

NOTICE OF SPECIAL MEETING

A SPECIAL MEETING OF THE CHARLOTTESVILLE CITY COUNCIL WILL BE HELD ON Monday, February 4, 2013, AT 6:00 p.m. IN THE Second Floor Conference Room.

THE PROPOSED AGENDA IS AS FOLLOWS:

Closed session as provided by Section 2.2-3712 of the Virginia Code

BY ORDER OF THE MAYOR

BY Paige Barfield

SECOND FLOOR CONFERENCE ROOM – February 4, 2013

Council met in special session on this date with the following members present: Mr. Norris, Mr. Huja, Ms. Szakos, Ms. Smith, Ms. Galvin.

On motion by Ms. Galvin, seconded by Mr. Szakos, Council voted, (Ayes: Mr. Huja, Mr. Norris, Ms. Galvin, Ms. Smith, Ms. Szakos; Noes: None), to meet in closed session for (1) Discussion and consideration of prospective candidates for appointment to City boards and commissions, as authorized by Va. Code sec. 2.2-3711 (A) (1); and, (2) The annual performance evaluation of the City Manager, as authorized by Va. Code sec. 2.2-3711 (A) (1).

On motion by Ms. Galvin, seconded by Ms. Szakos, Council certified by the following vote, (Ayes: Mr. Huja, Ms. Smith, Ms. Galvin, Mr. Norris, Ms. Szakos; Noes: None), that to the best of each Council Member's knowledge, only public business matters lawfully exempted from the open meeting requirements of the Virginia Freedom of Information Act and identified in the motion convening the closed session were heard, discussed or considered in the closed session.

COUNCIL CHAMBERS – February 4, 2013

Council met in regular session on this date with the following members present: Mr. Norris, Ms. Galvin, Mr. Huja, Ms. Smith, and Ms. Szakos.

AWARDS/RECOGNITIONS and ANNOUNCEMENTS

Ms. Szakos announced the JMRL Big Read event will take place during March. The Joy Luck Club, by Amy Tan. Go to jmrl.org/bigread for upcoming events.

Ms. Szakos announced a public design forum on February 13 for the Belmont Bridge.

Ms. Smith announced the Charlottesville City Schools Preschool Program is accepting applications for the 2013-14 school year. For more information, call 245-2813 or go to charlottesvilleschools.org; applications are due March 1.

Ms. Smith announced the First Annual City Market Art Show from 10:00 a.m. – 5:00 p.m. this Saturday and Sunday at the Jefferson School.

On motion by Mr. Norris, seconded by Ms. Smith, the following appointments were made to Boards and Commissions: to the Airport Commission, George Benford; to the Citizen's Advisory Panel, Heather Walker; to the CDBG Task Force, Sarah Malpass; to Region 10, Gigi Davis. (Ayes: Mr. Norris, Ms. Smith, Ms. Szakos, Mr. Huja, Ms. Galvin; Noes: None.)

Ms. Galvin invited Mr. Wes Bellamy to make an announcement. On February 16 from 10:00 a.m. – noon, HYPE will have their first monthly "Real Men 101" session for young men ages 11-18 at the Carver Recreation Center inside Jefferson School. The seminar is free, and breakfast is provided.

Mr. Huja invited Mr. Alex Zan to speak on his video, "All People Matter". He had the children from a video he produced introduce themselves. Look for APM-28 on YouTube to see the video.

Mr. Huja announced the City of Charlottesville received a Crystal Award for Energy and Sustainability for their commitment to environmental stewardship. Ms. Riddervold was present to accept the award.

MATTERS BY THE PUBLIC

Ms. Naomi Roberts, 1140 St. Clair Ave. said she is against the stormwater fee. The elderly are having trouble paying their utility bills as it is, and there is damage to personal property because of runoff from City streets. She said she does not think we should have made a resolution against drones.

Ms. Carole Thorpe, 1318 Oak Tree Ln., said she is speaking on behalf of the Jefferson Area Tea Party of Charlottesville. She said we have a spending problem, not a revenue problem. Families are already having a difficult time financially, and the stormwater fee will make things worse.

Mr. John Heyden, Westwood Rd., said he is against the stormwater fee, and that the middle class will have to pay the most. He said he refuses to pay this tax.

Mr. David Swanson, 701 Gillespie Ave., said he supports the resolution against the use of drones and thanked Council for addressing the matter. We should act before it is too late.

Ms. Jamie Morgan, 108 4th St. NE, said she supports a ban on the use of drones to protect our civil liberties.

Mr. Uhuru X, formerly known as Marco Brown, Homeless, said housing and job searches are primary issues for the homeless.

Mr. Ted Jones, 201 Hillcrest Dr., representing the North Downtown Resident Association, said the impending construction near the interchange is going to significantly impact the vegetative buffer to his neighborhood. This is an entry corridor, so this serves as a gateway project. He asked Council and staff to identify key trees on the border of the project and implement a tree protection plan.

Mr. Michael Khavari, 1029 B Preston Ave., said he supports a ban on drones. It is a local issue as well as a national issue.

Mr. Ryan DeRamos, 2221 Hill St., said he agrees that drones should be banned. He said we will soon be living under drones if we do not resist now. He recounted the negative impact of drones in other countries.

Mr. Tony Russell, 1404 Grace St., in the Burnley-Moran neighborhood, said he is against the use of drones. He said this issue does not follow party lines, and we should prove ourselves worthy of our inheritance by taking a stand.

Mr. Kenneth Jackson, 731 Orange Dalle Ave., said RAISE has come from the missing persons DeShad Smith case. The community needs to come together across boundaries with the Police Department and city officials to make Charlottesville a better place to live.

Mr. Brandon Collins, 418 Fairway Ave., said he is opposed to drones. This is more than a national issue; this is a local issue, and it is important to speak out against something that will have a major impact on our community.

Mr. Michael Khavari, 1029 B Preston Ave., a policy analyst for the Rutherford Institute, said he is in favor of the resolution against drones. This is a chance for Charlottesville to act locally in order to make a statement nationally.

COUNCIL RESPONSES TO MATTERS BY THE PUBLIC

Ms. Smith thanked Mr. X for coming to speak about the homeless community.

Mr. Norris said it is not fair to criticize budgetary decisions when championing costly projects. We have to keep things in perspective.

Ms. Galvin acknowledged Mr. Jones's comments about Birdwood, and she would like follow-up on a tree survey.

Ms. Szakos said it is important to remember that all people matter.

Mr. Huja asked staff to meet with Mr. Jones's neighborhood.

[CONSENT AGENDA* \(Items removed from the consent agenda will be considered at the end of the regular agenda.\)](#)

a. Minutes for January 22

[Minutes for Jan 22](#)

b. APPROPRIATION: Contribution for Urban Forest Improvements and Invasive Species Removal in Riverview Park -\$4,000 (1st of 2 readings)

[Riverview Donation](#)

c. APPROPRIATION: Contribution from the American Heritage Foundation for the Charlottesville Fire Department Wellness and Fitness Program -\$5,000 (1st of 2 readings)

[Contribution from the American Heritage Foundation for the Charlottesville Fire Department Wellness and Fitness Program](#)

d. APPROPRIATION: Appropriation of CACVB Fund Balance -\$100,000 (1st of 2 readings)

[Appropriation of CACVB Fund Balance](#)

e. ORDINANCE: ECC Cost Allocation Agreement between City and County (1st of 2 readings)

[ECC Cost Allocation Agreement between City and County](#)

On motion by Ms. Galvin, seconded by Mr Norris, the consent agenda was approved. (Ayes: Mr. Norris, Ms. Galvin, Ms. Smith, Ms. Szakos, Mr. Huja; Noes: None.)

PUBLIC HEARING / Human Rights Commission (1st of 2 readings)
ORDINANCE*

[PUBLIC HEARING / Human Rights Commission](#)

Mr. Ellis presented to Council. He reviewed the work of the Human Rights Commission and gave an overview of how the commission would function. The recommended allocation is \$180,000 for staffing and administrative costs.

Mr. Norris clarified that the proposed ordinance does not provide for protection against discrimination based on sexual orientation and asked why. Mr. Ellis said the state needs to provide enabling legislation in order for the City to do so. Mr. Norris asked what would happen if we added it without the enabling legislation. Mr. Brown said it would likely be challenged the first time it was enforced.

Ms. Smith asked how we would be able to enforce this at the schools without their express consent. Mr. Ellis said we have a good working relationship with the schools, and we should be able to include them.

On motion, public hearing was opened.

Mr. John Heyden, Westwood Rd., said this is more about responsibility than race. He said there is not a conspiracy against minorities.

Mr. Rick Jones, member of the Human Rights Task Force, said the ordinance before Council is reflective of what was proposed as an advocate model by a minority of the task force. He did not support the investigative or punishment aspects that were initially included in the majority report, and he was pleased to see the ordinance does not contain this.

Mr. Kenneth Jackson said he understands why we need a Human Rights Commission when he hears people spout nonsense. He said this proposal lacks something, and it needs to go back to the drawing board. Virginia law has always played catch up, and you need to include all citizens if you want support for the commission.

Mr. Wilbur Braxville, former police officer of Charlottesville, said he supports a Human Rights Commission with enforcement. Many discrepancies exist. It would be helpful to have a place to go that would investigate events that occur within our community.

Mr. Brandon Collins, 418 Fairway Ave., said PHAR supports a Human Rights Commission with enforcement power. Everything else relies on having the enforcement power; no one will mediate or negotiate without the potential for enforcement. This is only bad for business for those businesses that want to practice discrimination.

Mr. Demetri Hicks, Prince Edward County, said he is in town to push for progress in the Dashad Smith investigation. Every city needs a Human Rights Commission. If you set up a commission, be sure it is governed from the federal and state levels.

Mr. Robert Guest, 306 Blasta Rd., said we should not demonize Mr. Heyden. We should disagree without being disagreeable. Discrimination does not have to be blatant. An effective commission must have enforcement powers, the ability to study and make policy and recommendations, and to continue the Dialogue on Race initiative.

Mr. Jim Shea, 301 Montevista Ave., said the anti-discrimination proposal included in the human rights draft was designed more to alleviate the anxieties of people who are already well-served by the status quo rather than address the needs of the minorities in the community. We need a policy that meets discrimination head-on.

Mr. Jeff Fogel, 215 Spruce St., said he supports a commission with enforcement powers. He said we can go beyond state law, and the worst that can happen is that they can take us to

court. He said some of the language restricts the scope of the commission. Other groups of people, such as those in poverty, ex-fellons, and the homeless should also be protected.

Mr. Walt Heinecke, 1521 Amherst St., said the ordinance is unbalanced, symbolic and ineffective without a real enforcement mechanism.

Ms. Holly Edwards, 917 6th St. SE, said she supports the human rights commission with enforcement. She shared a "sound bites" poem of her reflections from the evening.

Ms. Karen Shepard said she is in favor of a commission with enforcement powers.

Ms. Joy Johnson, 803 Hardy Dr., said she supports a commission with enforcement powers. She said discrimination happens in the workplace, on boards and commissions, and in our community. Ex-felons are treated horribly, and justice is the opposite of poor. African-American women have been treated with disrespect in Charlottesville.

Ms. Connie Rosenblum, 500 S. 1st St., said she supports a commission with enforcement powers.

Ms. Lisa Greene, 216 Chestnut St., said Council should consider the definition of "human" when creating a human rights commission. The proposed ordinance only protects some humans in the City. The reasons given for not including the LGBT community does not make it right not to include them in this ordinance. You can do this because it is the right thing to do, without getting approval first.

Mr. Alex Gulatta, 2110 Tarleton Dr., from Legal Aid Justice said we have created a civil rights edifice that is unenforceable.

Ms. Ebony Williams, University of Virginia student, said we need to do something about racism in Charlottesville and create a positive climate for future leaders.

Ms. Dorenda Johnson, co-chair on the Human Rights Task Force, said she is frustrated by inaction. She supports a commission that covers all human rights, not just particular ones. It needs to have enforcement powers so that it is not just a facade.

Mr. Mark Kavit, 400 Altamont St., said he is concerned with cost, and he is also concerned that as a property owner, he will be accused of discrimination. He asked what protection would be offered for people like him.

Ms. Amy Sarah Marshall, said she is speaking on behalf of PRIDE. Discrimination against the LGBT community exists in several ways. She asked Council to continue the tradition of taking a stand and include the LGBT community in the Human Rights Commission.

Ms. Michele Bates, founder of Fe-Male Perspective, said she supports a commission with enforcement powers. She said the community needs to continue assessing itself and ask the hard questions.

Mr. Tony Russell said enforcement is the bottom line. Without enforcement power, people will not take this seriously.

Mr. Scott Bandy, Cherry Ave., said he hopes this Council is prepared to take a straight up and down vote after the second reading.

Ms. Pat Lloyd, Raymond Rd., requested that LGBT persons be included in the ordinance. Human rights should be guaranteed to all people.

Ms. Jamie Morgan said the ordinance should say sexual identity instead of orientation, and asked to add queer, trisexual and a-sexual to the list of protected people.

Having no further speakers, the hearing was closed.

Mr. Norris gave several statistics that debunked Mr. Heyden's claim that crime was committed more often by African Americans than Caucasians.

Ms. Szakos said the fact that people say we may not have discrimination, and that we believe our opinions on this issue are facts, shows that we have not been talking to one another enough. The Dialogue on Race (DOR) has stirred racial issues up and brought attention to them, not that the issues did not exist before. She said she hopes we are ready to deal with this. She supported adding sexual orientation and identity as protected classes. This could be added under Section 434 or added to the ordinance itself as a protected class. We do have the EEOC and other organizations, but complaints ultimately get sent off somewhere else, and it is not as effective as local enforcement. She shared a prayer about mutual respect.

Ms. Smith said we cover common themes. We have had a lot of input about enforcement. No one can say there is not discrimination; now we have to figure out how to deal with it. We need teeth to enforce against institutional racism and develop the tools to confront it. She said she strongly supports including sexual orientation. She supports having a mechanism to locally deal with this. Most conflict can be resolved by mediation, and we should get through at least that part locally. Housing and employment are two big discrimination issues. Housing is handled well by PHA, but employment still has serious barriers. She said socioeconomic status must also be included.

Ms. Galvin said the big issue is thinking about the magnitude of this concern. It seems to be focused on employment. She said research of other localities show that commissions address a very low number of issues in reality. Focusing on discrimination as the sole obstacle to employment will detract resources from being able to address the real barriers, such as child care and transportation. Bad governmental policies build in disincentives to get out of poverty. Lack of jobs is a problem as well. She said she would support the present ordinance, when coupled with on-site presence of the EEOC once a month. She asked to decouple the funding conversation from a decision on the ordinance.

Mr. Norris said he is frustrated by the mindset that if this does not include enforcement powers, it will not be anything more than what we are doing with the DOR. He said there are measures we can take to go much further to reduce disparities. We should adopt a model that addresses the institutional, systemic discrimination in our City. This ordinance would only mirror existing protections. He said we need to include gender identity and sexual orientation, and if it is challenged, so be it.

Mr. Huja said there is no doubt discrimination in this community. He said he would like to add gender identity and ex-felons as protected classes. The current proposal handles housing and employment issues well. He supports a sunset clause for review of the Commission in five years. He supports hiring one full time person and paying experts on an as-needed basis.

Ms. Szakos said we need to evaluate the core roles of government as we look at our budget. We have to pit important things against each other during the budgeting process because of limited resources, and that is troublesome.

Ms. Galvin said we should move money over from the DOR for the position and keep level funding. She asked for more information about the mechanics of using local mediation.

Ms. Smith said she thinks nine members is too small for a human rights commission. She asked to add the words "at least", on page one under section 2-432 so that we have flexibility on the number of commissioners. She asked for socioeconomic status and geography to be added under 2-432 (a).

Mr. Ellis said Seattle had 15 members on their commission, and Fairfax had ten. Mr. Huja said a commission larger than nine people will be hard to manage. Mr. Jones said we envisioned work groups.

Ms. Szakos recommended a change to section 2-431 (a), to remove "pursuant to the authority...", in order to add "sexual orientation or sexual identity" as a protected class.

Mr. Brown said we can keep language as is, but define discrimination on the basis of sex as being including but not limited to discrimination on the basis of sexual identity or sexual orientation.

Ms. Smith asked how specific the ordinance should be. She asked for a deletion of the stipulation in 2-432 (e) that the Director "must be full time in that capacity", because it limits flexibility.

Mr. Norris asked for stronger language regarding investigating the impacts of public policy. Mr. Brown said this might fit well under section 2-434. Mr. Huja and Ms. Smith agreed that we should add the language to this section.

Mr. Norris said we should strengthen section 2-435 regarding an advocate to ensure localized enforcement. Mr. Huja and Ms. Galvin said they would need more information before supporting this. Mr. Jones said staff will provide more information before the second reading.

Ms. Smith asked for wording in Section 2-434 (c), about working with UVA or research organizations.

Ms. Szakos said she wanted to add to section 2-434 (a)(2) things that are not illegal but are worthy from attention, including but not limited to criminal record, poverty, and other items that may not be protected classes per se, but where discrimination exists. Ms. Smith and Mr. Norris supported this addition, with the language “including but not limited to”.

Ms. Galvin asked to add language about literature review of existing studies to avoid duplication of effort. Ms. Szakos suggested adding the language "may gather and conduct research".

Mr. Huja asked to remove Sec. 2-437.1. on future enforcement authority. Ms. Szakos said she agreed with eliminating the word “future”. Ms. Galvin said we could add a sunset clause instead. There was not a consensus for making these changes.

Mr. Brown confirmed that there was support to change mediation to enforcement authority in sections (a) and (b) of Sec. 2-437.1 and make that a current authority. Council gave a general consensus to add language about mediation to section 2-435 (c) instead. They asked for staff for further research on this point.

Ms. Smith asked what would happen if the City is accused. Mr. Brown said there is no exemption for the City.

Mr. Huja asked staff to draft changes to the ordinance for a second reading.

On motion by Ms. Galvin, seconded by Mr. Huja, the ordinance carried.

**PUBLIC HEARING / Route 250 Bypass Interchange at McIntire Road -
Appropriate \$2,598,762.81 and Transfer
APPROPRIATION* \$71,090.07 (1st of 2 readings)**

PUBLIC HEARING / Route 250 Bypass Interchange at McIntire Road

Ms. Angela Tucker presented to Council. She reviewed the reasons for the appropriation and transfer of funds as detailed in the Council memo.

On motion by Mr. Huja, the public hearing was opened.

Mr. Mark Kavit, 400 Altamont St., said he is here representing the North Downtown Resident's Association (NDRA). The NDRA feels there has been inadequate appropriate funding and attention for the entrance corridor in the area.

Mr. Ted Jones, 201 Hillcrest Rd., said his neighborhood has had good dialogue with City staff during this process. Key trees are on the edge of the limits of disturbance. He would like to ensure there is a comprehensive tree protection plan within the construction documents. Please take care with replanting to be sure they are large enough species. This area could be viewed as a linear extension of McIntire Park.

Having no further speakers, the public hearing was closed.

Ms. Galvin asked how much the Tree Commission has been involved with this discussion. She said the RFP for McIntire Park is in process and asked if this could be folded in as part of the RFP. Ms. Tucker said the Tree Commission has been involved. She said this project replaces many of the trees, and it has been closely coordinated with the Parks Department.

Ms. Szakos asked for a visual.

On motion by Ms. Szakos, seconded by Ms. Galvin, the appropriation carried.

REPORT / ORDINANCE* Stormwater Utility (1st of 2 readings)

Stormwater Utility

Ms. Riddervold presented to Council. She said impervious cover associated with City parcels and right of way accounts for about 34% of the total. Reducing the billing size requires a redistribution of the billing costs. She discussed the implications of reducing the billing unit to 500 square feet. She discussed a potential advisory committee. She discussed assistance for qualified homeowners. The law does not currently provide for an exemption based on income. She introduced Ms. Jean Haggerty.

Ms. Smith asked for the petition for adjustments to be more specifically liberal.

Mr. Huja asked if wooded areas should be treated differently than sodded areas. Ms. Riddervold said staff will observe for the first year and adjust accordingly. Otherwise you may shortchange the program of income.

Mr. Norris said there should be a bias for measures like tree planting and green infrastructure.

Ms. Smith asked that the application for petition for adjustments be available on the website. She asked that the advisory council be formed soon after the fee is approved. Ms. Riddervold said that would be the case.

Ms. Szakos moved to pass the ordinance with the stated amendments. Ms. Smith seconded.

Mr. Norris said if we are going to implement this new utility fee, we should zero out the City's general fund contribution and dedicate the funds to the schools.

REPORT / RESOLUTION* Anti-Drone Resolution (1st of 1 reading)

Anti-Drone Resolution

Ms. Smith read the Rutherford resolution. Mr. Huja said this is the best version. Ms. Smith suggested language regarding a two year moratorium on the use of drones in Virginia. Ms. Szakos did not agree with the added language. She said drones are not the problem, but the technology they are using. She said there are good uses for drones.

Mr. Huja said he supports the basic Rutherford resolution without the modifications because it addresses basic personal privacy, which is his primary concern. He said he supports adding language about the two year moratorium.

Ms. Galvin said the Rutherford Institute is simple without making data statements, although it still makes statements that are broad and resolute. She said these resolutions have not been thoroughly vetted. Anti-federal government has been a sentiment during public comments, and she does not share in the distrust of the President and his advisors.

On motion by Mr. Norris, seconded by Ms. Smith, the resolution passed as revised. (Ayes: Mr. Norris, Ms. Smith, Mr. Huja; Noes: Ms. Galvin, Ms. Szakos.)

REPORT / ORDINANCE* Davis Field Lease Agreement (2nd of 2 readings)

Davis Field Lease Agreement

Mr. Daly presented to Council. He reviewed terms of the lease.

On motion by Ms. Szakos, seconded by Ms. Smith, the ordinance carried.

REPORT / RESOLUTION* Section 3 Position (1st of 1 reading)

Section 3 Position

Mr. Tolbert presented to Council and gave a brief overview of the Section 3 program.

Mr. Huja asked when the 18 months would expire for the temporary position. Mr. Tolbert said June 30.

In response to a question from Mr. Norris, Mr. Tolbert clarified that the resolution says the position will exist; it does not specify the funding mechanism.

Mr. Huja said he prefers that this compete with other priorities in the budget.

Ms., Szakos said she thinks this should be a permanent position, and she said the housing fund would be an appropriate source for funding.

Ms. Galvin said she agreed that this position should be permanent. She asked Mr. Tolbert to try to anticipate the kind of training that would be necessary for upcoming work projects.

Ms. Smith said we should support this with bolstered requirements for Section 3, regardless of whether or not we are required to do so.

Mr. Norris said he thinks this should be a general fund position.

On motion by Ms. Szakos, seconded by Ms. Galvin, the resolution was approved. (Ayes: Ms. Szakos, Ms. Galvin, Ms. Smith, Mr. Norris; Noes: None; Abstain: Mr. Huja.)

REPORT / ORDINANCE* Towing Advisory Board (2nd of 2 readings)

Towing Advisory Board

Mr. Ellis presented to Council. He thanked Mr. Drumheller for attending in support of the ordinance. Mr. Ellis reviewed the changes Council requested on the first reading. Section 15-403 was deleted, Section 15-423 (d) was left the same regarding timing of the call to the police department, and Section 15-426 (e) was changed to give towing operators up to five business days to provide a photo showing why the vehicle was towed.

Ms. Szakos said she thought that a second signature could be required during business hours, especially if it also allows for electronic communication. She asked how the show-up fee could be verified. She asked for a revision requiring a second signature in order to charge a show-up fee.

Ms. Smith said the predatory-style towing seems to be relevant in prepaid lots. The charge for towing is excessive.

Ms. Galvin said the person who parks their car is responsible for returning in time. People need to know the rules, and there should be recourse for those who have been wrongly towed.

Mr. Huja asked if complainants can appeal to the towing board. Mr. Brown said the complaint can be forwarded to the Attorney General's office for investigation.

Ms. Szakos said we need an ordinance, but the budgetary impact of \$25,000 is a lot of money to enforce this. Mr. Huja asked how many complaints have been received so far. Mr. Ellis said there have been 25. Ms. Szakos asked if it would be possible to require these types of lots to pay higher permit fees. Mr. Brown said this may come to pass in the near future.

On motion by Ms. Szakos, seconded by Ms. Galvin, the ordinance passed with the amendment of a second signature requirement for charging a show up fee. (Ayes: Ms. Szakos, Ms. Galvin, Ms. Smith, Mr. Huja; Noes: Mr. Norris.)

Ms. Szakos said she hopes they will not actually use \$25,000 to implement this ordinance.

MATTERS BY THE PUBLIC

Mr. Peter Kleeman, 407 Hedge St., said he examined stormwater in his neighborhood, and it contained a lot of organic material that does not come from people's roofs. It takes a lot of time for these materials to move through, and pollutants are washed back into the system. This lacks a decent incentive program and does not encourage people to make an investment.

The meeting was adjourned.