

MOTION:

SECOND:

RE: APPROVAL OF MINUTES – MARCH 7, 2019

ACTION:

WHEREAS, on April 4, 2019 at 7:00 p.m. the Potomac and Rappahannock Transportation Commission (“PRTC” or the “Commission”) convened its regular meeting at the PRTC Transit Center, located at 14700 Potomac Mills Road, Woodbridge, Virginia; and

WHEREAS, PRTC conducted business in accordance with a published agenda dated April 4, 2019.

NOW, THEREFORE, BE IT RESOLVED that the Potomac and Rappahannock Transportation Commission does hereby approve the minutes of March 7, 2019 as presented/amended.

Votes:

Ayes:

Nays:

Abstain:

Absent from Vote:

Alternate Present Not Voting:

Absent from Meeting:



MINUTES

BOARD OF COMMISSIONERS MEETING

March 7, 2019

PRTC Transit Center • 14700 Potomac Mills Road, Woodbridge, VA

Members Present

*Ruth Anderson, Chair
*Pamela Sebesky, Vice Chair
*Frank Principi, Immediate Past Chairman
*Wendy Maurer, Secretary
*Paul Trampe
*Maureen Caddigan
*Jeanine Lawson – Arrived at 7:48 p.m.
*Marty Nohe
*Matthew Kelly
*Jeanette Rishell, At-Large Member
*Mark Dudenhefer
*Bob Thomas
*George Barker

Members Absent

Gary Skinner, Treasurer
Jennifer Mitchell

Alternates Present

*Norm Catterton
Margaret Franklin
*Kalai Kandasamy – voting until 7:48 p.m.
*Jennifer DeBruhl

Alternates Absent

Hilda Barg
Pete Candland
D.J. Jordan
Jason Graham
Jack Cavalier
Cindy Shelton
Hector Cendejas
Donald Shuemaker
Preston Banks
Todd Horsley
Steve Pittard
Tim McLaughlin
David Ross
Mark Wolfe

Jurisdiction

Prince William County
City of Manassas
Prince William County
Stafford County
Spotsylvania County
Prince William County
Prince William County
Prince William County
City of Fredericksburg
City of Manassas Park
Stafford County
Virginia House of Delegates
Virginia State Senate

Spotsylvania County
Department of Rail and Public Transportation

Prince William County
Prince William County
Prince William County
Department of Rail and Public Transportation

Prince William County
Prince William County
Prince William County
City of Fredericksburg
Stafford County
Stafford County
City of Manassas Park
City of Manassas Park
City of Manassas Park
Department of Rail and Public Transportation
Department of Rail and Public Transportation
Spotsylvania County
Spotsylvania County
City of Manassas

*Voting Member

**Delineates arrival/departure following the commencement of the PRTC Board Meeting. Notation of the exact arrival/departure time is provided.

Staff and General Public

Bob Schneider - PRTC
Doris Lookabill - PRTC
Betsy Massie – PRTC
Joyce Embrey - PRTC
Althea Evans - PRTC
Chuck Steigerwald – PRTC
Becky Merriner – PRTC
Christine Rodrigo - PRTC
Perrin Palistrant – PRTC
Kasaundra Coleman PRTC
Todd Johnson – First Transit
Nelson Cross – First Transit

Beatrice Wooden - PRTC
Bob Leibbrandt – Prince William County
Rob Dickerson – Prince William County
Jaqueline Lucas, Prince William County
Paolo Belita – Prince William County
Doug Allen – VRE
Mark Shofield – VRE
Monica Backmon - NVTA
Ken Jones - Citizen
Xavier Harmony - Citizen
Sonegi, Sonali – Citizen
Cozy Bailey, Prince William NAACP

Chair Anderson called the meeting to order at 7:01 p.m. The Pledge of Allegiance, Invocation, and Roll Call followed.

Approval of the Agenda –4 [RES 19-03-01]

Commissioner Rishell moved with a second by Commissioner Maurer. There was no discussion on the motion. (RISHELL/MAURER, UNANIMOUS)

Approval of the Minutes of the February 7, 2019 PRTC Board Meeting – 5 [RES 19-03-02]

Commissioner Maurer moved, with a second by Commissioner Sebesky to approve the minutes of the February 7, 2019 meeting. There was no discussion on the motion. (MAURER/SEBESKY, MAJORITY VOTE; BARKER and THOMAS ABSTAINED)

Inaugural Mentoring Program Participant Recognition - 6

Dr. Schneider introduced the program and the recognized participants of the program.

Virginia Railway Express (VRE) – 7

Mr. Doug Allen briefed the Board on the following items of interest:

- VRE met with security leaders for Amtrak, CSX, Norfolk Southern, and other railroads through the Association of American Railroads to work on industry-wide security plan
- Positive Train Control implementation is expected to be completed in April
- Ridership in January was low due to government shutdown, with about half of the typical ridership; revenue was only down by 5% since most purchase monthly passes
- In February Mr. Allen and Joe Schwartz went to Capitol Hill to meet with Congressional offices. They met with Congressman Whitman, Congresswoman Wexton and Congressman Byron and VRE shared their plans and activity in order to advance projects
- VRE attended meetings in Richmond, VA and met with Secretary Valentine and Jennifer Mitchell to discuss how CROC money is being used wisely and coordination of DRPT and VRE's rail plans and the advancement of the Long Bridge project
- VRE hosted Preston Banks from Manassas Park and provided him with a tour
- Council of Governments is kicking off a planning study to look at market assessment and technical feasibility of run through service between Maryland and Virginia with commuter rail service MARC and VRE. It's a high level study to look at what the projected demand would be. A key project that would absolutely have to happen before that happens is the Long Bridge project; there isn't any more capacity on the existing bridge.

Public Comment Time - 8

Chair Anderson opened the floor for public comment time. Chair Anderson noted that anyone wishing to address the Commission to come forward and for those who do speak to introduce themselves and to state if they are representing an organization or themselves and also where they are from. It was noted that each person will have three minutes to speak. Three individuals addressed the Commission (transcript attached).

Approve the Consent Agenda – 9- [RES 19-03-03]

Commissioner Maurer moved, with a second by Commissioner Kelly, to approve the consent agenda. There was no discussion on the motion. (MAURER/KELLY, UNANIMOUS)

- Acceptance of the Potomac and Rappahannock Transportation Commission Monthly Jurisdiction for the Period ended December 31, 2018

PRTC Executive Director's Time – 10

Dr. Schneider briefed the Board on the following item(s) of interest:

- Dr. Schneider provides update on action item from the previous meeting regarding service adjustments during the government shutdown. He notes that it will be presented in April with the feedback that was provided
- Dr. Schneider provides updates on the General Assembly and funding reduction through the new performance measurement system initiated; the last iteration has a loss of \$655,000 a year. Two remedies were sought out, the Hold-Harmless bill, HB2553, which was created by Commissioner Thomas

Commissioner Lawson arrives to the meeting at 7:48 and sits at the table. Commissioner Kandasamy is no longer voting.

- Commissioner Thomas and Commissioner Barker speak on two plans presented for better funding results with the performance measurement systems. Commissioner Baker notes that there will be a one year reprieve for funding.
- Commissioner Principi asks about the economic impact with the new legislation. Dr. Schneider responds that initially there would be a 1 million to 1.5 million dollar loss and then the loss was reduced to \$645,000. After addressing the throughput concerns, the estimated loss is at \$310,000. The negative impact has been reduced by about 1 million dollars. There is a push for the hold harmless.
- Commissioner Kelly speaks on Smartscale and how the agency is working to meet the matrix and fit a formula instead of working to provide the best service.
- Commissioner Caddigan notes that OmniLink is needed but it brings down our score for funding in regards to performance measures
- Commissioner Sebesky comments while VRE alleviates congestion, the bus services are available to those who may not be able to afford VRE. She notes concern for the formula affecting services
- Commissioner Thomas speaks on the funds distributed to VRE as new money
- Commissioner Kelly comments that it was explained at the local level that we were left out of the 2013 bill and as a result, millions of dollars were lost for transportation funding and bringing us back to where we should have been should not be characterized as new money
- Dr. Schneider notes that Bill HB2226 from Delegate Poindexter was passed that prohibits the governor and state agencies from participating in the transportation climate initiative, the intent is to prevent the governor's office from doing greenhouse gas emissions but there is a question that has been raised whether the bill prohibits the Commonwealth participating in CMAQ programming. This would cause the agency to lose 2 million dollars per year. It's expected to be

vetoed, legislation doesn't take the money away, if there is an application could a citizen say you can't do that, then we're bogged down in a lawsuit. Commissioner Barker notes that he feels the bill will be vetoed and we don't need to be worried about it, but it's good to be paying attention.

- Dr. Schneider notes culture change meeting held and that trust among co-workers was discussed as well as sharing the strategic plan with employees
- Dr. Schneider highlights the I-66 Commuter Choice handout noting that 20 applications for projects and 32 million dollars' worth of projects cleared the hurdle. The revenue is 18 million, which means half of the projects submitted will not be approved. The process begins April 5th.
- Dr. Schneider comments on the I-395 corridor is in FY2020 and the first toll day will be October 24th. The official call for projects will be presented at the next meeting.
- Dr. Schneider notes upcoming celebrations and events for the month of March

Presentations – 11

OmniRide FY20 Proposed Budget: Review of Expenses– Joyce Embrey

- Last month there was a presentation of the FY20 revenue proposed budget
- Personnel, fuel and contractual services make up 93% of the operating budget
- Personnel accounts for 4.7 million with 58.5 FTEs, which includes the five new positions that were approved at the September meeting, this number assumes no Reduction-in-Force and could change with Commission action
- Fringe benefits account for 1.7 million dollars with a budgeted fringe rate of 40%
- Contractual services are 26 million dollars; the First Transit contract is 22.9 million dollars
- Revenue hours are estimated 108,000 from express services and 62,000 for local
- There was an increase of 2.1 million dollars in operating expenses from FY19 to FY20 – that increase could be reduced by Commission action
- Dr. Schneider notes that the western OmniRide services being similar in cost to the previous year and the amount has been included in the budget
- Chair Anderson asks what are the next steps with the budget. Ms. Embrey replies that public hearings have been scheduled for April 24th and April 25th. PRTC will present the Commission with recommendations for the budget at the June meeting.

Strategic Plan Update – Chuck Steigerwald

- Mr. Steigerwald presents on mobility hubs
- Hubs allow mass transit to work more efficiently
- Mr. Steigerwald presents three examples of hubs, Horner Road, Woodbridge VRE Station and the OMNIRIDE Transit Center
- The goal is to increase densities and easy access to transit at access points; communities are starting to build towards that condition
- Hubs increase mobility in the communities

Commissioner Maurer leaves the table at 8:17 PM

PRTC Action Items – 12

Authorize the Executive Director to Implement Shuttle Service to Eastern Prince William County Virginia Railway Express Stations During the Metrorail Summer 2019 Platform Improvement Project and to Submit a Mid-Cycle Grant Application to the Virginia Department of Rail and Public Transportation for Reimbursement of Shuttle Services Expenses – 12-A [RES 19-03-04]

Commissioner Caddigan moved, with second by Commissioner Sebesky to authorize the Executive Director to implement service during the Metrorail summer 2019 platform improvement project and to submit a mid-cycle grant application to the Virginia Department of Rail and Public Transportation

for reimbursement of shuttle services expenses. There was no discussion. (CADDIGAN/SEBESKY, MAJORITY VOTE, MAURER ABSENT FROM VOTE.)

Commissioner Maurer returns to the table at 8:20 PM

Implementation of the Reduction in Force Policy for the Dispatch Unit and Approval of Severance Package for Affected Employees - 12-B [RES 19-03-05]

Commissioner Principi moved, with a second by Commissioner Lawson, to implement the reduction in force policy for the Dispatch unit and approval of severance package for affected employees. Principi asks about the cost regarding sick leave and Dr. Schneider confirms that employees receive payout of 25% of hours that exceed 450 hours. Commissioner Principi asks if sick leave is included in the accrued leave payout. Dr. Schneider confirms yes. Commissioner Caddigan comments that there is a penalization for coming to work based on the payout policy. Legal Counsel advised this is the same policy as Prince William County.

Commissioner Rishell comments there are several components to this, there's the severance and there's the reduction in force. Feels the severance is a good idea however, she does not support the reduction in force and that she doesn't vote on everything on a financial basis and tries to vote her values. Commissioner Rishell noted you have to consider finances at times, that's the practical aspect of life, however, one of her values is that when you have an economic contract it is accompanied by a social contract and breaking one is breaking the other. She noted according to her belief system the social contract, through the economic contract, has been fractured. There are circumstances that require breaking of an economic and social contract, if a locality or agency falls on hard times, you need to have layoffs, but the layoffs would be across the board and not target one department and would be more evenhanded, is especially uncomfortable with this coming off of establishing a floor on the gas tax. Her vote will be no. She encourages her colleagues to please, please consider their votes very carefully and knows we all want to do the right thing.

Commissioner Kelly commented that we started with a long list of positions now we're down to three, asks where are we on where, potentially, these people could go. Dr. Schneider notes that First Transit will have three open dispatch positions that the PRTC dispatchers would have to apply for. Chair Anderson comments on the recruiter service provided in the severance package. Commissioner Maurer notes that the recruiter services are in the memo but not stated in the resolution. Commissioner Lawson asks for a "whereas" clause to be added to include the recruiter services. Commissioner Principi moved, with a second by Commissioner Sebesky to include the recruiter services in the resolution.

Commissioner Kelly comments taking 14 months to get to this point is not a good situation. Advised he takes issue with a statement made earlier regarding the conduct of the Executive Director and hopes the Board gives him the opportunity to respond to that; it's only fair, if someone makes an accusation that the person has the opportunity to respond if they so desire.

Also noted he takes issue with the statement that this has fallen on deaf ears. States the Commission brought the issue to a screeching halt to do a full-blown independent investigation that Prince William County completed, initiated and hired individuals to look at the training processes regarding the issues brought up, have taken corrective actions, instituted policies that are ongoing; a lot of time and effort has been put into dealing with this issue. Commissioner Kelly spoke of the significant reductions in service this operation has made, to the point that we're out of line, funding has been difficult and future funding will be more difficult which results in difficult decisions. States economic component is trip miles, providing services to the community, it's raises for employees - all tie into the social contract. Feels if he doesn't like where we are going he has an obligation to come back and say here are other options we could look at. States this is more of a Prince William County, Manassas and Manassas Park situation, feels if this is a situation where this is the wrong way to go it's easy to say no, it's a little more involved to say okay, how do we make up those funds and what impact does that have on the rest of the system. Asked if we look to Prince William County, who has already stepped up to the plate on numerous

occasions, to keep this operation going. Asks if Manassas Park and Manassas feel strongly enough that they are willing to make their contributions higher to make sure this doesn't happen, states if we don't do that does that mean we have to reduce bus service to somebody, does that mean our employees don't get raises because we have to make up that amount. Stated every decision we make you just can't look at it as oh, it's just dollars, you're making decisions on those dollars, those dollars go to services, those dollars go to employees and if you say no to this you better step up to the plate and say we going to do this, this and this. Stated the Board has had 14 months to have this conversation if that's the direction everyone wanted to go, we missed where if you don't want to do this then we're going to have to reduce service or affect other employees or reduce service to keep people and everything in place. Are jurisdictions willing to step up to the plate and increase the subsidy to keep this operation going, are we willing to sacrifice services to our communities to keep this going, are we willing to sacrifice increases in salaries, other decision will affect service in some form or fashion. Stated he would like to hear from his colleagues on what they think about these things or where they feel they need to go.

Commissioner Nohe acknowledges that this is a difficult decision, something he's struggled with, and that there are consequences either way. States he's had conversations with the Chair, the Executive Director, and employees; states we have looked at this from every angle we can. Stated he's involved in this organization because we need to provide reliable, efficient and safe mobility services to the people of Prince William County who need it to get to their jobs, to get home with their family at the end of the day, that's what we're here to do. If we're not going to that that first and foremost, then we're not a transit commission. States the number one decision for this organization has to be how can we most effectively and efficiently provide safe and reliable mobility services to the riders. States we are in a financial crisis and while it's not just about the bottom line, as public officials we have to look at the bottom line, have to figure out how we can do more for the citizen with the limited resources; we have to find ways for this organization to run more cost effectively and if we don't do this, we're not doing the job.

Commissioner Rishell comments that she has been misquoted, that usually in these situations, the Executive Director brings forward 2-3 recommendations to the Commission to be considered, not just one - this is it, take it or leave it.

Commissioner Sebesky states that City of Manassas has the second highest tax in the state and that they have many needs. She notes the Manassas City is trying to be able to pay for services for their residents to be able to have affordable transportation options. States this is the mission of this organization, to help provide to the people most in need. States she has heard from every Manassas City Council Member before she came here that they did not feel the organization was spending money in a fiscally responsible way. States that Manassas City doesn't have the additional funds to give.

Chair Anderson comments restructuring is always difficult and Dr. Schneider was hired to find efficiencies in the organization. She comments that she sees the severance package as fair. She confirmed with Dr. Schneider if any of the affected employees attains a position with First Transit (or elsewhere) that they will still receive their severance package. (PRINCIPI/LAWSON, MOSTLY UNANIMOUS; RISHELL AND TRAMPE VOTED NAY)

Authorization to Execute an Amendment to Contract #13-02 between the Potomac and Rappahannock Transportation Commission and First Transit- 12-C [RES 19-03-06]

Commissioner Nohe moved, with a second by Commissioner Principi, to authorize executing an amendment to contract #13-02 between the Potomac and Rappahannock Transportation Commission and First Transit. Dr. Schneider comments that the \$322,000 noted are not new funds, they are just being reallocated. Commissioner Principi asks about contract amendment #5 and the FTE count of dispatchers. Commissioner Maurer questions on how the \$322,000 is justified if First Transit doesn't hire three additional dispatchers. Commissioner Principi requests to add language to include appropriate level staff and to add content to the resolution. Commissioner Rishell asked if there is a need to reference bus to dispatcher industry standard ratios to ensure efficient staffing. Dr. Schneider comments that the target is 50 busses per dispatcher and that we did not established a minimum or

maximum. Commissioner Rishell asked if there was an industry standard? Dr. Schneider confirmed that it is usually between 75 – 100 buses per dispatcher, but our target is 50 because we are predominately a commuter express service. Chair Anderson asks Rob Dickerson to read the amended resolution to include a “whereas” clause that First Transit will hire three additional dispatch positions. Commissioner Nohe motions to accept the amendment. Commissioner Barker comments that the contract can be revisited in regards to adding more dispatch positions in FY21. (PRINCIPI/CADDIGAN, UNANIMOUS)

PRTC Chairman's Time – 13

- Chair Anderson states that she does not foresee an Executive Committee meeting prior to the PRTC meeting in April.
- Announces that the evaluation for the Executive Director, Dr. Bob Schneider, will be distributed at the end of March. She states that Alternates that have attended half of the meetings can participate in the evaluation of the Executive Director
- Chair Anderson extends vote to have Commissioner Caddigan on the VRE Ops Board

Concurrence with Prince William Board of County Supervisors Recommended Appointment to the Virginia Railway Express Operations Board– 13-A [RES 19-03-07]

Commissioner Sebesky moved, with a second by Commissioner Lawson, to concur with the Prince William Board of County Supervisors' recommended representative appointment to the VRE Operations Board. There was no discussion on the motion. (SEBESKY/LAWSON, UNANIMOUS)

Other Business/Commissioners' Time – 14

- Commissioner Sebesky noted that Manassas City will not be available at the PRTC April meeting. She also notes the 20th annual St. Patrick's Day parade will be on 3/9/19

Adjournment – 15

There being no further business to come before the Commission, Chair Anderson adjourned the meeting at 9:06 PM.

Information Items

There were no comments.

Public Comment Time
March 7, 2019
PRTC Regular Meeting

Kenneth Jones

Good evening my name is Kenneth Jones and I am representing myself. Over the past fourteen months or so, we have come before this board and pointed out how the Executive Director's proposal was not fair on the factual basis and also how it was racially biased because it only targeted black and brown employees which had a desperate impact, in violation of the 1964 Civil Rights Act. This consequently fell on deaf ears in regards to this board. Needless to say I was disappointed in results of the vote that was taken last month to authorize the Executive Director to begin the reduction in force process. The Executive Director did not release this presentation ahead of time nor was it the request to start the RIF process on the agenda. This is a clear signal that there is something to hide because if everything was above board for there would be no reason to be sneaky – that the facts were on your side., you could stand on the strength of your presentation. Taking a close look at the presentation, that was posted on omniride.com, many things jumped out at me as being inaccurate, but since I only have three minutes, I'll jump to just a few of them. On page 23 of the presentation that the Executive Director presented, indicated that there were 22 drivers that were permanently laid off in 2016 and this never happened. Number one, it defies logic because if you think about a couple of months ago, the Executive Director as well as the General Manager for First Transit they made a big presentation about the industry wide shortage and that was the reason why there was trips being missed. So if there was an industry wide shortage, why would you lay off 22 operators and you're suffering operator shortage. Since I've been here, for over fourteen years, it's been a chronic issue of operator shortages. So that just defies logic. It just doesn't make sense, whatsoever. The next was, on his graph, on page 20, he shows the lowest number of buses in service at one time is 18. But last spring when Mr. Tim Collins released this report, about the buses that went to Delaware and down towards Richmond, and he said that the organization was wounded. The Executive Director said after questioning from Supervisor Lawson, that when this incident occurred, when the operator took the bus to Richmond, there were only three buses on the road and two dispatchers on duty. But if you look at his graph, that he created, it shows that at any one time during the day, the minimum amount of buses is only 18. So either he's lying now or he's lying then. Which one? And if he's lying in front of this body, this is something that this body should be concerned about.

Chair Anderson notes that Mr. Jones has spoken for three minutes and if he could wrap up.

I'll just say take a look at the numbers. The numbers don't add up as well. If you decide to go ahead and take this vote tonight, it'll be based on misconstrued facts and basically outright lies. So if you want to take the vote putting basically black and brown people out of their jobs, based on those lies, take the vote. Let's put on the record and we'll look at it in November during this election. Thanks.

Beatrice Wooden, PRTC Dispatcher

My name is Beatrice Wooden, dispatcher. Excuse me, my emotions are kinda all around, but anyway. It started out seven dispatchers a one supervisor. We're down to three dispatchers now. I sit there and I

listen to you, Mr. Schneider about the mentoring program. I wish that you had came to dispatch and took a couple of us out, picked us out, to to mentor, or be mentored to. And I guess that's what I want, to be mentored to. To see what was going on – how we can come to a better answer for what may happened tonight. I sat there and I listened to that and I'm like we have been the last, last fourteen months, we have been left out of so much. Left out of so much at PRTC and I have given so much for 14 years. I have given so much. But as Ken Jones says, it to me, it it it has really boiled down to black and brown people just, we just don't I don't know if we just don't fit in this organization and it's sad. It's really sad. I come to work every day. Like I said before to you all, I got five, I'll have, May 3rd, if this, if this goes down, I will have like 500 and 60 something hours of sick leave and I gotta leave, I gotta leave it here. I gotta leave it, I gotta leave it. I mean, I can't, you can't even come to any conclusion of anything about how could we better if not better it now, better it for the future for the employees of PRTC, better it for them. Where if they're giving their all and all and coming to work and, and, and got time on the books and something happens, like this. I mean come on, ya'll gotta do something. You gotta do something. Thank you.

Cozy Bailey , Prince William NAACP President

Thank you Madam Chairman. Obviously you know who I am. For everyone here, my name is Cozy Bailey and I am President of the Prince William NAACP. Many times when the NAACP comes out to speak to a group like this, the first thing that people expect to hear is something about racism. I did not come this evening to talk about racism but I knew if I used that word I would gets all of your attention, but I am going to talk about race. I want you first to remember that the NAACP is formed and our mission is to secure the political, educational, social and economic equality of rights for all people in order to eliminate race based discrimination. Let me read for you something that is a guideline from the Employment, the EEOC. It says, if certain groups of employees are affected more than other groups when considering a lay-off, a reduction in force, determine if you can adjust your layoff for RIF selection criteria, to limit the impact on those groups while still meeting your business needs. I would submit that this Commission over the past fourteen months, either didn't know about that particular guideline or decided that the numbers that you've come up with are more important. And I've read the numbers and I cannot verify them or, or, or argue against them but I think the, the numbers about a \$500, 000 savings per year offset with a \$300,000 or so replacement. Then you gotta factor in your 75K or whatever it is that you are doing for severance. But the number that is more important is that I understand it about 50 percent of the affected workforce are higher are in fact people of color. That should be a feeling of disgrace by this commission. An organization that is set to provide transportation to and from in and around this community that now makes a numbers driven business decision to disenfranchise that portion of the workforce is abysmal. But you know it is it is almost, it is, it is following some of the things that this commission and Mr. Director have done over the past fourteen months, along with the leadership here. What do I mean by that? Couple of years ago, there was a dramatic turnover of legislators here in this area and there that created two vacancies on this commission. I asked for a meeting with your Chair and the Director and I told them at that time that the community expected that those two bills would be filled by a couple of those passionate people who had asked to be on this Commission. What I was told is that this Commission could not make that decision and we all know that the Speaker of the House does that, blah, blah, blah. My point was is that this Commission's desires should've been communicated to the Speaker, but that wasn't done. Recently there's been a dubious

personnel action, against one of the speakers who spoke today. Now I know this Commission doesn't get involved directly into personnel actions, but it seems to me based upon my 20 years of corporate experience, that when there is just a simple disagreement about how a policy was executed, that you work that out, as opposed to give someone their walking papers. Now you can do what you want to do, or what you what it appears that you want to do because the Commonwealth of Virginia is a right to work state. Sometimes I look at that as a right to fire state because it allows you to do those things within punity. But if you make that decision and vote that way this evening, what you will do is send the message to the people of this community, specifically Prince William County who have a majority of people of color as its residents now, that all you care about is the bottom line of money numbers. There is a and in preparation for what I was going to say this evening, I read a scholarly work, that was written some 20 years ago. It was called Organizational Downsizing Discrimination and Corporate Social Responsibility. And the point of that that that scholarly work was to ensure or, or report on a change in the way that corporations did their did their business and how they made decisions and trying to get them to understand that social responsibility was just as important as that topline and bottom line. I would share that with you because it is very illuminating and I think that you'll find that you are operating just the opposite of what that scholarly work says and what many organizations who have become successful have realized that good social responsibility and recognition, is in fact, a force multiplier for your bottom line. I will close with saying this, if you make this decision, it's not a good look for this commission. If you make this decision, the 600 or so people who are staunch supporters of the NAACP of Prince William County will be extremely disappointed. I don't make threats, but I agree with Mr. Ken Jones, there will be consequences. Thank you very much.