,25	sorry 4:11
rearranging	11:25 14:6	12:20	15:4,6,7	4:23 17:9
6:20	response 5:6	16:11	secretary's	17:24
reason 13:24	13:4	17:14,22	7:11 8:3	speak 9:22
recall 11:17	responsi	roll 3:4	secure 8:6	speaker 3:20
recognizing	12:19	room1:7,21	16:5	4:1 16:15
9:17	responsi	3:23	security	17:16
recommen	16:7	rotate 9:9	15:19,22	Speakers
14:6,7	responsible	Round 5:23	16:10	3:19
17:5	10:18	rules 7:22	see 6:7 9:21	
	12:10		see 6:7 9:21 seen 8:12	<pre>speaking 11:19</pre>
recommen 7:22		20:3,4,6 21:12	11:8 20:25	14:11 15:2
record 3:12	restruct 7:24	RUSH-287	sent14:8	16:1 20:14
		23:4		
4:21 6:6	review1:1 1:21 3:4	23:4	September	SPECIAL 1:3 1:17
reference 13:4	5:22 6:7,9	S	5:3,10 19:17	staff 7:1,5
reflect 3:12		sacrifice	serve 9:23	8:24 9:17
4:21	17:18,25 19:6 23:4	8:12	11:1 16:12	9:20 11:9
		sadness 14:5	17:24	
regarding 6:5	reviewed 9:20 23:9	Samantha 2:4	served 12:3	12:4,18 13:6 15:8
regular	9:20 23:9 reviews18:4	5:23	12:13	15:15,16
19:15,19	revised 4:6	saying 4:24		21:2,5,6
rehash 15:13	4:10	15:23	13:18,23	
relevant	revisions	schedule	17:14,17 17:23	<pre>staffing 8:7 staffs 12:12</pre>
18:1	4:14	6:13,14,15	18:16	12:18 21:3
		6:20 8:2		21:7
rely10:18	right 3:1	19:16,19	Servers	
remaining 20:17	12:6 17:1 17:2	scheduled	15:19 16:5 serves 12:9	stand 3:14 States 15:19
20:17 remiss 14:14	risk 8:6	6:17	serves 12:9 service 9:25	statute 5:22
remiss 14:14 remote 19:6	15:20	schedules	service 9:25 session 6:17	9:10
19:7	16:10	6:14	20:18	Steel 4:20
remove 13:5	Rogers 2:5	scientist	shared 18:1	6:4
19:6	3:7,8 4:9	15:8,18	show 3:25	Steele 2:4
renewal 6:10	4:13,16,17	second 4:18	signed 3:17	3:5,6 4:19
repeat 4:11	4:13,10,17	4:19 5:1	significant	5:5,11,13
	4:22,25 5:5,8,9,16	5:12,13	6:9 8:2,12	5:14,17,23
4:11	6:3 9:4,7	10:10,11	10:16	5:24 9:1,3
republish	10:11,13	11:3,24	21:13	9:6 10:4
18:6	11:7,25	13:9 14:2	signify 4:23	10:10,12
request 15:5	13:16	16:24	Signify 4:25	11:16 12:5
required	16:16,19	18:25 19:9	15:2 16:1	12:6 13:3
TEdarrea	±0.±0,±9	±0.20 ±7.9	1J.2 10.1	12.0 IJ.J
1	1	1	1	1

				Page 30
14:3,11,15	8:25 10:20	time 3:2	understa	wish 9:1
14:20,22	15:22	8:12 12:8	4:2	14:10
14:24 15:1	takes 11:14	12:17,22	unfortun	woman 10:25
15:3,23	talent 8:17	12:25	9:10	11:1
16:1,3,8	TARA 2:16	13:21	United 15:19	wonderful
16:22,24	task10:19	timeliness	use 18:19	10:2 11:20
17:2,7	tasks 8:23	8:23	utilizing	words 6:5
18:25 19:4	tax 9:15,19	timely 6:10	23:5	work 6:16,19
19:10,14	20:19	6:15 14:6		7:5,16
19:23 20:2	taxpayers	15:4	v	8:21,25
20:8,12,14	18:3	Timnetra	vacancy	9:17 11:8
20:23 21:9	team 6:25	2:14 10:8	12:25 13:1	11:13,14
21:21,24	7:6 15:17	10:14 11:6	18:8	13:17,19
22:1,4,7	23:6,14	11:18	vacant 12:17	14:7 18:16
stepped 7:4	Technology	12:23 13:9	12:22	18:17 21:2
10:20	16:9	Todd 4:1	18:11	21:3,5,11
steps 15:22	tell 11:13	tough 11:11	vacated	21:22
strategy 8:4	thank 3:12	toughness	12:15	worked 6:14
Street 1:5	3:16,20	11:10	value 10:17	9:12 10:14
1:21	4:16 5:11	track 6:15	variety	11:6 12:18
striving 6:8	6:2,3,4,19	tradition	10:15	worker 10:17
subjecting	7:5,5 8:13	6:2	vein 18:5	<pre>working 9:25</pre>
14:21	8:14 9:3	traditio	veterans	17:8 21:7
succeeds	9:24,25	7:2	18:14	works13:20
21:2	10:2,3,4	transcribed	vote 11:21	
success 7:3	13:3 17:20	23:5,9	13:5 16:25	X
8:25	18:24 21:6	Transcri	17:1 21:13	
successf	21:21 22:7	23:3,5,9	21:15	Y
8:4	thanking	23:13,22	voting 11:4	Yeah 20:23
suggesting	8:24	transcript		year 5:23
12:6	thanks 11:16	23:8	W	6:9,22 7:3
Super 11:11	thereof	transcri	want 6:18	7:3,14,16
support	23:16	23:1,6,11	21:6,8,18	7:18 8:21
12:23	thing 4:5	23:14	wanted 9:7	9:9,24
13:25 17:1	things 4:3	Tremendous	9:19	13:18,24
21:16	9:21,21,23	11:12	warn 14:14	17:9,15
supposed	18:18	true 23:10	way 6:21	21:1
18:23	21:18	try 21:15	11:9 18:15	year's 8:21
sure 4:13	think 6:6	Tuesday	23:15	years 8:10
7:16 9:14	10:24,25	19:16,17	we'll7:16	10:15 11:7
16:6 18:2	11:5,18,21	turn 6:1	13:4	17:18
20:14	12:6 13:2	two 3:17,18	We're 6:10	20:25
surely 18:20	13:23 17:8	15:10	we've 4:4	Z
sworn 9:11	17:10 18:5	21:13	7:18 8:22	
system 15:9	18:21	U	12:17 18:9	0
т	21:18		wealth 7:11	04 1:11
	third 11:24	unanimously	weekends	
take 9:4	thoroughly	12:15	13:20	1
16:25	13:19	understand	weeks 6:17	10 17:15,18
taken 1:19	three 12:9	14 : 13	William 12:3	
1	I	I	I	I

				rage sr
19 : 17	19:18,18			
11 5:3,10 118 1:5,21				
12:00 1:11 1:25				
12:30 22:8				
15 10:15 18 20:25				
2				
2 19:18 2020 7:22				
2022 6:18				
7:13 12:1 20231:11,23				
3:2 4:7,10 4:15 5:3				
5:10 23:19 2024 5:23				
8:4 19:15 19:16,17				
19:17,18				
19:19,21 236:5				
24 4:7,10,15 25 7:2				
3				
3 19:17 30 8:18				
4				
4 3:2 4th 1:23				
5				
5 19:16 5th 12:1				
6				
601 1:23 60602 1:9				
6th 23:19				
7				
8				
9				
9 19:16,17				
		1	Ι	I