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COUNCIL OF THE CITY OF PHILADELPHIA

3

COMMITTEE ON HOUSING, NEIGHBORHOOD

4

DEVELOPMENT AND THE HOMELESS

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Room 400, City Hall
Philadelphia, Pennsylvania
Thursday, March 16, 2006
10:00 a.m.

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PRESENT:

11

COUNCILWOMAN JANNIE BLACKWELL

12

COUNCIL PRESIDENT ANNA C. VERNA

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COUNCILMAN FRANK DiCICCO

14

COUNCILWOMAN DONNA REED MILLER

15

COUNCILMAN MICHAEL A. NUTTER

16

COUNCILMAN JUAN RAMOS

17

COUNCILWOMAN BLONDELL REYNOLDS BROWN

18

COUNCILMAN FRANK RIZZO

19

COUNCILWOMAN MARIAN B. TASCO

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RESOLUTION 050871 - Resolution calling on the
Committee on Housing, Neighborhood
Development, and the Homeless to hold public
hearings on the administration's proposed
reorganization of housing agencies.

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V A R A L L O Incorporated

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Litigation Support Services

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Eleven Penn Center

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1835 Market Street, Suite 600

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Philadelphia, Pennsylvania 19103

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215.561.2220 215.567.2670

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COUNCILWOMAN BLACKWELL: As

3

soon as all the other Councilpeople come,

4

we will begin. They told me they were

5

coming. Thanks for your patience.

6

Thanks for being here. God bless you

7

all. Thank you.

8

(Applause.)

9

(Pause.)

10

COUNCILWOMAN BLACKWELL: Good

11

afternoon. Again, let me thank you all

12

for coming. Those who are here on the

13

floor of Council and those who are in the

14

balconies, certainly we thank you all for

15

being here.

16

(Applause.)

17

COUNCILWOMAN BLACKWELL: This

18

is the Committee on Housing, Neighborhood

19

Development and the Homeless. This is

20

the fourth hearing that we are calling

21

with regard to Resolution 050871.

22

We'll have the Clerk read the

23

title of the resolution and then we will

24

proceed from there.

25

THE CLERK: Resolution 050871,

1 3/16/06 - HOUSING - RES. 050871
2 calling on the Committee on Housing,
3 Neighborhood Development and the Homeless
4 to hold public hearings on the
5 Administration's proposed reorganization
6 of housing agencies.

7 COUNCILWOMAN BLACKWELL: Thank
8 you very much.

9 We note we do have a quorum.
10 To my left is our President, Ann Verna.
11 To my right, Councilwoman Donna Miller.
12 Councilwoman Marian Tasco is here,
13 Councilman Frank DiCicco, Councilwoman
14 Blondell Reynolds Brown, who is on the
15 Committee, Councilman Michael Nutter. So
16 we have more than the required Committee
17 members who are present. We thank them
18 all for coming.

19 (Applause.)

20 COUNCILWOMAN BLACKWELL: Let me
21 note that this Committee has met
22 11/15/05, 12/8/05, 2/9/06 and now this is
23 our fourth meeting, the 3/16/06. So
24 obviously we are as concerned as you are
25 with regard to housing reorganization,

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2 what it is and how it affects our City
3 and how it affects all of you who live
4 and work here.

5 Let me note that our witness
6 list does include the Administration.
7 They are here. They said they're happy
8 to respond to our concerns. They do not
9 have questions. They are Joyce
10 Wilkerson, Chief of Staff; Kevin Hanna,
11 Secretary of Neighborhood Preservation;
12 Catherine Califano, Deputy Secretary of
13 the Office of Housing and Community
14 Development.

15 We also have Veronica Pankey,
16 President, Local 1971.

17 (Applause.)

18 COUNCILWOMAN BLACKWELL: The
19 Chair notes and we welcome members from
20 the Gas Workers Union.

21 (Applause.)

22 COUNCILWOMAN BLACKWELL: Cement
23 Masons, Mike Fera, President. You are
24 all here.

25 (Applause.)

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2 COUNCILWOMAN BLACKWELL: The
3 Ironworkers.

4 (Applause.)

5 COUNCILWOMAN BLACKWELL:
6 Carpenters District Council.

7 (Applause.)

8 COUNCILWOMAN BLACKWELL:
9 Teamsters Local No. 500, Chuck White.

10 (Applause.)

11 COUNCILWOMAN BLACKWELL:
12 District Council 33.

13 (Applause.)

14 COUNCILWOMAN BLACKWELL: Local
15 98, the Electricians Union.

16 (Applause.)

17 COUNCILWOMAN BLACKWELL: And
18 that does not include members of the
19 organizations. We know they were
20 subpoenaed, but they've always been here.
21 We saw Herb Wetzel, head of RDA.

22 (Applause.)

23 COUNCILWOMAN BLACKWELL: We
24 have Anthony McIntosh, head of PHDC.

25 (Applause.)

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2 COUNCILWOMAN BLACKWELL: Deb
3 McColloch, I'm sure she's here, Office of
4 Housing and Community Development,
5 someplace. We have John Coates, head of
6 VPRC, Vacant Property Review Committee.

7 (Applause.)

8 COUNCILWOMAN BLACKWELL: So we
9 thank you all certainly for being here
10 and many other guests whom we haven't
11 called on, the former head of BIA, we
12 thank Mr. Russ, and so many of you who
13 are here.

14 I understand that many of you
15 will have to go back to work and so we
16 will let those who have to return to work
17 speak first.

18 It is our first interest to
19 call on Veronica Pankey for her
20 statement, Local 1971, President.

21 (Applause.)

22 COUNCILWOMAN BLACKWELL: Thank
23 you very much. Good afternoon. Thank
24 you for your patience, and we welcome
25 your statement.

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2 MS. PANKEY: Good afternoon,
3 Madam Chairwoman, members of the
4 Neighborhood and Homeless Committee and
5 attendees. My name is Veronica M.
6 Pankey, President of AFSCME Local 1971.
7 This is Joseph T. Wills, newly elected
8 Vice-President of our Local.

9 (Applause.)

10 MS. PANKEY: I am here to
11 testify on the impending housing
12 reorganization plan and the impact thus
13 far it has had on the 205 members
14 represented by Local 1971 and their
15 dependence before you.

16 Permit me to reiterate a
17 portion of my testimony before this
18 Committee on November 15, 2005, December
19 8, 2005 and February 9, 2006 by informing
20 you of the work performed by AFSCME Local
21 1971 union members and the agencies for
22 which we work, the Redevelopment
23 Authority, the Philadelphia Housing
24 Development Corporation and the Office of
25 Housing and Community Development.

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2 The Redevelopment Authority
3 coordinates real estate activity and
4 acquires and disposes of property for
5 development purposes. It finances and
6 oversees the development of housing and
7 rental projects undertaken by non-profit
8 and for-profit developers. It also
9 issues debt to finance specific projects
10 and for programmatic purposes such as
11 low-interest home improvement loans.

The Redevelopment Authority staff authorizes site improvement contracts for street improvement, including curb and sidewalk, street lighting and street trees, and awards demolition contracts for Authority-owned buildings. The Redevelopment Authority is by state law the only body in Philadelphia that can issue housing bonds and acquire land through eminent domain for the public good.

23 PHDC administers the
24 weatherization program and oversees the
25 rehabilitation services provided through

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2 the Basic Systems Repair Program by
3 contractors to income-eligible
4 homeowners. PHDC acts as a developer for
5 projects as directed by OHCD and is
6 responsible for the Homestart Program,
7 which involves the rehabilitation of
8 homes for sale to income-eligible
9 first-time home buyers.

10 It administers the Adaptive
11 Modification Program to eligible disabled
12 citizens to afford them safe mobility
13 throughout their home. It also manages
14 and maintains a few low and
15 moderate-income scattered site rental
16 projects.

17 OHCD is responsible for
18 establishing housing and community
19 development policy for all the City
20 housing agencies, setting priority, and
21 coordinating planning efforts. It
22 administers the housing budget and
23 contracts with the Redevelopment
24 Authority, PHDC, the Philadelphia Housing
25 Authority, as well as sub-recipient

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2 non-profit organizations to conduct
3 planning activity and perform services in
4 support of the overall housing plan.

5 As you see, theoretically,
6 virtually all the work performed by Local
7 1971 union members and the agencies for
8 which we work could be affected by this
9 reorganization. Therefore, we have a
10 crucial interest in this implementation
11 both as employees, residents and
12 taxpayers of the City.

13 (Applause.)

14 MS. PANKEY: Since testimony on
15 February 9, 2006, the City Administration
16 has only partially and poorly responded
17 to concerns and issues raised by Local
18 1971 and this Committee as requested by
19 Chairwoman Blackwell. On Wednesday,
20 March 1st, 2006, Kevin Hanna of the
21 Office of Housing and Neighborhood
22 Preservation, along with Anthony McIntosh
23 of the Philadelphia Housing Development
24 Corporation and Deborah McColloch of the
25 Office of Housing and Community

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2 Development presented to the leadership
3 of AFSCME Local 1971 a 15-frame
4 PowerPoint presentation on the proposed
5 housing reorganization, nothing of
6 substance and, more importantly, nothing
7 in writing.

8 Essentially, what Kevin Hanna
9 presented to our union members was the
10 same limited public relations stunt
11 presentation that he has previously used
12 as testimony before this Council. Like
13 City Council, we were not impressed and
14 found very little in the way of common
15 ground in this presentation.

16 (Applause.)

17 MS. PANKEY: This presentation
18 discussed two issues, the deficit of \$7.8
19 million in federal funding, which
20 represents a ten percent reduction over
21 this fiscal year's budget, and the
22 proposed new agency structure named the
23 Office of Housing and Neighborhood
24 Preservation.

25 When members of Local 1971

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2 started asking legitimate questions about
3 the lack of information in the plan and
4 aggressively questioned the various
5 components of the proposed reorganization
6 and the Administration's motivation in
7 pursuing such an ill-advised scheme, we
8 were met with the same kind of arrogant
9 disdain and stonewalling that has
10 characterized all the Administration's
11 actions in prior discussion and testimony
12 on this matter.

13 In fact, towards the end of the
14 first briefing yesterday, the Mayor
15 injected himself into discussions and, in
16 a very offensive and disrespectful
17 display of arrogance, proceeded to berate
18 and ridicule the members of Local 1971
19 for having the temerity to question his
20 proposed grand scheme and the severe
21 negative impact it could have on their
22 jobs.

23 (Applause.)

24 MS. PANKEY: There were two
25 important things to note that came out of

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2 the Mayor's tirade yesterday. One, he
3 openly admitted, and I quote, he had the
4 money, end quote, to make up the \$7.8
5 million deficit that the three housing
6 agencies face, as a result of the cuts in
7 federal funding. Two, he also stated
8 that he knew that if Local 1971 took him
9 on and fought his attempt to break up our
10 union, that we would win and that he
11 would not be Mayor two years from now
12 when such a confrontation would possibly
13 be resolved.

14 I have to tell you, with his
15 record so far in interacting with our
16 union on this matter, the fact that he
17 will not be Mayor in two years is not
18 something that we necessarily view as
19 negative.

20 (Applause.)

21 MS. PANKEY: It is the position
22 of Local 1971 and many of our labor union
23 allies that this Administration is
24 utilizing the federal budget to justify
25 the proposed reorganization and breaking

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2 up our union. Further, like the Mayor's
3 stated goal of reorganizing to eliminate
4 redundancy, achieve savings, improve
5 services and program delivery, while
6 becoming more effective and efficient, it
7 is the opinion of this union that the
8 creation of another bureaucracy filled
9 with political appointees of the Mayor
10 will not achieve those goals.

11 Additionally, there was nothing
12 in the presentation referring to labor
13 input or the unionized positions within
14 the new entity. Rather, we were informed
15 that we would have to resign our
16 positions and reapply and compete for
17 gainful employment for positions we
18 previously occupied.

19 (Audience booing.)

20 MS. PANKEY: This was later
21 retracted.

22 Regardless of the unfair
23 treatment and exclusion this union
24 receives from this Administration, we
25 continue to produce. Despite the recent

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2 layoffs of 2004 when at least 28 of our
3 members among the three housing agencies
4 were affected, despite every employee who
5 has either retired or sought other
6 avenues of employment within the past
7 four years, specifically at PHDC, has not
8 been replaced and the work has not
9 decreased for those departments affected
10 by these vacancies, and despite the
11 increased volume of work at the
12 Redevelopment Authority with NTI, VPRC,
13 development and Convention Center
14 expansion and insufficient staffing, we,
15 the members of Local 1971, meet the full
16 level of production, budgetarily
17 permissible, for each of these agencies
18 at the end of each fiscal year.

19 (Applause.)

20 MS. PANKEY: The Redevelopment
21 Authority over the past ten years has
22 completed 173 projects creating more than
23 7,000 units of affordable housing and
24 generating more than \$1 billion in
25 development.

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2 (Applause.)

3 MS. PANKEY: Within the last
4 three years alone, 11 projects were
5 completed with 161 units of new home
6 ownership. Currently, 24 housing
7 projects equivalent to 584 units are
8 underway. Twelve projects are in the
9 review stage and the remaining 12
10 projects are under construction with a
11 three to 80 percent completion and a
12 projection date of completion within nine
13 months.

14 Additionally, 31 rental
15 projects equivalent to 1,039 units are in
16 progress. Thirteen projects of 458 units
17 are in a five to 97 percent completion,
18 while the remaining 18 projects are in
19 the review stage pending zoning, funding
20 or grant approval. The Phil Loan Program
21 has surpassed the \$70 million mark in
22 low-interest home improvement loans to
23 homeowners, and the MBE/WBE contract
24 participation rate of more than 32
25 percent is among the best in the City.

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2 (Applause.)

3 MS. PANKEY: As demonstrated,
4 the Redevelopment Authority is not just a
5 housing agency.

6 At PHDC over the last ten
7 years, 365 newly constructed or rehabbed
8 homes have been completed. For Fiscal
9 Year 30, housing preservation completions
10 are as follows: 930 Tier 1 properties,
11 2,298 Tier 2 properties and
12 weatherization homes completed were 889
13 homes. To date, 582 Tier 1 properties
14 have been dealt with, 1,525 Tier 2's and
15 633 homes have been weatherized and
16 completed. And for this, we get no
17 recognition.

18 (Applause.)

19 MS. PANKEY: Local 1971 is
20 being held hostage by a reorganization
21 plan for which we have no reliable
22 information, and negotiation sessions
23 have been stalled at two agencies as a
24 result. The Redevelopment Authority once
25 aligned with the City has pulled away and

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2 resumed contract bargaining sessions due
3 to their dissatisfaction with the
4 reorganization plan and the
5 Administration's negotiation tactics.

6 At the meeting with Kevin Hanna
7 on March 15, 2006 regarding the
8 reorganization, Local 1971 again
9 emphasized to the City Administration
10 that our Local is willing to work with
11 the City and the three housing agencies
12 to ensure a smooth reorganization and to
13 help improve the living and working
14 conditions of all citizens of the City.
15 Further, the union has a legal and moral
16 responsibility to protect the rights,
17 benefits and working conditions of the
18 employees we represent.

19 The union has repeatedly asked
20 for transparency and to be privy to the
21 planning process regarding any
22 reorganization on a continuing basis, not
23 after such reorganization has been
24 finalized. We were told that the City
25 will sit down and talk with the union

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2 about the reorganization at a point when
3 they have some idea where they needed to
4 be going, how they planned to get there
5 and, most important to this union, who
6 were going to be affected. Yet, we are
7 still excluded.

8 Local 1971 came before this
9 Committee on November 15, 2005 requesting
10 assistance in obtaining transparency of
11 and participation in the planning process
12 of the impending housing reorganization
13 and the impact it has on our stalled
14 contract negotiations. Despite the City
15 Administration's claim that it wants to
16 work cooperatively with Local 1971 and to
17 ensure fair treatment of employees, the
18 Administration continues to stall
19 negotiation sessions. Proposed
20 reorganization language and numerous
21 concession demands from management remain
22 on the table. Local 1971 reiterates our
23 desire to meet with the City
24 Administration to negotiate and obtain a
25 fair contract.

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2 (Applause.)

3 MS. PANKEY: AFSCME Local 1971

4 is extremely concerned about the
5 employees we represent. Officials have
6 not said which current housing agency
7 employees will be laid off, who will be
8 hired by the new agency, where the
9 employees will be assigned, what their
10 wages, benefits, hours or working
11 conditions will be and who will represent
12 them.

13 Based upon the Union's
14 experience in dealing with the City
15 Administration, especially after the
16 arrogant and abusive tirade by the Mayor
17 yesterday, we are exceedingly
18 apprehensive about the future employment
19 and working conditions of our union
20 members.

21 (Audience chanting.)

22 MS. PANKEY: Madam Chairwoman
23 and members of the Committee of the
24 Whole, on behalf of the members of Local
25 1971 and their dependence as we stand

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2 before you, I respectfully ask City
3 Council not to authorize any service
4 agreement nor approve any budget
5 pertaining to or inclusive of aspects of
6 housing reorganization until a fair
7 contract is reached with our union.

8 (Applause.)

9 MS. PANKEY: Furthermore, we
10 ask that you restrain from taking any
11 action on this matter until you receive
12 and have had time to thoroughly review a
13 certified summary report from Public
14 Financial Management and until such time
15 the City Administration meets with the
16 representatives of Local 1971 and works
17 with the union and City Council to ensure
18 that current union-represented employees
19 are not adversely affected.

20 (Applause.)

21 MS. PANKEY: We of Local 1971,
22 District Council 33, thanks you, Madam
23 Chairwoman, the Committee and City
24 Council, for your support.

25 (Applause.)

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2 COUNCILWOMAN BLACKWELL: Thank
3 you very much, Ms. Pankey, and thank you
4 for being here at every hearing.

5 The Chair notes Councilman
6 Frank Rizzo is also with us. I believe
7 we announced everyone else.

8 (Applause.)

9 COUNCILWOMAN BLACKWELL: And as
10 you know, we have been very concerned
11 about this. We will read a statement
12 from the Mayor.

13 Are there any questions from
14 members of the Committee for Ms. Pankey?

15 (No response.)

16 COUNCILWOMAN BLACKWELL: We
17 will ask then if the Clerk would -- Madam
18 President.

19 COUNCIL PRESIDENT VERNA: Thank
20 you.

21 Ms. Pankey, I don't know if you
22 were in the union leadership at the time
23 of the Brothey Commission report. Were
24 you?

25 MS. PANKEY: No, I was not in

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2 union leadership, but I was a union
3 member.

4 COUNCIL PRESIDENT VERNA: And
5 is your memory, as I guess mine is, that
6 the changes in positions that occurred
7 were in fact negotiated through the
8 unions?

9 MS. PANKEY: My memory serves
10 me correctly, just as yours does, that
11 union leadership was directly involved in
12 the Brothey report process, as well as
13 the reorganization that took place in the
14 early '80s. And that is what this
15 Administration fails to realize, that in
16 any reorganization that has taken place
17 within this City, it was directly
18 involved with labor, and that is why it
19 was always such a smooth transition. And
20 we have never ever, ever --

21 (Applause.)

22 MS. PANKEY: There is
23 documentation on the record dating back
24 to 1998 under the leadership of Jeff
25 Brown, who was President of this Local at

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2 that time, who at which time expressed
3 not resistance to this process but direct
4 involvement, and we have been from day
5 one totally excluded.

6 (Applause.)

7 COUNCIL PRESIDENT VERNA: Do
8 you know if there has been any opinion by
9 the City Solicitor's office that states
10 whether or not this reorganization as
11 currently proposed is legal?

12 MS. PANKEY: We have no
13 information that has been provided by
14 this Administration regarding the opinion
15 of not only any Councilmember but any
16 other department within this City on
17 their position with the process that has
18 been taking place. We certainly have our
19 attorneys working with this, and we are
20 very well on top of the process and will
21 take the necessary actions that we need
22 to. But in terms of the position taken
23 by either any of the Councilmembers or
24 any other department within this City
25 regarding what was either recommended by

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2 the consultant, who they paid a half a
3 million dollars for, which we do not have
4 a report for, or just their own synopsis
5 of what has been proposed, we have no
6 information on that.

7 COUNCIL PRESIDENT VERNA: Well,
8 do you know if your attorney is looking
9 into the reorganization as proposed if
10 that is legal?

11 MS. PANKEY: For the record, we
12 just received in writing the 15-frame
13 PowerPoint presentation yesterday. All
14 we had as of March 1st, the leadership of
15 Local 1971, was the presentation to view.
16 At that meeting on March 1st, we asked
17 for something in writing, and the
18 response was it hadn't been determined.

19 Certainly we spent our time in
20 that meeting copying down each frame and
21 we transcribed on our own the information
22 that was presented to us on March 1st and
23 certainly did present it to our attorney.
24 As of yesterday afternoon with the
25 presentation given by Mr. Hanna, he did

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2 provide me with a print screen of the
3 15-frame PowerPoint, which will be
4 submitted to our attorney, as well as a
5 response to a letter reiterating the
6 union's position from the March 1st
7 meeting. He gave me that packet along
8 with a copy of the PowerPoint, and that
9 will be submitted to our attorney this
10 afternoon after these sessions.

11 COUNCIL PRESIDENT VERNA: You
12 know, we keep hearing about a plan, but
13 nobody knows what this plan is, and
14 I think --

15 (Applause.)

16 COUNCIL PRESIDENT VERNA: If I
17 may, I think it's truly sad, truly sad --
18 let's have respect for each other,
19 please.

20 I just think it's truly sad
21 that we get all of these people in here
22 feeling that their jobs are in jeopardy,
23 you don't know what the plan is and
24 neither do we, and I think it's truly
25 unfair that all of us in this room, all

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2 of us could be treated in that fashion.

3 What is the plan? That is the question,

4 and nobody can answer it.

5 (Applause.)

6 COUNCILWOMAN BLACKWELL: Let me

7 say this, Madam President, just

8 yesterday, and to all members of the

9 Committee, I spoke with someone -- I had

10 heard last week about a person at RDA who

11 had nine years in, almost ten years will

12 be vested, and they cried because they

13 were afraid they were going to lose that.

14 Yesterday I talked to a woman who had 36

15 years in with the City. She'll be 55

16 next year, where she was going to enter

17 the DROP program, and she cried because

18 she's afraid she's going to lose her

19 time. That's not fair. Not fair.

20 (Applause.)

21 COUNCILWOMAN BLACKWELL:

22 Certainly the members of this Committee,

23 we are all from the same City. We all

24 live and work here. We all love our

25 City. And everybody deserves to know

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2 what this plan is, who it affects, how it
3 affects and what the plans are for the
4 future. It's just not fair. We're with
5 you.

6 (Applause.)

7 COUNCILWOMAN BLACKWELL:

8 Councilwoman Tasco.

9 COUNCILWOMAN TASCO: Good
10 afternoon.

11 MS. PANKEY: Good afternoon.

12 COUNCILWOMAN TASCO: I found
13 interesting on Page 3 of your testimony
14 where you talk about the layoffs in 2004
15 when you had 28 people to leave and --
16 well, they were affected. I don't know
17 whether they left or not. But then you
18 also had retirees and you had people in
19 the DROP program.

20 Has anyone done a financial or
21 statistical analysis to see what the
22 dollar value is of these drop-offs,
23 layoffs to the budget?

24 MS. PANKEY: In response to
25 your question, certainly this is a

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2 grievance process that we're going
3 through and we are actually in
4 arbitration, and that information had
5 been compiled by the union as evidence of
6 the monies that had been saved as a
7 result of that. We are still in the
8 grievance process, and the decision has
9 not been made. Whether management is
10 going to counter the numbers that we have
11 as presented, we don't know at this
12 position, but we certainly have worked it
13 up and it was certainly well over more
14 than it should have been for no
15 justification for a layoff.

16 COUNCILWOMAN TASCO: Thank you
17 very much.

18 COUNCILWOMAN BLACKWELL: Thank
19 you.

20 Councilwoman Reynolds Brown and
21 then Councilman Nutter.

22 COUNCILWOMAN BROWN: Follow-up
23 question. You mentioned that a number of
24 you have seen a PowerPoint. We're here
25 discussing whether or not we've seen it.

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2 Who exactly amongst the leadership or
3 membership has seen the PowerPoint you
4 just referenced?

5 MS. PANKEY: The PowerPoint
6 presentation that was presented on the
7 1st of March to the leadership of this
8 union, in attendance was Kevin Hanna,
9 Tony McIntosh, Deborah McColloch,
10 Madeline Massey, Cathy Califano and Pat
11 Heron. They were in attendance from
12 management. And for the union
13 leadership, it was myself, Joseph Wills,
14 Christie Williams-Jackson, Sheila Penn.
15 We are the first officers of the Local,
16 as well as the Chief Steward from PHDC,
17 which is Vance Mitchell, and Angela Price
18 from the Office of Housing and Community
19 Development, and we also had two
20 representatives from District Council 33
21 in attendance. That was on the 1st of
22 March.

23 On the 15th --

24 COUNCILWOMAN BROWN: Since our
25 last gathering here.

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2 MS. PANKEY: Since our last
3 gathering.

4 On Tuesday, the 14th, I
5 received an e-mail from Mr. Hanna's
6 office stating that he was scheduling a
7 meeting yesterday, two sessions, one for
8 9 o'clock, the other for 1 o'clock, to
9 present this PowerPoint and that the
10 directors or agency heads of the three
11 agencies were to arrange for their
12 employees to attend.

13 The morning session was
14 certainly more filled than that of the 1
15 o'clock session, but all employees were
16 told to come.

17 COUNCILWOMAN BROWN: Invited?

18 MS. PANKEY: Yes. They were
19 actually ordered to come, for the most
20 part. It was on the company's time, and
21 that included bargaining unit employees
22 as well as exempt employees. And I will
23 say, not that we represent the exempt
24 employees, they were just as much in
25 dismay and dissatisfied and disappointed

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2 as the union has been for the past eight
3 years.

4 COUNCILWOMAN BROWN: And the
5 principal goal for the March 1 gathering
6 was what, as you understood it to be?

7 MS. PANKEY: The March 1st
8 gathering?

9 COUNCILWOMAN BROWN: Yes.

10 MS. PANKEY: My understanding
11 of it was, and the e-mail clearly stated,
12 that they wanted to present it to the
13 leadership of the union first. And the
14 question came about in that session by
15 myself to Mr. Hanna if he intended to
16 present it to the membership. His
17 response to us at that time was, We
18 haven't decided.

19 COUNCILWOMAN BROWN: So at the
20 March 1 meeting, presented to the
21 leadership for reaction, feedback, FYI,
22 what?

23 MS. PANKEY: What we were told
24 is that he was looking for feedback on
25 this plan, as well as suggestions from

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2 the union regarding the layoffs.

3 COUNCILWOMAN BROWN: I see.

4 MS. PANKEY: As a result of the
5 budget deficit.

6 COUNCILWOMAN BROWN: Thank you.

7 MS. PANKEY: And my response to
8 him was in order for this Local to give
9 any form of intelligent feedback, we
10 needed to have it in writing. That was
11 the first thing. And the next question
12 was, is it his intention to present it to
13 the membership in order to get any form
14 of feedback. He said, We haven't
15 decided.

16 COUNCILWOMAN BROWN: I see.

17 Thank you for the clarification.

18 Thank you, Madam Chair.

19 COUNCILWOMAN BLACKWELL: Thank
20 you.

21 Councilman Nutter, would you
22 yield? I neglected that Councilwoman
23 Miller has been waiting for a while.

24 COUNCILMAN NUTTER: Absolutely.

25 Always to a Committee member. Yes.

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2 COUNCILWOMAN MILLER: Thank
3 you, Councilman.

4 Thank you, Madam Chair.

5 When you were giving your
6 presentation, I thought I read in here
7 somewhere, and I can't find it right now,
8 that the union was willing to work on the
9 reorganization plan.

10 MS. PANKEY: Yes. We have from
11 day one, Councilwoman Miller, always,
12 since 1998, always demonstrated our
13 willingness to participate in this
14 process. It has been the
15 Administration's position to exclude us.

16 They did reach out to us in
17 March of 2005. We had a PowerPoint
18 presentation in the Mayor's reception
19 room on February 3, 2005 to give us the
20 status of their consultants, which was in
21 the Phase 2 stage. At that time, they
22 formed committees and they asked for
23 people to volunteer to be on this
24 committee. Members of this union as well
25 as exempt employees were on those various

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2 committees. However, what a number of
3 the members found, the union members
4 found, was that the consultants was
5 seeking out their jobs, what is it that
6 you do, how does your job intermingle
7 with other people in other agencies,
8 which that consultant, Office of Housing
9 and Neighborhood Preservation, even the
10 agencies for which these individuals work
11 have no right to go to the members to
12 negotiate their jobs. That is the
13 leadership's responsibility. That is
14 what we're here for.

15 (Applause.)

16 MS. PANKEY: What some of the
17 members -- once they realized that, they
18 pulled out of the committee in
19 frustration, realizing that they were
20 being used. And when information came to
21 us in the latter part of December, early
22 part of January to show that they in fact
23 had been seeking their attorneys or
24 whoever it is they were seeking, having
25 conversations with individuals, City

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2 Administration regarding revising our job
3 specifications, and that in fact was
4 presented in the Power presentation that
5 they in fact, "they," the Administration,
6 intend to revise job specifications, when
7 contract language at all three agencies
8 say we must meet, discuss and agree. And
9 that has not happened.

10 COUNCILWOMAN MILLER: And this
11 is the fifth reorganization since 1976?

12 MS. PANKEY: To my knowledge,
13 because I'm still a young girl a little
14 bit, but I've only been with the City
15 since '88. I know that there was one
16 that took place about six years prior to
17 me coming and there was one that took
18 place while I was there. There probably
19 were others, but they're the two that I
20 have knowledge of that took place. And
21 the knowledge that I clearly know is that
22 union involvement has always been there,
23 not at the end, not in the middle but at
24 the very beginning, at the very
25 beginning.

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2 COUNCILWOMAN MILLER: And this
3 is, again, the first time that the union
4 has not been involved in the
5 reorganization effort?

6 MS. PANKEY: Yes. Yes.

7 COUNCILWOMAN MILLER: Just let
8 me ask you one more question.

9 COUNCILWOMAN BLACKWELL: Excuse
10 me one minute, Councilwoman.

11 We also note the presence of
12 John Dougherty, President, Local 98, the
13 Electricians Union.

14 (Applause.)

15 COUNCILWOMAN MILLER: So just
16 to be clear, when you say that you don't
17 know the plan, does that pretty much
18 relate to you don't know -- because the
19 PowerPoint is what we all saw, too, and
20 that's about it, and we haven't seen
21 anything in writing, and I think you have
22 something we don't have. You said you
23 have --

24 MS. PANKEY: And I will
25 certainly provide you a copy of the print

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2 screens that they provided me yesterday.

3 COUNCILWOMAN MILLER: Right.

4 Now, so basically what you're saying --

5 or I would think that a part of the plan

6 that you are unknowledgeable about is

7 actually what jobs will be eliminated,

8 what jobs will go here or there. Is that

9 it, or exactly what is it?

10 MS. PANKEY: We do not know --

11 we know what departments -- the same

12 organizational chart that you saw is what

13 we saw. It has a development department.

14 It has a real estate department. It

15 talks about inspectors. The same exact

16 information that you were provided, we

17 were provided.

18 We clearly asked when was it

19 going to take place. The response was,

20 Not in a couple of days, not in a couple

21 of weeks, not in a couple of months, it's

22 going to be smooth, we know we need to

23 have it in place by June 30th or July

24 1st, not everything is going to be in

25 place, it's going to take a while.

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2 Then we also asked, how many
3 people are going to be affected?

4 It won't be a hundred.

5 We only have 205 members. How
6 many of us will be affected?

7 It won't be a hundred.

8 Is it 99? Is it 50? Is it
9 two? Is it 90?

10 We can determine by the
11 structure what departments are being
12 targeted, but as to who will directly be
13 affected, we cannot determine. We don't
14 know how they intend to get those
15 individuals from one agency to the other
16 agency.

17 In the past, history will show
18 it wasn't reapplying. It certainly
19 wasn't resigning.

20 (Applause.)

21 MS. PANKEY: We sat down, the
22 leadership at that time, sat down and
23 negotiated, and they were transferred.
24 They were transferred. And all benefits,
25 wages, job titles, we did what we had to

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2 do.

3 In 1998 -- I'm sorry; 1993,
4 '92, we had a whole department, a whole
5 real estate department, that left PHDC
6 and went to the Redevelopment Authority.
7 It was clear that when those individuals
8 left, for instance, that they would have
9 to adopt the Redevelopment Authority's
10 pension plan. They have a different
11 pension plan. No problem. We all wish
12 we could have that plan. It was
13 negotiated and agreed upon. That's for
14 certain. Okay? However, that was the
15 understanding. Those folks went down
16 there with time they had on the books,
17 both seniority and accrued time. They
18 went with their longevity. They went
19 with their salary. The only thing that
20 changed, the only thing that changed
21 immediately was the pension plan. Some
22 folks were reclassified by mutual
23 agreement of both management and the
24 union and the employee that was being
25 affected.

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2 The same process happened when
3 folks came from OHCD and PHDC in the
4 early '80s.

5 Some of these folks that will
6 be affected in this process are going to
7 be affected again. Now, they're going to
8 have, what, three pension plans possibly?
9 Or are they going to make provisions
10 where those who were vested at PHDC can
11 continue to put back into that plan?
12 Some folks are already drawing their
13 pension from PHDC's plan. Have they even
14 looked? Do they even care the impact
15 that this has?

16 (Applause.)

17 MS. PANKEY: They don't. They
18 clearly don't, because they haven't come
19 to labor. They have not talked to us.
20 They don't have a concept. They don't
21 have a clue. They don't have a care.
22 They don't have a care.

23 (Applause.)

24 COUNCILWOMAN MILLER: This is
25 my last question. On Page 3 of your

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2 testimony, you do talk about in Paragraph
3 3, you say that -- I know I had heard
4 before that you had to resign and all
5 those other things, but then here you say
6 "but later this was retracted."

7 So what was actually retracted?

8 MS. PANKEY: In the
9 presentation to the leadership on March
10 1st, Mr. Hanna said to us that we would
11 have to resign our positions, reapply for
12 gainful -- and compete for gainful
13 employment.

14 COUNCILWOMAN MILLER: Right.

15 MS. PANKEY: We caucused. He
16 came back. I repeated what he said to
17 give him the opportunity to correct
18 himself, and he reiterated it again,
19 totally ignoring the contract language.
20 Nothing in there says that we resign. It
21 says laid off as a result of
22 reorganization, the language says. Lay
23 off as a result of reorganization. It
24 does not say anything about resigning.

25 When I presented his response

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2 to him with the opportunity to correct
3 himself, he did not. However, in both
4 presentations yesterday to the
5 membership, the question was raised from
6 the floor, not that he initiated a
7 response to retract his words, the
8 question was raised from the floor and he
9 thanked the member for bringing that up
10 and he stated that he spoke incorrectly.
11 But he didn't say he was going to be laid
12 off. He didn't say what you were going
13 to do. He spoke incorrectly. He still
14 didn't say how the transition was going
15 to take place.

16 COUNCILWOMAN MILLER: So the
17 fact of you needing to resign or laid off
18 is retracted?

19 MS. PANKEY: Yes. Yes. The
20 fact that he stated that we would have to
21 resign was retracted, but clarification
22 was not given in terms of what's going to
23 happen.

24 COUNCILWOMAN MILLER: Okay.
25 All right. Thank you.

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2 Thank you, Madam Chair.

3 COUNCILWOMAN BLACKWELL: That
4 was to apply, I'm told, under a new
5 entity, Office of, OH&P, Housing and
6 Neighborhood Preservation.

7 MS. PANKEY: Yes.

8 COUNCILWOMAN BLACKWELL:
9 Councilman Nutter, would you allow us to
10 read a statement from the Mayor that was
11 sent up?

12 COUNCILMAN NUTTER: Absolutely.

13 COUNCILWOMAN BLACKWELL: Thank
14 you.

15 We're asking the Clerk to read
16 a letter that was just given to us from
17 the Mayor.

18 THE CLERK: Dear Councilwoman
19 Blackwell --

20 COUNCILWOMAN BLACKWELL: Read
21 the date, too, please.

22 THE CLERK: Dated March 16,
23 2006, delivered today, March 16, 2006.
24 Dear Councilwoman Blackwell, when I
25 announced the Neighborhood Transformation

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2 Initiative in April 2001, I spoke not
3 only about the need for the physical
4 transformation of our communities, but
5 also about the need to transform how the
6 City conducts its business.

7 In the ensuing years, the City
8 has achieved stunning results in
9 neighborhoods across the City. Our
10 neighborhoods are cleaner. Drug corners
11 are gone. Abandoned cars are gone.

12 (Audience yelling.)

13 THE CLERK: Abandoned,
14 dilapidated structures are disappearing,
15 replaced by clean lots with wooden fences
16 and trees. New housing is appearing in
17 areas of the City that were too long
18 neglected.

19 These results, in part, are the
20 result of the hard work of men and women
21 in City government and in its supporting
22 agencies. They have been challenged to
23 do more. They have been challenged to
24 work differently. They have met the
25 challenge.

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2 In proposing housing
3 reorganization, I am not criticizing the
4 leadership in the agencies involved nor
5 the people who work there. However, as
6 the conditions in our neighborhoods have
7 changed, as technology has emerged as a
8 tool to enhance efficiency, as federal
9 funding has decreased from almost \$100
10 million annually to just \$75 million this
11 year, we have not changed our housing
12 delivery system. The inefficiencies in
13 the housing delivery system now
14 compromise our ability to achieve the
15 goals that we all share for our
16 neighborhoods.

17 The need to implement changes
18 has become urgent, because of the
19 continuing reduction in federal funding
20 support. This year alone the City will
21 experience an additional ten percent cut
22 in funding. President Bush's budget for
23 next year proposes an additional 20
24 percent cut in support for community
25 development.

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2 In the weeks ahead, I commit to
3 respect and work with the union. I share
4 your concern about the men and women who
5 work in these organizations. I do not
6 like layoffs and am sensitive to the fact
7 that many of the employees in these
8 organizations have worked there for
9 decades. Our goal is to assure that
10 people do not lose employment. We will
11 reserve opportunities within the rest of
12 City government, to the extent possible,
13 to minimize any job loss as we move
14 forward.

15 With warmest regards, I remain,
16 sincerely, John F. Street, Mayor.

17 (Audience booing.)

18 COUNCILWOMAN BLACKWELL: Thank
19 you very much. The Chair notes the
20 presence of Pete Matthews, President of
21 District Council 33.

22 (Applause.)

23 COUNCILWOMAN BLACKWELL: Thank
24 you very much. Mr. Matthews, would you
25 like to make a statement?

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2 MR. MATTHEWS: Yes. Thank you,
3 Councilwoman Blackwell. I'm sorry that
4 I'm late. My mother is ill. Business is
5 business, but mom is mom. I had to make
6 sure she was straight.

7 COUNCILWOMAN BLACKWELL: Mom
8 comes first.

9 MR. MATTHEWS: I wanted to make
10 sure I'd be here. I know I missed a lot
11 of the testimony. I just wanted you to
12 know, Councilwoman, we have been trying
13 to negotiate this contract for the past
14 two years. The City did all it could to
15 try to negotiate this contract for Local
16 1971 and our major contract, which they
17 could not do. Tried unbelievable
18 tactics. They tried to get it done.
19 This is a separate issue. They knew it
20 was a separate issue. That's why we're
21 here today.

22 I think from what I understood
23 in the past and what I'm hearing now, I
24 think everybody is in a quandary trying
25 to understand just what the hell is going

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2 on here. What we've seen and realized
3 for the past couple years, that any way
4 you look at this, this is an attempt to
5 break this union up.

6 (Applause.)

7 MR. MATTHEWS: Now, I know
8 there's some outside people that come in
9 and are part of the Redevelopment
10 Authority, but these people have to
11 understand something here. This is
12 supposed to be a union town. I keep
13 hearing that about a union town. And
14 what I understand where these people come
15 from, these right-to-work states, the
16 things that they want to happen that
17 happened out there are not going to
18 happen here.

19 Now, we are --

20 (Applause.)

21 MR. MATTHEWS: We are and have
22 been willing to sit down and negotiate
23 this contract fairly. We understand
24 there's supposed to be a \$6 or \$7 million
25 deficit in the Authority. We also

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2 understand there's a \$160 million
3 surplus. So the numbers seem to add up
4 where we could work something out.

5 (Applause.)

6 MR. MATTHEWS: If sometime we
7 can simply work this out. I say this
8 emphatically. I've talked to John
9 Dougherty. I've talked to Congressman
10 Brady. They can't understand what's
11 going on here. If this is union, then
12 speak up for the union. Speak up for the
13 people in this City that do the job.

14 We are sick and tired every
15 time we have to negotiate a contract, we
16 go through hell. It seems like nobody
17 puts away money for the expected, what
18 they know is going to happen. The money
19 is never there. Then they come up with
20 these tricks. This is nothing but a
21 last-minute ploy to force us to do
22 something that we're not going to do. So
23 we're not foolish to go out on strike.
24 We're not going to do that. Our people
25 are going to continue to work, and we

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2 want to sit down and work this out. So
3 the people that want to sit down and work
4 this out fairly, no dog and pony shows,
5 no points of interest, let's sit down and
6 work this out.

7 We are sick and tired of this.
8 We will do whatever we have to do to work
9 this contract. You will not -- excuse
10 me, Councilwoman Blackwell, not you.
11 This Administration will not break this
12 union up.

13 (Applause.)

14 COUNCILWOMAN BLACKWELL: Thank
15 you, Mr. Matthews. We noted at our first
16 hearing, this is the fourth one, back on
17 November 15th when we asked about a
18 contract, we were told you didn't get one
19 last year and that the plan was for this
20 year so that the organization would be
21 complete and there would be that much
22 more pressure placed on the men and women
23 who work in our City.

24 MR. MATTHEWS: Well, you talk
25 about reorganization. The reorganization

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2 is nothing more than an attempt to break
3 up this union and make it easier for
4 management to do what they have to do.
5 They're saying it's the same jobs that
6 are going to be done, just more
7 management jobs. Why do you continue to
8 break up -- why do you want to break up
9 the workers in the City? I just don't
10 understand that. All these City workers
11 do the work in the City. When are we
12 going to be recognized for the work that
13 we do?

14 (Applause.)

15 MR. MATTHEWS: So, I mean, the
16 tricks won't work. If you want to sit
17 down and honestly negotiate a contract,
18 we've always been more than willing to do
19 that, but the tricks won't work. We're
20 going to be here. We're going to stay
21 here. We're not going to settle for
22 getting anything back. And one of the
23 most ridiculous things that I heard when
24 they talk about some of the benefits that
25 some of the members in these locals have,

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2 some of them have better benefits than we
3 have at District Council 33. Am I mad?
4 Hell, no. That just gives me something
5 to strive for that I got to get for my
6 members.

7 (Applause.)

8 MR. MATTHEWS: So you have all
9 this talk that workers have too much,
10 workers have too many benefits, that's
11 what's destroying this country today.
12 The workers do the work. You got all
13 these CEOs making all this money,
14 millions and millions of dollars, these
15 corporations going bankrupt, and the
16 workers always suffer. So now you want
17 to draw the line? They drew the line.
18 All they're doing is helping the union to
19 get stronger.

20 We want to sit down and work
21 this out. We're more than willing to do
22 that.

23 (Applause.)

24 COUNCILWOMAN BLACKWELL: Thank
25 you, Mr. Matthews. And we note that we

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2 have raised so many questions. Again,
3 this is our fourth hearing. Even at our
4 last hearing we asked about the
5 negotiations for the contract, with whom
6 they are negotiated, when, where, who was
7 included, was there a request for
8 proposals, was it a low or no-bid
9 contract, what about a pre-selection
10 process, who was on the team, who they
11 met with in government, who were the
12 contracting officers and so on and so on
13 and so on. I just mentioned a few of the
14 questions we've asked over time. And we
15 have continued to say and continued to
16 ask for negotiations with unions, and we
17 have said we would continue these
18 hearings, and we said that to Ms. Pankey
19 each time. Each time we've asked her if
20 there were meetings with regard to the
21 contract, and each time she said no or
22 very little. And now at least there were
23 meetings yesterday, but obviously matters
24 were not resolved to anyone's
25 satisfaction.

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2 So we will continue as a body
3 to try to work with you, to try to get
4 our projects done, to try to work with
5 the people who live and work in our City
6 and to let you know that we are here, we
7 care about you, and we understand the
8 value of the work you do perform.

9 (Applause.)

10 COUNCILWOMAN BLACKWELL: Are
11 there questions or comments for
12 Mr. Matthews?

13 (No response.)

14 COUNCILWOMAN BLACKWELL: Thank
15 you, Mr. Matthews.

16 The union leaders, Orankin File
17 (ph), who have to go back to work,
18 certainly if you let us know -- yes,
19 Mr. Nutter is next. His questions are
20 next, but it was not for Mr. Matthews.
21 But he's next in line, Councilman Nutter.
22 And certainly we do welcome anyone else
23 who wants to speak, and we certainly have
24 the Administration represented here for
25 any who pose questions for them.

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2 Councilman Nutter.

3 COUNCILMAN NUTTER: Thank you,
4 Madam Chair.

5 COUNCILWOMAN BLACKWELL: Thank
6 you for your patience.

7 COUNCILMAN NUTTER: No problem.
8 I never mind following Mr. Matthews and
9 the great table, and I don't mind
10 yielding for a letter from the Mayor. I
11 never mind following the Mayor. Maybe
12 something that I'm interested in at some
13 point in time, I might want to follow the
14 Mayor.

15 Ms. Pankey, let me ask you just
16 a couple quick questions about your
17 testimony on Page 4. You mention a
18 meeting that took place, and you've
19 referred to it a couple times, just
20 yesterday. What was the sum and
21 substance of that particular meeting?

22 MS. PANKEY: The meeting held
23 yesterday was called by Kevin Hanna,
24 Secretary of the Office of Housing and
25 Neighborhood Preservation, by way of

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2 e-mail on Tuesday evening to all of the
3 department heads of the three agencies.
4 The meeting was to call for those
5 department heads to arrange for time at
6 either the 9 o'clock session or the 1
7 o'clock session to present the PowerPoint
8 to all employees of those three agencies.
9 The assumption was it's the same
10 PowerPoint that they had presented to the
11 leadership of Local 1971 on March 1st.

12 So that was the purpose of the
13 meeting yesterday.

14 COUNCILMAN NUTTER: And did
15 they present the PowerPoint?

16 MS. PANKEY: They presented the
17 PowerPoint, yes.

18 COUNCILMAN NUTTER: Do you have
19 a copy of it?

20 MS. PANKEY: I will provide you
21 with a copy of what they provided me
22 yesterday afternoon, as well as a copy of
23 the letter, which was responding to a
24 letter that I had sent to Mr. Hanna.

25 COUNCILMAN NUTTER: And what

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2 was the conclusion of the meeting? I
3 mean, what came out of it?

4 MS. PANKEY: Absolutely nothing
5 more than we knew going in, and I made
6 that statement clear yesterday to
7 Mr. Hanna. If he thought we were any
8 more knowledgeable leaving the Mayor's
9 reception room than we were when we came
10 in there, he was sadly mistaken.
11 Information that is very pertinent to
12 this union affecting these employees and
13 when it will take place and who will be
14 affected was not presented, could not be
15 answered, would not be answered.

16 COUNCILMAN NUTTER: How long
17 was the meeting?

18 MS. PANKEY: How long was the
19 meeting? Is that your question?

20 COUNCILMAN NUTTER: Yes.

21 MS. PANKEY: The first session
22 started at 9 o'clock, about five after
23 9:00, and that went on until, I believe
24 it was, about 11 o'clock, maybe a little
25 longer. It was the presentation of the

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2 PowerPoint, and Mr. Hanna gave his
3 explanation to each frame of the
4 PowerPoint. And then there was a
5 question-and-answer session, and then the
6 Honorable came in, and it got to be a
7 little disruptive, because he had his
8 agenda and we had our agenda.

9 COUNCILMAN NUTTER: I'm sorry.
10 Who came in?

11 MS. PANKEY: The Mayor. Mayor
12 Street came in.

13 COUNCILMAN NUTTER: Okay.

14 MS. PANKEY: And he had his
15 agenda. He wanted to take us back down
16 memory lane, and when we wanted to take
17 him back down memory lane eight years ago
18 when we asked to be a part of this
19 process and we've been ignored, he didn't
20 want to hear our memories. He wanted to
21 tell us about his 28 years in service and
22 his hot dog cart and how he knew us when
23 we were 2 years old. And we want to deal
24 with business. We want to deal with when
25 are you going to include the unions since

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2 we've been asking for eight years. He
3 didn't want to talk about that. He
4 didn't want to be reminded of the
5 statement that he made three years ago
6 when he stated through Kevin Hanna when
7 he presented himself to the three
8 agencies, new to the City, that we would
9 not be displaced. No member would be
10 displaced. That was the message that we
11 got. We were told that no member would
12 be displaced as a result of the
13 reorganization.

14 COUNCILMAN NUTTER: So you're
15 saying that in the course of a two-hour
16 meeting with a PowerPoint and at least a
17 discussion with the Mayor of the City,
18 you left with --

19 (Audience yelling.)

20 COUNCILMAN NUTTER: -- no
21 concrete explanation of what this is all
22 about?

23 MS. PANKEY: You can ask any
24 one of the members here from Local 1971
25 where they know they stand, let's just

23 COUNCILWOMAN BLACKWELL: Thank
24 you. Excuse me one moment. Let me note
25 the presence of Councilman Juan Ramos.

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2 Thank you.

3 (Applause.)

4 COUNCILMAN NUTTER: Thank you.

5 Ms. Pankey, did you get any sense from
6 yesterday's meeting, do you know what the
7 proposed timetable is for implementation
8 of this reorganization?

9 MS. PANKEY: It won't happen in
10 two days. It won't happen in two weeks.
11 It won't happen in two months.

12 COUNCILMAN NUTTER: Okay. Last
13 question. At the bottom of your
14 testimony right near the end, you make
15 reference to respectfully asking City
16 Council not to authorize any service
17 agreements nor approve any budget
18 pertaining to or inclusive of aspects of
19 housing reorganization until a fair
20 contract is reached with your union.

21 What is your understanding or
22 what information might you have about any
23 service agreements or any other documents
24 that may or may not find their way here
25 to City Council?

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2 MS. PANKEY: I'm not certain
3 what City Council has in their
4 possession. As it pertains to the
5 budget, I'm certain you all have seen a
6 preliminary budget.

7 COUNCILMAN NUTTER: We may have
8 less than you.

9 MS. PANKEY: Well, I guess
10 we'll have to compare notes, then,
11 because we have very little. However, in
12 reference to the budget testimony
13 presented by Deborah McColloch here in
14 Council Chambers, as well as the
15 preliminary budget, what we know is that
16 the structure of their budget is
17 different than that of any prior budget,
18 where the Office of Housing and Community
19 Development had their employees' budgeted
20 money separate in what they identify as a
21 Class 100, and the Redevelopment
22 Authority and PHDC employees are
23 identified in what they state is Class
24 250.

25 What they're proposing is a \$13

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2 million budget in both Class 100 and
3 Class 250 straddling. One is labeled
4 reserve. They don't know which one yet,
5 you know. They're dancing. They don't
6 know which one, because depending on how
7 you approve the budget and as it pertains
8 to the reorganization, then that's where
9 they'll go. If you don't approve it,
10 which we're hoping you don't, then
11 they'll take the money from Class 100 as
12 it pertains to Office of Housing
13 employees and they'll utilize that money,
14 and then they'll take out of the Class
15 250 what they intend to use just for PHDC
16 and RDA.

17 And we understand. We don't
18 need to be CPAs. We understand a \$7.8
19 million deficit. But guess what? They
20 claim they had a deficit in 2004. We
21 dealt with it. We've dealt with every
22 deficit they've had. They're two
23 separate issues. They're separate
24 issues. But conveniently, they have
25 looped them together, and they are

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2 standing on the ground that because of
3 the deficit, that justifies a
4 reorganization. We don't agree with it
5 and we never will.

6 (Applause.)

7 COUNCILWOMAN BLACKWELL:
8 Councilman Nutter, the Chair notes --
9 thank you. The Chair notes that we were
10 cut 7.8 million from the Community
11 Development Block Grant application, but
12 that we've been informed that this
13 reorganization saves 1.2 million only.
14 So I don't know why we're going through
15 all of this for so little when it won't
16 solve the problem.

17 Those are part of the
18 questions. And as the Councilman has
19 said, for all of those, we have said this
20 at every hearing, we have no documents,
21 we have no information, and that's one of
22 the reasons we continue to raise
23 questions, because we have zero
24 information.

25 Councilman Nutter.

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2 COUNCILMAN NUTTER: Madam

3 Chair, thank you.

4 Last comment. Ms. Pankey, when
5 you make reference to Line Item 250 in
6 the City's budget, I would only point out
7 my recollection is is that that line item
8 is usually reserved for professional
9 services contracts under the City's
10 budgeting process. So I will have a
11 heightened interest in seeing where those
12 dollars are going as we move through our
13 budget process and where they're
14 dedicated to do.

15 So I appreciate your testimony
16 and your commitment to represent your
17 constituents, and I think there is a
18 heightened attention to this particular
19 issue, and I appreciate what you're
20 doing. Thank you.

21 MS. PANKEY: Thank you.

22 COUNCILMAN NUTTER: Thank you,
23 Madam Chair.

24 (Applause.)

25 COUNCILWOMAN BLACKWELL: Thank

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2 you very much.

3 Councilman DiCicco and then
4 Councilwoman Tasco.

5 COUNCILMAN DiCICCO: Thank you,
6 Madam Chair.

7 Most of my questions have
8 already been asked by members of this
9 panel. I do have one question for
10 Ms. Pankey.

11 You mentioned in your testimony
12 that there was a PowerPoint presentation,
13 correct me if I'm wrong, either in
14 February or April of '05? Did you
15 mention something about a presentation?

16 MS. PANKEY: Yes. On February
17 3rd, 2005, there was also the same type
18 of town meeting called for the employees
19 of the three agencies by Mr. Hanna at
20 that time, and we again attended the
21 Mayor's reception room. That PowerPoint
22 presentation was to deliver or inform the
23 employees where the consultants stood
24 during their process. Because, again,
25 the consultants were under contract

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2 beginning July 1st, 2004 through June
3 30th, 2005. That's the Public Financial
4 Management Group that was hired to come
5 up with some understanding or some
6 recommendation of this reorganization.

7 On February 3rd, 2005, a town
8 hall meeting was called here in the
9 Mayor's reception room to inform the
10 employees of all three agencies where the
11 consultants stood with this process. At
12 that time, they were entering the Phase 2
13 stage, and at that time, they had
14 designed --

15 COUNCILMAN DiCICCO: "They"
16 meaning the consultants?

17 MS. PANKEY: "They" meaning the
18 Administration, along with the
19 consultants, felt it necessary to do
20 these committees. And I know from last
21 testimony back in February, I'm not
22 certain who it was, it may have been
23 Councilwoman Blackwell, who asked who was
24 on those committees and what the outcome
25 was. We were never informed of -- we in

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2 fact requested by letter information and
3 feedback about those committees from each
4 one of the agencies, Redevelopment
5 Authority, PHDC and OHCD, and we in
6 fact -- we got a response saying that
7 they weren't part of that, they didn't
8 have information, but we never got
9 anything from that of Mr. Hanna. And to
10 this date, we have not gotten any
11 information regarding the outcome of
12 those committees that were formed, nor
13 the recommendations or suggestions by
14 Public Financial Management, whom they
15 paid \$550,000 to.

16 COUNCILMAN DiCICCO: I guess my
17 question will have to wait for Mr. Hanna,
18 but I'm still a little bit confused.
19 Presentation was made back in February
20 '05 and there was a recent presentation
21 as recent as yesterday, the PowerPoint.

22 MS. PANKEY: Yes. The
23 presentation in '05 dealt with the status
24 of the consultants on their Phase 2. The
25 presentation yesterday, the PowerPoint

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2 yesterday, is the roll-out plan.

3 COUNCILMAN DiCICCO: Is the
4 result of the PowerPoint that took place
5 in February along with the consultants?

6 MS. PANKEY: We can assume
7 that. Because we weren't told this is
8 what was recommended by Public Financial
9 Management, we don't know where the
10 PowerPoint came from. We don't know if
11 they chucked what Public Financial
12 Management gave them and this is their
13 own design. We don't know if it's any
14 aspect of their recommendation. We don't
15 know where it came from.

16 COUNCILMAN DiCICCO: All right.
17 Because I was one who saw the
18 PowerPoint -- I assume it's the same
19 PowerPoint presentation that you saw
20 yesterday. My way of thinking was, that
21 was the result of the original
22 presentation back in February. Whether
23 we agree or disagree with the findings,
24 that's exactly what it was -- that was
25 their mission, to come up with something,

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2 and the reorganization and how all that
3 came about is in the current
4 presentation, I would assume.

5 There were some other questions
6 that came up in my meeting with Mr. Hanna
7 and his team about have there been any
8 discussions either by way of attrition
9 reducing the workforce, questions
10 concerning what the current healthcare
11 package is for Redevelopment Authority
12 employees.

13 Have there been any discussions
14 in regards to those kinds of issues with
15 Mr. Hanna and his team?

16 MS. PANKEY: No, there have
17 not. Those issues are being negotiated
18 among the three agencies, certainly with
19 the Redevelopment Authority, PHDC and
20 OHCD. It is a negotiated item for the
21 Redevelopment Authority. It's also a
22 negotiated item for PH and OH. They want
23 to increase the current co-pay that the
24 employees are paying.

25 COUNCILMAN DiCICCO: What is

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2 the current co-pay?

3 MS. PANKEY: It varies
4 depending on the plan that you selected
5 and what your coverage is, whether you're
6 single coverage or family coverage. And
7 then you have a co-pay, whether you have
8 HMO or whether you have Personal Choice.
9 It depends what your coverage is.

10 COUNCILMAN DiCICCO: Because I
11 heard one side. Now we're trying to get
12 the information back from the other side.

13 MS. PANKEY: Well, see, that's
14 what the problem is, that we're hearing
15 rumors.

16 COUNCILMAN DiCICCO: I've heard
17 zero co-pay. I've heard -- I'm not
18 agreeing or disagreeing. I'm just trying
19 to get --

20 MS. PANKEY: Let me just, for
21 clarification purposes, let me just state
22 to you that at OHCD and PHDC there are
23 co-pays for their medical.

24 COUNCILMAN DiCICCO: There are
25 what?

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2 MS. PANKEY: There are co-pays.
3 There are payroll deductions for their
4 medical, regardless of the plan in which
5 you select, at both PHDC and OHCD.

6 COUNCILMAN DiCICCO: No
7 incentive package, early-out kind of
8 stuff has been discussed, I assume?

9 MS. PANKEY: Clearly not with
10 us. It may have been something that
11 they're speaking among themselves.

12 But let me just finish my
13 statement --

14 COUNCILMAN DiCICCO: I brought
15 that up and I just was curious if there's
16 been any further discussion about it
17 since I --

18 MS. PANKEY: There hasn't been
19 any discussion with labor. The most
20 discussion we had was at the PowerPoint
21 presentations and the questions that we
22 presented, for which most of them we did
23 not get an answer.

24 But back to your healthcare
25 question or issue or concern. Again,

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2 PHDC and OHCD, yes, they do have a co-pay
3 regardless of the coverage that they
4 have. The Redevelopment Authority,
5 fortunately for those employees there,
6 no, they don't have a co-pay. However,
7 that was negotiated and agreed upon. We
8 didn't take it.

9 COUNCILMAN DiCICCO: I'm not
10 arguing with you.

11 MS. PANKEY: And I'm not
12 stating that you are, Councilman --

13 COUNCILMAN DiCICCO: Because
14 I'm hearing conflicting comments about
15 it.

16 MS. PANKEY: -- but those who
17 are in disagreement with it, what they
18 fail to realize is that that was
19 negotiated.

20 COUNCILMAN DiCICCO: Sure.
21 It's part of the contract. I understand.

22 MS. PANKEY: That was
23 negotiated by many folks that are still
24 around.

25 COUNCILMAN DiCICCO: I

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2 understand. Thank you. Thank you.
3 Thank you, Madam Chair.
4 COUNCILWOMAN BLACKWELL: Thank
5 you.
6 Councilwoman Tasco.
7 COUNCILWOMAN TASCO: No. I
8 just have some questions, but not of
9 Ms. Pankey. I have more questions --
10 COUNCILWOMAN BLACKWELL: Excuse
11 me one moment.
12 Point of information,
13 Councilman.
14 COUNCILMAN DiCICCO: Point of
15 information.
16 When was that negotiated, that
17 zero co-pay?
18 MS. PANKEY: For the
19 Redevelopment Authority?
20 COUNCILMAN DiCICCO: Yes.
21 MS. PANKEY: They've never paid
22 anything.
23 COUNCILMAN DiCICCO: No. When
24 was that contract negotiated?
25 COUNCILWOMAN BLACKWELL: Was

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2 not your last contract -- this is your
3 second year without one, so it had to be
4 agreed to two and a half years ago.

5 MS. PANKEY: Either the 2000
6 contract or maybe the '96 contract.

7 COUNCILMAN DiCICCO: I'm sorry?

8 MS. PANKEY: It could have been
9 either the '96, 2000 contract or the
10 2004.

11 COUNCILMAN DiCICCO: Six years
12 ago. Okay. Thank you.

13 COUNCILWOMAN BLACKWELL: If you
14 didn't have a contract, we know this is
15 the second year.

16 MS. PANKEY: Yes. We're going
17 into the second year.

18 COUNCILWOMAN BLACKWELL: So
19 that three years ago, there was some
20 contract agreement where things didn't
21 change; am I correct?

22 MS. PANKEY: For the most part,
23 yeah, about six years ago. Yes, nothing
24 changed.

25 COUNCILWOMAN BLACKWELL: Thank

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2 you.

3 Questions from members of the
4 Committee?

5 (No response.)

6 COUNCILWOMAN BLACKWELL: The
7 Chair wants to note again that all of
8 these questions have been asked at each
9 hearing. The transcript is available for
10 those who would like, for any of these
11 hearings. We have raised the question.
12 We have been concerned, because, again,
13 we have zero documentation on what
14 housing reorganization is. We're as
15 worried about you as we are about our
16 programs and projects and how it affects
17 and who it affects. And so we're worried
18 as well.

19 Councilwoman Tasco.

20 COUNCILWOMAN TASCO: I'm sorry.
21 I keep going back and forth in terms of
22 whether I want to ask you the questions.

23 COUNCILWOMAN BLACKWELL: We
24 can't hear you. Talk into your mike.
25 Thank you.

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2 COUNCILWOMAN TASC0: Let me
3 just ask you a question. You have not
4 had -- and you've said this over and over
5 again. I'm just trying to get it in my
6 mind. There hasn't been any discussion
7 about what the new organization would
8 look like?

9 MS. PANKEY: There has been
10 discussion. There has been a
11 presentation of what the new organization
12 will look like. That was presented to
13 the union leadership on March 1st and to
14 all three agencies yesterday in that
15 15-frame PowerPoint presentation.

16 COUNCILWOMAN TASC0: There was
17 no narrative as to why the changes were
18 made, no written documentation as to why
19 the changes were being made and what
20 impact they would have or what the
21 benefit of the change would be?

22 MS. PANKEY: Just yesterday we
23 were provided a copy of actually the
24 actual PowerPoint.

25 COUNCILWOMAN TASC0: But does

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2 the PowerPoint say, We have these two
3 departments and we need to do away with
4 one and put this one over here because
5 the benefit over A is better than the
6 benefit over B?

7 MS. PANKEY: No. No.

8 COUNCILWOMAN TASCO: No cost
9 analysis or anything like that associated
10 with that?

11 MS. PANKEY: What you're going
12 to find, and I will certainly provide
13 each one of you a copy of what was
14 presented to me if you haven't already
15 gotten it from Mr. Hanna's office, the
16 only financial information that was
17 presented is one page that's dealing with
18 the budget deficit, where compared Year
19 30, I believe it's Year 30, with Year 31,
20 current year with next year, to show the
21 \$7.818 million deficit. That is the only
22 financial information that has been
23 provided, and that's in this packet.

24 COUNCILWOMAN TASCO: Well,
25 that's my question, Madam President,

13 COUNCILWOMAN TASC0: So my
14 question is, how do we -- and that's the
15 question we'll ask of the Administration,
16 where does the \$7.8 million deficit come
17 in and if we've been able to work through
18 this year if there was a deficit or are
19 they proposing that it will be a deficit
20 in the fall. That won't be decided until
21 Congress passes the budget.

22 MS. PANKEY: And what was
23 presented, and you'll see in the
24 information, is that that \$7.818 million
25 deficit is due to a cut in CDBG funding.

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2 And what was explained to us is that --
3 and, of course, without seeing anything,
4 we can only -- I don't know whether we
5 should accept what they say as truthful,
6 but in any event, it was originally going
7 to be -- and that \$7.818 million deficit
8 represents ten percent from this current
9 year. What we were told was that what
10 was originally proposed was \$50 million.
11 And in terms of how they're going to
12 obtain any savings from or how much
13 savings they're going to achieve in this
14 process, the only financial information
15 for the first time that we heard
16 regarding any savings was a nickel from a
17 phone call. If we call from RDA to PHDC
18 or OHCD, it costs them a nickel. If they
19 call from RDA to RDA or within the
20 agency, then it doesn't cost them
21 anything.

22 And we got a display of the
23 Blackberry. You know, technology changes
24 and this is what's required. We don't
25 have Blackberries. So go back to old

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2 times. Walk over there or write a
3 letter. Just because times change, that
4 doesn't mean you have to adapt to
5 everything with the change in time, and a
6 Blackberry, in my opinion, is not that
7 necessary.

8 COUNCILWOMAN TASC0: Well, I
9 haven't seen the PowerPoint, and that's
10 not because it hasn't been offered, I
11 just haven't had the time to look at it,
12 but will look at it, and certainly we'll
13 ask the appropriate questions at the
14 point in time when they come for the
15 budget presentation.

16 In yesterday's discussion with
17 the Mayor, did he outline any of the
18 financials with you at all?

19 MS. PANKEY: The Mayor didn't
20 want to have much discussion with us. He
21 wanted to take us down memory line. His
22 response to us was, and I quote, I have
23 the money, but you have to work with me,
24 and don't fight me on this. You'll win,
25 but you don't know who you're going to be

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2 dealing with in the future.

3 Well, with the arrogance like
4 that, we'll take our chances with the
5 future. We'll stand fast where we are
6 and keep what we have.

7 (Applause.)

8 COUNCILWOMAN TASC0: Thank you,
9 Madam President. Thank you very much.

10 COUNCILWOMAN BLACKWELL: Thank
11 you.

12 Before I call on Councilwoman
13 Reynolds Brown, let me note that at every
14 hearing, we have talked about the fact
15 that there's one appraiser for RDA, and
16 every property that's conveyed has to be
17 appraised twice. We have one appraiser
18 for the City. So that alone is
19 unbelievable. And we've been very, very
20 concerned again about this whole issue of
21 employment and who works where and where
22 we go from here.

23 COUNCILWOMAN TASC0: I have one
24 more question.

25 COUNCILWOMAN BLACKWELL: Yes,

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2 ma'am, and then Councilwoman Reynolds
3 Brown.

4 COUNCILWOMAN TASC0: I guess I
5 should have seen the PowerPoint. I might
6 have been a little more knowledgeable.

7 MS. PANKEY: I doubt it. I
8 doubt that you would.

9 COUNCILWOMAN TASC0: In your
10 review of the PowerPoint and from what
11 you have, there was one piece of this
12 that's been rumored -- again, I have to
13 read this -- that there would be an
14 effort to take away the power of the
15 Council to involve in land deals or
16 whatever. You have to come to Council
17 and get our approval. Is that something
18 that you're aware of?

19 MS. PANKEY: It's certainly
20 mentioned in there and the manner in
21 which they deal with Council. The
22 specifics of how they're going to -- the
23 appearance gives they want to get your
24 approval up front so they don't have to
25 come back. For instance, if they have a

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2 group of lots per se, they want to get
3 approval, say, today on how to deal with
4 these lots as opposed to bringing them to
5 you -- my understanding is they bring
6 them to you in intervals. That's not
7 efficient. There's too much back and
8 forth. They want to deal with you at one
9 point and that's it.

10 That's the impression that it
11 gives, but you'll come to your own
12 understanding of it once you get a copy
13 of or get the opportunity to see it.

14 They're limiting -- I think the
15 word in there, and I can't remember
16 exactly what it is, there's too much
17 communication going back, too much -- I
18 forgot what Mr. Hanna's word was in terms
19 of talking with either homeowners or
20 developers. So they want to streamline
21 their communication, and that includes
22 that of Council as well.

23 So there is certainly some
24 mention specifically with Land Bank and
25 how they intend to deal with Council.

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2 And whether that's satisfying to Council
3 or not, I don't know exactly what that
4 process is. He did explain it. That
5 wasn't of interest to me. Our jobs are
6 more of interest. And that's not
7 degrading or disrespecting anyone,
8 because everyone has their own interests,
9 but our position is our jobs as it
10 pertains to the Land Bank. There
11 certainly is mention of how they intend
12 to interact with City Council, and I can
13 tell you that it's certainly different
14 from how they deal with you now.

15 COUNCILWOMAN TASCO: Thank you
16 very much. I think I'm done.

17 COUNCILWOMAN BLACKWELL: Thank
18 you very much. And the Chair also notes
19 that the whole issue of inefficiencies
20 and overlap that we heard about initially
21 that were rumored before we introduced
22 the resolution and started these
23 hearings, we've always said we're open to
24 have any discussions about what works.
25 Nobody is saying that we can't improve.

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2 We can always improve, but we can't do it
3 on the backs of people who work, and we
4 should not morally transfer people to
5 other departments with no regard -- how
6 do you take somebody who is nine and a
7 half years almost vested or somebody who
8 has 36 years in and is getting ready to
9 apply for DROP next year and just do away
10 with all that? That's wrong and that's
11 morally unfair.

12 (Applause.)

13 Councilwoman Reynolds Brown.

14 COUNCILWOMAN BROWN: And to
15 Councilwoman Jannie Blackwell's comment,
16 not being privy to the PowerPoint, not
17 having seen it yet either, is there any
18 discussion in the body of the PowerPoint
19 as to how circumstances like that will be
20 handled during this proposal?

21 MS. PANKEY: Circumstances such
22 as what the Councilwoman --

23 COUNCILWOMAN BROWN:
24 Councilwoman just described.

25 MS. PANKEY: No.

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2 COUNCILWOMAN BROWN: In your
3 best estimation, what did you believe to
4 be the next step following the PowerPoint
5 and/or the meeting?

6 MS. PANKEY: I can certainly
7 tell you at this point as of this morning
8 we received an e-mail from Kevin Hanna's
9 office that they have three dates of
10 availability to sit with the union to
11 discuss issues: March 21st, March 22nd,
12 March 23rd at 2 o'clock. And this union
13 has committed to all three dates to find
14 out what the matter of discussion is.

15 What I am assuming is going to
16 happen in that meeting is that they're
17 going to talk about how to get to where
18 they're going. That's the assumption.
19 There was nothing in there -- I'm
20 certainly going to speak to Mr. Hanna
21 again. I did speak with him briefly this
22 morning to inform him that I did confirm
23 all three dates, although he stated to me
24 he was only looking for one, but I want
25 all three, plus some more. However, I

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2 will certainly ask him what the intention
3 of the meeting is, because I certainly
4 want to be prepared to have detailed
5 discussion about the 205 members and
6 where they do want to take them.

7 COUNCILWOMAN BROWN: Thank you,
8 Madam Chair.

9 COUNCILWOMAN BLACKWELL: Thank
10 you.

11 Councilman Rizzo.

12 COUNCILMAN RIZZO: Thank you,
13 Madam Chair.

14 Madam Chair, I've been through
15 a lot of reorganizations in my life. The
16 ones that work well were the ones that
17 had a spirit of cooperation.

18 The red flag for me when I got
19 very interested in this is, one of my
20 staff came from one of the very initial
21 briefings, and we've been involved in
22 every one, when really there was no
23 information. There was an environment of
24 secrecy. They brought us to a briefing
25 and didn't tell us anything.

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2 So I think that most people in
3 this room would be cooperative if they
4 were being treated appropriately and
5 communicated with information. And I
6 know that if somebody was going to pull
7 the plug on my job, I'd be here sitting
8 in one of these chairs right alongside
9 them.

10 So my point of my statement is
11 the fact that I think that the
12 Administration shot themselves in the
13 foot because they haven't handled
14 themselves very well in --

15 (Applause.)

16 COUNCILMAN RIZZO: I think if
17 you treat people with decency, you get
18 respect.

19 (Applause.)

20 COUNCILMAN RIZZO: And I don't
21 think that's occurred.

22 Thank you, Madam Chair.

23 COUNCILWOMAN BLACKWELL: Thank
24 you very much.

25 (Applause.)

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2 COUNCILWOMAN BLACKWELL: Thank
3 you, Councilman.

4 Are there any other questions
5 from members of the Committee?

6 (No response.)

7 COUNCILWOMAN BLACKWELL: Is
8 there anyone else who would like to
9 testify who is here today? We promised
10 we'd give you an opportunity if you would
11 like to. Your leaders are doing a great
12 job.

13 Anyone here who wants to
14 testify?

15 (No response.)

16 COUNCILWOMAN BLACKWELL: Seeing
17 none, what we will do again is -- and we
18 try to keep our hearings as brief as
19 possible -- we will continue this hearing
20 until Tuesday, April 18th at 10:00 a.m.
21 right here, Room 400, City Hall.

22 Thank you all. God bless you.
23 Let's hope for the best.

24 MS. PANKEY: Thank you very
25 much.

1 3/16/06 - HOUSING - RES. 050871
2 COUNCILWOMAN BLACKWELL: Thank
3 you.
4 (Committee on Housing,
5 Neighborhood Development and the Homeless
6 adjourned at 3:00 p.m.)
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CERTIFICATE

I HEREBY CERTIFY that the
proceedings, evidence and objections are
contained fully and accurately in the
stenographic notes taken by me upon the
foregoing matter on March 16, 2006, and that
this is a true and correct transcript of same.

MICHELE L. MURPHY
RPR-Notary Public

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