

Minutes

HOME CARE EMPLOYMENT STANDARDS BOARD

May 24, 2022

2:00 p.m.

MEETING LOCATIONS:

Per Assembly Bill (AB) 253 (2021), public bodies whose members are not required to be elected officials may hold public meetings by means of remote technology system with no physical location.

Accordingly, all members of the public were encouraged to participate by using the web-based link and teleconference number provided in the notice.

Call to order– Cody Phinney, Chair Designee

Cody Phinney, Chair opened the meeting at 2:04 p.m.

Agenda Item 2: Roll Call – Kayla Samuels, Management Analyst

Kayla Samuels reviewed expectations for the meeting and took roll call.

BOARD MEMBERS PRESENT:

Cody Phinney, Chair Designee

Safiyyah Abdul Rahim

Michael L. DiAsio, M.D.

Barbara Carter

Farren Epstein

Gerardo Louis Gonzalez

Maxine Hartranft

Sue Wagner

Robert P. Crockett

DIVISION OF PUBLIC & BEHAVIORAL HEALTH (DPBH) STAFF PRESENT:

Kayla Samuels, Management Analyst, Bureau of Health Care Quality and Compliance (HCQC)

OTHERS PRESENT:

Pierron Tackes, Attorney General's Office

Vanessa Torti, Home Care Research and Policy Specialist, Service Employees International

Allan Ward, Home Care Employer

Alicia Ford, Home Care Worker

Erma Henderson, Home Care Worker

Roll call was taken, and it was determined that a quorum of HCESB was present.

General Public Comment

Alicija Ford introduced herself as a home care worker who has been in the home care field since 1996.

Allen Ward made comment regarding agenda item seven (7) to establish a subcommittee to create a set of recommendations regarding rates and wages in the home care industry, saying that the committee as a whole is tasked to do make those recommendations and it should not be a subcommittee, but instead the entire committee.

Agenda Item 4: Action Item – Approve Minutes from April 26, 2022, HCESB and May 2, 2022, subcommittee Meetings

Chair Phinney called for edits or discussion on the April 26, 2022, meeting minutes. None Heard.

Chair Phinney called for a motion to approve the April 26, 2022, meeting minutes. Sue Wagner made a motion to approve the April 26, 2022, minutes. Robert Crockett seconded the motion. The motion passed unanimously.

Chair Phinney called for edits or discussion on the May 2, 2022, subcommittee meeting minutes. None Heard.

Chair Phinney called for a motion to approve the May 2, 2022, subcommittee meeting minutes. Ms. Wagner made a motion to approve the May 2, 2022, minutes. Maxine Hartranft seconded the motion. The motion passed unanimously.

Agenda Item 5: Informational Item: Discussion on progress on end of year report to Director of Nevada Department of Health and Human Services (DHHS) and previous project updates

Kayla Samuels, Management Analyst I

Ms. Samuels announced Shannon Chambers has left State service and the position of Labor Commissioner is currently vacant. Once the interim or acting Labor Commissioner is named, that person will assume that position on this board. Once the information is available, it will be announced and updated on the HCESB website.

Ms. Wagner asked Ms. Samuels to repeat and confirm that the Labor Commission resigned.

Ms. Samuels confirmed the Labor Commissioner, Shannon Chambers, has left State service so that position on the Board as a voting member is currently vacant.

Ms. Samuels reviewed the [HCESB Proposed Timeline](#).

Ms. Samuels provided an update on the [Recommendation to Director on NAC 449.3973](#), stating the recommendation has been approved by Director Richard Whitley and is currently going through the process at HCQC to go into effect.

Chair Phinney asked for any questions for Ms. Samuels or herself regarding the updates.

Mr. Crockett noted the timeline shows discussion on systemic racism in the August meeting and said that topic takes preparation and if the Board discusses the topic for the first time and is two (2) meetings away from reviewing the end of year report draft, fears the Board will not address it properly.

Chair Phinney noted appreciation for the feedback and asked what specific preparation Mr. Crockett foresees being needed and can some of that get started now.

Mr. Crockett said an example is in the justice system there is assumed to be a systemic racism component that bleeds over into the background check system. Mr. Crockett said for that example, someone from the repository would need to come to discuss what action the Board could take to address the issue. The topic is important enough that bringing it up at one meeting will not be sufficient.

Chair Phinney asked for thoughts from others.

Barbara Carter asked for a status update on the survey, when it will be going out, and how it will be going out to individuals.

Chair Phinney noted Ms. Carter's question as well as the Board does not want to lose Mr. Crockett's concerns, asking if he is suggesting the Board move systemic racism up in the schedule.

Mr. Crockett said that moving the topic up in the schedule is not necessarily his request, stating the topic would be a great subcommittee to get started on now to present to the larger Board in August.

Safiyyah AbdulRahim agreed with Mr. Crockett's suggestion of creating a subcommittee to address systemic racism.

Chair Phinney said a subcommittee cannot be created on systemic racism today since it is not on this agenda, however, can be added to the next meeting's agenda. Chair Phinney asked Ms. Samuels to speak on the survey updates.

Ms. Samuels said the surveys were going through State office processes to be created and both are now live and will be going to relevant distribution avenues soon. Both surveys are on the HCESB website and will be distributed to employers by the Labor Commissioner and the

Division of Public and Behavioral Health (DPBH) in the coming week. Links are live, surveys are created, just working on getting them to the right people now.

Farren Epstein asked how the survey will get to the workers.

Chair Phinney said there is certainly a hope that employers will share the survey link with their workers, and that it will also be on State websites, be sent to the State personal care agency regulatory listserv, DPBH social media, and Medicare will be asked to send it to their contacts which are generally the agencies. Chair Phinney also stated anyone is welcome to share the survey link through their own means.

Gerardo Louis Gonzalez said he believes the topic of systemic racism deserves a whole meeting.

Chair Phinney agreed with Mr. Gonzalez, stating no one is under the impression that the subject deserves less than a whole meeting.

Pierron Tackes said to the extent that the Board wants to take any action, it has to be on the agenda. Related to the discussion on creating a subcommittee to examine issues of race and race equity, there is an agenda item related to the creation of a subcommittee to create a set of recommendations regarding rates and wages in the home care industry. If the board wants to create a subcommittee to the extent that it relates to rates and wages in the context of race, that would fit into that agenda item. Ms. Tackes said that race in the context of rates and wages would fall under Agenda Item 7.

Ms. Epstein asked what the end date was for the surveys.

Chair Phinney said her office has control of the surveys, so data will be pulled shortly before the June HCESB meeting to discuss. The goal is to leave the surveys open as long as possible.

Agenda Item 6: Possible Action Item – Discussion and possible action to approve subcommittee recommendation to Director of DHHS to require that Nevada Medicaid obtain reports from personal care agencies receiving the 15% supplemental payment on how they are spending that additional funding

Kayla Samuels, Management Analyst I

Ms. Samuels reviewed the [Recommendation to Director on the Medicaid Home and Community Based Services Plan](#) (HCBS).

Chair Phinney asked if the recommendation on the 15% supplemental payments to agencies came from the HCBS subcommittee.

Ms. Samuels confirmed.

Chair Phinney stated that in order for the recommendation to move forward, it needs to be ratified by the whole HCESB and asked for any discussion from Board members.

Ms. Wagner moved to adopt the recommendation.

Chair Phinney confirmed that Ms. Wagner was referring to the adoption of the second recommendation in the document referring to the reports on 15% supplemental payments.

Ms. Wagner confirmed the motion. Ms. Epstein seconded the motion. The motion passed unanimously.

Agenda Item 7: Possible Action Item – Discussion and possible action to establish a subcommittee to create a set of recommendations regarding rates and wages in the home care industry

Cody Phinney, Chair Designee, Deputy Administrator

Ms. Samuels said the subcommittee is a working group to develop recommendations, but the recommendations they create still need to be presented, discussed, and approved by the Board as a whole.

Chair Phinney agreed saying the subcommittee is a mechanism to do additional work before the group comes together, as the topic can be challenging.

Ms. Hartranft said she understands the subcommittee is to break up some of the work, but thinks rates and wages is one of the main issues the Board is trying to work on. Ms. Hartranft said she is sure the whole Board wants to be part of that conversation and does not want to limit that.

Chair Phinney reiterated that nothing will limit the conversation on the topic because the recommendations have to be brought to the Board to be ratified.

Ms. AbdulRahim said the prior subcommittee members are already working well together, and it was their task to make recommendations on how the American Rescue Plan funding was to be spend. Ms. AbdulRahim said the Board should keep the same subcommittee members to create recommendations on rates and wages.

Chair Phinney asked if Ms. AbdulRahim was making a motion.

Ms. AbdulRahim confirmed she is making a motion to keep the same HCBS Plan subcommittee members and expand that subcommittee's scope to include recommendations on rates and wages.

Ms. Epstein said the HCBS Plan subcommittee worked so well together and got right down to business. Ms. Epstein said it was not complicated and so long as we are all working well together

and getting things done, would like to keep the same subcommittee and just expand the scope. It was a good meeting.

Ms. Wagner agreed.

Mr. Crockett said the topic can get complicated so it would be difficult for anyone not in attendance at the subcommittee meeting to be up to speed in knowing what the numbers presented mean and what is being proposed. Mr. Crockett said he does not know why anyone would not want to be at that meeting to talk about how costs are incurred, and it would be great if everyone attended and shared comments in the subcommittee meeting.

Chair Phinney asked if Mr. Crockett was suggesting that more board members may wish to volunteer to participate in the subcommittee.

Mr. Crockett confirmed, saying Ms. Hartranft and Michael DiAsio would likely want to participate.

Ms. Hartranft confirmed and said she was not able to be part of the last subcommittee and would like to be part of this one.

Mr. DiAsio asked if the changes to rates and wages is referring to the Medicaid program or the entire industry.

Chair Phinney state the bill the creates the committee specifically refers to the Medicaid program.

Mr. DiAsio said he does not see that in the bylaws.

Chair Phinney said what HCESB has is a bill that created the Board and gave it their charge that became law, saying her recollection is that the bill specifically addresses state-funded services, it does not say Medicaid it says state-funded services, and HCESB is making recommendations to the Director of the Department of Health and Human Services. Chair Phinney asked if she was missing Mr. DiAsio' s question.

Mr. DiAsio said that even if HCESB was for the entire industry, asked if Agenda Item 7 is referring to the Medicaid portion of the industry. Mr. DiAsio said if so, he does not need to be on that subcommittee, however if the subcommittee is talking about the entire industry, then yes, the Board needs to have someone representing the private pay portion of that industry on that subcommittee. Mr. DiAsio reiterated his question asking if the subcommittee is just going to talk about the Medicaid rates and wages.

Chair Phinney stated her understanding of what happens, having worked at Medicaid, is that when Medicaid sets rates, it has impacts on the broader industry. Not because that is a requirement, but that is because Medicaid insures such a large portion of the state, so it has that

impact. Chair Phinney reiterated that is just her personal understanding of what happens. The bill that created HCESB is about specifically the Medicaid portion of the industry.

Mr. DiAsio said if that is the case, he does not need to be on the subcommittee.

Chair Phinney said if a minimum wage for care workers is put into law at some point in the future, it is her personal understanding that it would not necessarily be limited to Medicaid, if the state gets to a place where there is a minimum wage for the home care industry, which is contemplated in that bill.

Ms. Epstein asked if the subcommittee's task is for how the American Rescue Plan funding should be spend.

Chair Phinney replied that the subcommittee has already accomplished that task.

Ms. Epstein said that now the subcommittee is going to look at rates and wages, and that she would second Ms. Abdulrahim's motion that the subcommittee remains the same with an expanded scope.

Ms. Tackes asked for clarification on the question, asking whether there is a specific task to look at Medicaid rates and wages.

Chair Phinney confirmed that Mr. DiAsio's question was does the subcommittee contemplated in Agenda Item 7 address the entire industry or only Medicaid rates. Chair Phinney asked Mr. DiAsio if she had represented the question fairly.

Mr. DiAsio confirmed.

Ms. Tackes said the item is not specific to Medicaid so Agenda Item 7 to the extent that this board wants to create one or multiple subcommittees to create recommendations relating to rates and wages in the home care industry, if the Board wants to create a subcommittee specific to those rates and wages to Medicaid, they can do that. The Board needs to be specific in the motion, to the extent that it is examining some more specific issue regarding recommendations for rates and wages, such as race issues, that can also be specified. Agenda Item 7 is not limiting the discussion to Medicaid. Ms. Tackes said some of the confusion may be coming from the last subcommittee minutes, which was specific to Medicaid, but that subcommittee, as a point of clarification, was created for a specific purpose. When creating a new subcommittee, it is fine for the Board to appoint the same members, however, needs to be clear that the Board is creating a new subcommittee and is clear on what they are tasked to do. Ms. Tackes said she does not see anything specific as it relates to this agenda that the subcommittee needs to specifically relate to Medicaid.

Ms. Epstein said everyone is in favor of increasing the reimbursement rates and how the Board would be charged with setting rates in the private setting.

Chair Phinney said there is a motion to expand the existing subcommittee's capacity to make recommendations for the whole committee to consider on rates and wages, and that has been seconded. Any meeting of that group would be an open meeting, and all the Board members could attend such a meeting.

Mr. Crockett asked if there is a net funding from the State that Clark County services are included and asked if the subcommittee will also discuss the four (4) managed care organization (MCO) rates. Mr. Crockett asked if everything is included because it is government funded.

Chair Phinney said much of what Mr. Crockett named are different versions of Medicaid and apply to the conversation.

Mr. DiAsio asked for clarification on whether the subcommittee will just be for Medicaid or for the entire industry, saying if it is for the entire industry, he would like to be on the subcommittee as there will not be private pay representation otherwise.

Chair Phinney stated the motion is not limited to Medicaid, so the subcommittee should not be considered to be limited to Medicaid.

Mr. DiAsio said he would like to be on the subcommittee.

Mr. Gonzalez said he was in favor of the subcommittee.

Chair Phinney said there is a motion to expand the existing subcommittee, which was made up of three (3) members, to take on the additional charge of developing recommendations for the Board on rates and wages and noted that the subcommittee meeting is an open meeting where anyone can attend and provide comment.

Mr. Crockett asked if the motion could be modified to include the systemic racism component, or if it can be brought up in that meeting.

Chair Phinney stated there is no limitation and systemic racism as it relates to rates and wages can be brought up in the subcommittee meeting. Chair Phinney called for a vote on the motion to expand the charge of the existing subcommittee to cover rates and wages and systemic racism as it relates to rates and wages. The vote passed with seven (7) in favor and one (1) opposed.

Chair Phinney asked members of the committee who have information relevant to the discussion on rates and wages to provide that to Ms. Samuels and herself as quickly as possible to the subcommittee meeting can be scheduled and the discussion started.

Agenda Item 8: Possible Action Item – Discussion and possible recommendation to Director of DHHS to distribute a Know Your Rights bulleting to home care workers

Cody Phinney, Chair Designee, Deputy Administrator

Chair Phinney said Ms. Samuels did a lot of work to provide this document to the Board in the interim since the last HCESB meeting since Shannon Chambers has left state service. The Labor Commissioner office did provide some support for this, and Vanessa Torti will be presenting the document as an assistance to the committee.

Ms. Torti stated the [Know Your Rights](#) document is a compilation of existing regulations and that nothing new is being proposed in the notice. The bulletin touches on topics the former Labor Commissioner has already presented to the Board, namely regulations on minimum wage, overtime, paid time off (PTO), mileage reimbursement, and breaks. Plus, it provides regulations around payment practices, specifically record keeping requirements, written authorization for any wage deductions, written notification for any wage decreases, the frequency of payment requirements, and payment after withdrawal of employment. This notice was created as a result of working coming to the union and sharing their stories of finally receiving benefits, such as PTO and mileage reimbursement, for the first time because of the conversations that have been happening at this board. The goal is to make sure every employer is informed of their obligations and every worker is informed about the benefits and protections they are entitled to. Ms. Torti asked for any questions or comments.

Ms. AbdulRahim said she supports the Know Your Rights bulletin because it is going to keep workers informed of the current protections for wages, PTO, mileage reimbursement, and other areas of concern. Home care workers have already started reviewing PTO and mileage reimbursement because they have been made aware of their obligations. Ms. AbdulRahim shared the experience of Board member Ms. Epstein, who receives PTO now. The Board needs to encourage more employers to act in good faith and respect home care workers and give them what they deserve. Ms. AbdulRahim made a motion that employers are required to distribute a physical copy of the Know Your Rights bulletin to all home care workers regardless of how their clients' care is funded.

Chair Phinney clarified that what the Board can do is recommend that the Director support the requirement for the Know Your Rights bulleting to be distributed as a physical copy to all home care workers regardless of funding source.

Mr. DiAsio stated he is not opposed to the distribution of the Know Your Rights bulletin, but said the document is missing parts of each one of the laws. Mr. DiAsio recommended to type of the entire law in each section so that it is not misleading to employers or employees.

Chair Phinney said the goal that was taken on by her office was to provide a bulletin that was understandable. The document is admittedly not verbatim from law, because that can be hard to digest. Chair Phinney said her understanding is that most of the things in the bulleting have to be posted for workers verbatim in workplaces anyway, so the Know Your Rights bulleting is a supplement to help people understand and is not intended to be legal advice or verbatim law.

Mr. DiAsio said he appreciated the explanation and asked if the document says employees should reference postings in their place of employment or to please reference the various regulations for specifics.

Chair Phinney asked Mr. DiAsio if he was making a suggestion for an addition.

Mr. DiAsio said he does not know if that information is already in the document. If it is fine, if not then would add it so it is not misleading.

Chair Phinney asked Ms. Samuels to please make a note about adding Mr. DiAsio's request if it is not already in the document.

Ms. Samuels said the bottom of the Know Your Rights bulleting has a link to the Labor Commissioner website that has all the required employer postings, however if someone would like to make a suggestion to add more detail letting employers know to refer to those documents for more information, that can absolutely happen.

Mr. Crockett said he thinks the document is a great first step and would be great if the Board had time to review and make comments. There are specific exclusions that the Board should make sure are included or the Board should vote on getting rid of the section, such as in PTO a business can decline requests for PTO that are under four (4) hours, however most of the shifts in home care are under four (4) hours. If individuals are not going to trust that the agency is going to approve it, that should be in there as well so it is not misleading, or the Board should vote to exclude it from the bulletin. Mr. Crockett said there is a lot of conversation on 1099 versus W2 and thinks that information should be at the top of the document as an explanation of the difference between the two so caregivers know if they are being misclassified and not being covered by unemployment insurance or contributing to social security. Mr. Crockett said that when the document is finished, he thinks it would be great if it was a required signed document in the employee file so when HCQC go to survey personal care agencies, they can check to make sure the employer went over the document with the employee. The employee signs it saying they understand and know what it is, then nobody can say they did not know. Force the agencies to go over the bulletin with the caregiver.

Ms. Epstein agreed with Mr. Crockett's suggestion on making the Know Your Rights bulletin a required signed document.

Chair Phinney clarified that the process Mr. Crockett is suggesting would have HCQC require that document to be kept in employee files. That is a mechanism the Director could use to enforce this requirement. Chair Phinney asked if the Board needs to review a second draft of the Know Your Rights bulletin in the next meeting.

Ms. AbdulRahim said she does not want workers to be misled.

Chair Phinney asked if the Board was in agreeance on wanting something that is less formal than just verbatim cut and paste of the laws.

Ms. Epstein said the links are at the back of the bulletin. If someone really wanted to see the law, they could follow all the links.

Chair Phinney said she heard a suggestion to rearrange some things in the bulletin and add some things about PTO.

Ms. Epstein said that since the Board was created, she was shocked because she now sees PTO on her paycheck, and for 15 years it was never on her paycheck. Ms. Epstein said the sooner the Board gets the bulletin out and makes employees aware that they can qualify for PTO, the better.

Chair Phinney asked if there was a motion to either approve the draft or approve the draft with specific edits, and if the latter asked what those specific edits are.

Mr. Crockett said he is not sure what the specific edits are but can think of three (3) or four (4) more, such as travel time. There is an exclusion in distance time between visits. Caregivers are going to be upset if they read it and do not know that the exclusion exists. Mr. Crockett said there is also a single facility one-on-one exception that waives the breaktime, and asked Mr. DiAsio to confirm. Mr. Crockett said he believes the best course of action is to go through the document and add lines to make sure caregivers are not being misled and think they are getting something they may or may not qualify for. Mr. Crockett also said he would think the biggest way agencies cheat caregivers is misclassifying.

Chair Phinney asked if Mr. Crockett was referring to employers misclassifying caregivers as an employee or not.

Mr. Crockett confirmed and said the document could describe what classifies an employee versus an independent contractor, and if a worker believes they have been misclassified, to call the office of the Labor Commissioner to perform an investigation.

Ms. Epstein said she has no objection to making clarifications to the document, saying good information is always good information.

Chair Phinney called for a motion for Board members to work with Ms. Samuels on additions to the Know Your Rights bulletin and come back with another draft for the next meeting.

Mr. DiAsio made the motion for Board members to individually send edits to the Know Your Rights bulletin to Ms. Samuels and Chair Phinney, and that Ms. Samuels will collect edits for a new draft of the Know Your Rights bulletin that will be viewed at the next HCESB meeting. Ms. AbdulRahim seconded the motion. The motion passed unanimously.

Agenda Item 9: Possible Action Item – Recommendations for future agenda items.

Chair Phinney said the Board has their schedule tentatively laid out, however does hear that the Board is concerned about having enough time devoted to systemic racism. Chair Phinney brought up Mr. Crockett's example on the topic about background check requirements that are enforced by HCQC, saying that could be submitted as a recommendation for an agenda item with a recommendation on how that requirement would be changed. Chair Phinney stated she believes the requirement is in statute, so the Board would be recommending to the Director that HCESB

seeks a statute change, and what specific changes would be, offering to speak with Mr. Crockett offline on specific statutes if that would be helpful.

Mr. Crockett agreed.

Ms. Hartranft said on the agenda for the last HCESB meeting, herself and Mr. Crockett were going to discuss statutes and requirements placed on caregivers, such as the two-step tuberculosis (TB) test and statement of good health, and never got to talk about it. Ms. Hartranft asked if there is a good place to put that item in an agenda, stating it could go along with retention and recruitment.

Chair Phinney said what she would ask Ms. Hartranft to do is frame what she would like the recommendations to the Director to be. Chair Phinney stated she provided information to the industry group on the two-step TB test and can resend if it has not been well communicated, about the existing flexibilities regarding TB testing. Chair Phinney asked Ms. Hartranft to frame what the recommendations would be and send them to Ms. Samuels and herself so the recommendations can be put in an agenda in the appropriate place and, if it is something DHHS can take action on, perhaps can provide information.

Mr. DiAsio asked about agenda items that were discussed in previous meetings, such as the Nevada daily overtime (OT) rule and PTO discussions.

Chair Phinney said the motion for the OT rule that was made was that Nevada should follow other states. The information that was collected showed there are at least eight (8) other models in the country that various states use. Chair Phinney said Mr. DiAsio needs to frame what he wants as a recommendation to the Director and the committee can discuss whether they are in support of it or not. The proposed recommendation has to be specific enough that the other members know what they are voting for. The PTO discussion needs the same thing: what specific statute or regulation would the Board need to recommend being changed and to what. After receiving that information, those items will be put into the agenda for the Board to discuss and support or not support.

Ms. Samuels said the subcommittee for rates and wages also included discussion on intersectionality of rates, wages, and systemic racism and there was also discussion to create another subcommittee at the next HCESB meeting to address systemic racism specifically. Ms. Samuels asked if the Board still wanted an agenda item to create a subcommittee on systemic racism.

Chair Phinney asked if there is a Board member recommending HCSEB also create a subcommittee on systemic racism.

Ms. AbdulRahim confirmed.

Mr. Gonzalez confirmed.

Chair Phinney said the item will be included on the next agenda.

Ms. Samuels said the other proposed agenda item was to revisit another draft of the Know Your Rights bulletin after receiving edits from Board members via email.

Ms. AbdulRahim confirmed.

Ms. Carter informed the Board she has to leave the meeting. Quorum was still maintained.

General Public Comment

Erma Henderson thanked the Board for all they do and putting forth. Mr. Henderson has been a home care worker for over 20 years and is now working with The Blitz, a door-to-door campaign for the home care workers. Mr. Henderson wanted to thank the Board and that it is a big deal to be 60 years old and still be able to function and look forward to many more years to come, so thank you for what you do.

Mr. Ward said in regard to recommending rates and wages to the private sector, would recommend that the Board get some private sector business owners to understand the ins and outs of running the business and what the costs are. Mr. Ward asked Chair Phinney if it is correct that there is only one (1) private care provider on the entire Board.

Chair Phinney said public comment is not a discussion and she is not obligated to answer.

Mr. Ward strongly recommended that the Board get other business owners to understand and get enough information to understand what the costs are to be able to dictate wages and pricing to the open marketplace.

Adjournment – Cody Phinney, Chair Designee

Meeting Adjourned at 3:10 p.m.