

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23

BEFORE THE STATE OF INDIANA
CIVIL RIGHTS COMMISSION

- - -

PUBLIC MEETING OF FEBRUARY 26, 2010

ORIGINAL

PROCEEDINGS

in the above-captioned matter, before the Indiana
Civil Rights Commission, Alpha Blackburn,
Chairperson, taken before me, Lindy L. Meyer,
Jr., a Notary Public in and for the State of
Indiana, County of Shelby, at the Indiana
Government Center South, Conference Center,
Room A, 402 West Washington Street, Indianapolis,
Indiana, on Friday, February 26, 2010 at 11:49
o'clock a.m.

- - -

William F. Daniels, RPR/CP CM d/b/a
ACCURATE REPORTING OF INDIANA
12922 Brighton Avenue
Carmel, Indiana 46032
(317) 848-0088

1 APPEARANCES:

2 COMMISSION MEMBERS:

3 Alpha Blackburn, Chairperson
4 David C. Carter
5 John E. Garcia
6 Barry Baynard

7 INDIANA CIVIL RIGHTS COMMISSION
8 By Tony A. Kirkland, Director/Secretary
9 & Joshua Brewster, Dep. Director
10 Indiana Government Center North
11 100 North Senate Avenue, Room N103
12 Indianapolis, Indiana 46204
13 On behalf of the Commission.

14 OTHER COMMISSION STAFF PRESENT:

15 Robert D. Lange
16 Joan T. Essex
17 Tawanda Sharp
18 Ruby Bowman

19 OTHERS PRESENT:

20 Virgil Madden
21 Dante Pettus
22 Lavona Jefferson
23

1 11:49 o'clock a.m.
2 February 26, 2010

3 CHAIRPERSON BLACKBURN: Good morning.

4 COMM. GARCIA: Good morning.

5 CHAIRPERSON BLACKBURN: The Indiana
6 Civil Rights Commission is now in public session,
7 and we do indeed have a quorum. We would like to
8 approve and adopt the meeting minutes. You have
9 those in your folders. May I have a motion?

10 COMM. CARTER: So moved.

11 COMM. BAYNARD: I'll second.

12 CHAIRPERSON BLACKBURN: All in favor?

13 COMM. CARTER: Aye.

14 COMM. BAYNARD: Aye.

15 COMM. GARCIA: Aye.

16 CHAIRPERSON BLACKBURN: Aye.

17 Anyone opposed?

18 (No response.)

19 CHAIRPERSON BLACKBURN: Thank you.

20 And the financial report, Ms. Essex?

21 MS. ESSEX: Good morning. I do not
22 have a financial report in your packet this
23 month. You will have two next month. I'm

1 remastering or reforming a new financial
2 reporting system, and it is almost completely
3 built, and I just want to run some more tests on
4 it before I run a financial statement just to
5 make sure that everything is calculating
6 properly, so I do apologize for that, but I will
7 have two for you next month.

8 But we are on track to meet the state's
9 obligated reversion, and we moving right along
10 and don't foresee any financial issues with the
11 agency through the end of this fiscal year.

12 CHAIRPERSON BLACKBURN: That's good.
13 With the cutbacks state government, we're
14 managing to manage our --

15 MS. ESSEX: We are.

16 CHAIRPERSON BLACKBURN: -- fiscal
17 financial obligations?

18 MS. ESSEX: Yes, we are. We are at
19 a -- hitting our reversion target. That money
20 has already been set aside, so it is not
21 spendable cash, if you will, and we do have
22 enough funds to carry us through for salaries and
23 for our other operating expenses through the end

1 of June.

2 CHAIRPERSON BLACKBURN: Okay. Thank
3 you.

4 Any questions of Ms. Essex?

5 (No response.)

6 CHAIRPERSON BLACKBURN: Any old
7 business?

8 (No response.)

9 CHAIRPERSON BLACKBURN: And new
10 business?

11 (No response.)

12 CHAIRPERSON BLACKBURN: We have one
13 consent agreement. It's Holman versus the City
14 of Portage Parks and Recreation Department. May
15 I have a motion to accept that consent agreement?

16 COMM. GARCIA: I move we accept it.

17 COMM. CARTER: Second.

18 CHAIRPERSON BLACKBURN: All in favor?

19 COMM. CARTER: Aye.

20 COMM. BAYNARD: Aye.

21 COMM. GARCIA: Aye.

22 CHAIRPERSON BLACKBURN: Aye.

23 Anyone opposed?

1 (No response.)

2 CHAIRPERSON BLACKBURN: Thank you.

3 And we have a number of Findings of Fact,
4 Conclusions of Law and Order. They are listed, I
5 think. They're not listed.

6 MR. LANGE: Well, it's listed as
7 appeals.

8 CHAIRPERSON BLACKBURN: I'm sorry?

9 MR. LANGE: It's listed as appeals.
10 What is listed is appeals, Commissioners Appeals.

11 CHAIRPERSON BLACKBURN: Are the
12 appeals; all right.

13 MR. LANGE: I think.

14 CHAIRPERSON BLACKBURN: Then we'll go
15 to Item G, Report of Commissioners on Complaint
16 Appeals. I read of number of consent agreements,
17 so where are they?

18 MS. SHARP: We haven't had any.

19 COMM. CARTER: Well, those are
20 findings.

21 CHAIRPERSON BLACKBURN: Okay. It's
22 been just findings; okay. The case of Gaines
23 versus Communication Workers of America, my

1 recommendation is that we uphold the finding of
2 no probable cause, and ask that there be a motion
3 to accept that recommendation.

4 COMM. CARTER: So moved.

5 COMM. GARCIA: I moved we accept the
6 recommendation.

7 COMM. CARTER: Second.

8 CHAIRPERSON BLACKBURN: All in favor?

9 COMM. CARTER: Aye.

10 COMM. BAYNARD: Aye.

11 COMM. GARCIA: Aye.

12 CHAIRPERSON BLACKBURN: Aye.

13 Anyone opposed?

14 (No response.)

15 CHAIRPERSON BLACKBURN: Thank you.

16 The other two cases, Matthew versus Young
17 Meyer and Chandler versus Coworx Staffing --
18 Coworx, I think, is how you pronounce it --
19 Staffing Services, both cases, I -- I move that
20 we uphold the finding of no probable cause. May
21 I have a motion to accept?

22 COMM. GARCIA: I move we accept your
23 recommendation.

1 COMM. CARTER: Second.

2 CHAIRPERSON BLACKBURN: All in favor?

3 COMM. CARTER: Aye.

4 COMM. BAYNARD: Aye.

5 COMM. GARCIA: Aye.

6 CHAIRPERSON BLACKBURN: Aye.

7 Anyone opposed?

8 (No response.)

9 CHAIRPERSON BLACKBURN: Comm. Carter?

10 COMM. CARTER: Madam Chair, in the
11 case of Danielson versus Clarian Health Partners,
12 I recommend that we sustain the Deputy Director's
13 no probable cause finding.

14 CHAIRPERSON BLACKBURN: May I have a
15 motion to accept that recommendation?

16 COMM. GARCIA: I move we accept his
17 recommendation.

18 COMM. BAYNARD: Second.

19 CHAIRPERSON BLACKBURN: All in favor?

20 COMM. CARTER: Aye.

21 COMM. BAYNARD: Aye.

22 COMM. GARCIA: Aye.

23 CHAIRPERSON BLACKBURN: Aye.

1 Anyone opposed?

2 (No response.)

3 CHAIRPERSON BLACKBURN: Thank you.

4 Comm. Baynard?

5 COMM. BAYNARD: Yes, Madam Chair. In
6 the case of Davis versus Vogue Cleaners, I would
7 recommend to the Commission that we uphold the
8 Deputy Director's finding of no probable cause.

9 CHAIRPERSON BLACKBURN: May I have a
10 motion to accept that recommendation?

11 COMM. CARTER: So moved.

12 COMM. GARCIA: Second.

13 CHAIRPERSON BLACKBURN: All in favor,
14 please?

15 COMM. CARTER: Aye.

16 COMM. BAYNARD: Aye.

17 COMM. GARCIA: Aye.

18 CHAIRPERSON BLACKBURN: Aye.

19 Anyone opposed?

20 (No response.)

21 CHAIRPERSON BLACKBURN: Thank you.

22 Do we have a report from Comm. Crenshaw?

23 MS. SHARP: Yes, Comm. Crenshaw moved

1 to uphold the findings in the Tucker verses
2 Hatcher case.

3 CHAIRPERSON BLACKBURN: May I have a
4 motion to accept that?

5 COMM. BAYNARD: So moved.

6 COMM. CARTER: Second.

7 CHAIRPERSON BLACKBURN: All in favor?

8 COMM. CARTER: Aye.

9 COMM. BAYNARD: Aye.

10 COMM. GARCIA: Aye.

11 CHAIRPERSON BLACKBURN: Aye.

12 Anyone opposed?

13 (No response.)

14 CHAIRPERSON BLACKBURN: Thank you.

15 Comm. Garcia?

16 COMM. GARCIA: In the cases Burns
17 versus Kentucky Fried Chicken and Dresslar versus
18 Kentucky Fried Chicken, since they're both
19 related, I recommend that we uphold the finding
20 of no probable cause.

21 CHAIRPERSON BLACKBURN: May I have a
22 motion to accept that?

23 COMM. BAYNARD: So moved.

1 COMM. CARTER: Second.

2 CHAIRPERSON BLACKBURN: All in favor?

3 COMM. CARTER: Aye.

4 COMM. BAYNARD: Aye.

5 COMM. GARCIA: Aye.

6 CHAIRPERSON BLACKBURN: Aye.

7 Anyone opposed?

8 (No response.)

9 CHAIRPERSON BLACKBURN: Thank you
10 very much.

11 COMM. GARCIA: And in Robinson versus
12 VAC Master, Inc., I recommend that again we
13 uphold the finding of the Deputy -- Executive
14 Director of no probable cause.

15 CHAIRPERSON BLACKBURN: May I have a
16 motion to accept that?

17 COMM. CARTER: So moved.

18 COMM. BAYNARD: Second.

19 CHAIRPERSON BLACKBURN: All in favor?

20 COMM. CARTER: Aye.

21 COMM. BAYNARD: Aye.

22 COMM. GARCIA: Aye.

23 CHAIRPERSON BLACKBURN: Aye.

1 Anyone opposed?

2 (No response.)

3 CHAIRPERSON BLACKBURN: Do we have a
4 report from Comm. Gidney?

5 MS. SHARP: No report from
6 Comm. Gidney.

7 CHAIRPERSON BLACKBURN: Okay. I'd
8 like to move to assign to Commissioners cases on
9 appeal. Comm. Carter, Pettus versus Smokey
10 Bones, Easter versus Sugar Creek Nursing Home and
11 Rehab Center, Stewart versus Community Action of
12 Greater Indianapolis; Comm. Baynard, Martinez
13 versus Atlas Logistics Retail Services and Hamlet
14 versus Tower Staffing, Inc.; Comm. Garcia, if you
15 would take the case listed -- the cases listed,
16 Owens versus Global Insulation and Monroe versus
17 Peoplelink Staffing Solutions, and
18 Comm. Crenshaw's case, McQuithy versus Heartland
19 Career Center.

20 COMM. GARCIA: Okay.

21 CHAIRPERSON BLACKBURN: And did I do
22 that properly? Okay. And if, Comm. Baynard, you
23 would review, in addition to the cases you have

1 already, Harris versus Ingersoll Rand Financial
2 Services; and I'll ask Comm. Carter --

3 COMM. CARTER: Okay.

4 CHAIRPERSON BLACKBURN: -- if he
5 would cover that last case, Kennedy versus Party
6 Direct.

7 (Discussion off the record.)

8 CHAIRPERSON BLACKBURN: Oh, I didn't
9 assign Meijia versus Carmel Living -- Health
10 Living. I'll take it, unless somebody else wants
11 it. Okay. I hope I've covered them all.

12 MR. BREWSTER: Madam Chair?

13 CHAIRPERSON BLACKBURN: Yes.

14 MR. BREWSTER: We do have a
15 Complainant that would like to come before the
16 Commission in regards to his appeal. Mr. Dante
17 Pettus would like to make a comment to the
18 Commission.

19 CHAIRPERSON BLACKBURN: We're pleased
20 to hear your comment.

21 MR. PETTUS: Uh-huh. I appreciate
22 it. I know I'm not here for testimony. I would
23 like to bring to -- there was lot of

1 inconsistencies involved in the case that I would
2 like to explain, and offer to the Commission
3 that -- to update it as far as some statements
4 that were done by the witnesses.

5 I would like to state that those
6 statements were never, how should I say, entered
7 at this particular point, because it was done by
8 phone originally, by Ms. Sheila Wood, the
9 original investigator for the case.

10 And what I'd like to say is, is that I had
11 the statements entered by the witnesses basically
12 because they said the statements that she made,
13 according to the final investigative report, they
14 did not say any of those things at all, and they
15 was really upset about that, and they wanted me
16 to make sure that these statements are read.

17 And also, I want to state this is
18 something that's very important. The case was
19 filed actually May 29th, my original -- my
20 original report. They put for the date of the
21 30th, and they listed a lot of individuals that
22 made some statements on the 30th. It couldn't
23 have occurred on the 30th, these statements,

1 because the incident happened on May the 29th,
2 not the 30th.

3 CHAIRPERSON BLACKBURN: And this is
4 the case -- excuse me. This is the case of
5 Pettus versus Smokey Bones?

6 MR. PETTUS: Yes, ma'am, that's
7 correct.

8 CHAIRPERSON BLACKBURN: Okay.

9 MR. PETTUS: And also, I did bring
10 one of the witnesses with me, and in the
11 statement in the final report, they put down that
12 Ms. Jefferson was my girlfriend. She was taking
13 tickets and she was an employee at the time. My
14 mother-in-law was also there. The reason I knew
15 that this was the wrong day is because my mother
16 was diagnosed with cancer that day.

17 Also, I would like to mention that some of
18 the statements that they made, according to one
19 of my other witness statements, Ms. Brandon
20 Smith, also, and also I wanted to mention that
21 Jennifer Spicer, when the incident occurred, as
22 far as the information here according to
23 Ms. Wood, according to her investigation, I would

1 like to state that none of this -- none of this
2 occurred, like I said, on the 29th, so wherever
3 these people are that's making these statements
4 saying that I did this and I said that, none of
5 these people were there.

6 It was a gentleman that was there named
7 Chris Henson and Jennifer Spicer, and she's no
8 longer there, and also I want to mention in the
9 report it also stated that -- that as far as this
10 occurring between Ms. Spicer and Mr. Fuller, that
11 Mr. Fuller was the original manager that I dealt
12 with, which was correct, but as far as it being
13 done with e-mail, he signed the statement, which
14 I gave her a copy of, so it was done in person.

15 So, there's a lot of inconsistencies here,
16 and I'd like to have those corrected, and the
17 only way that I can do that is through the appeal
18 process, and I greatly appreciate it. And my
19 witness would like to make a brief, brief
20 statement, and I greatly appreciate it.

21 Thank you.

22 CHAIRPERSON BLACKBURN: Thank you.

23 MS. JEFFERSON: Good afternoon. My

1 name is Lavona Jefferson. Like Mr. Pettus,
2 stated, that I'm not his girlfriend, so --
3 however, I'm a good friend of their family.

4 To enlighten a lot of you guys about
5 what's going on, like he said, the 29th was the
6 day of trial, the 30th was the day of the show,
7 and so things was out of hand on the 29th. In
8 fact, I never felt welcome just because I was at
9 the place doing tryouts, you know, with
10 Mr. Pettus and a couple more other guests, and I
11 was accused of stealing a meal.

12 Now, that didn't sit right with me from
13 the 29th, and so I just wanted to see a really
14 good show, you know, and get paid for taking
15 tickets. So, after I was accused of stealing a
16 meal, the 30th, you noticed there was -- you
17 know, there was just stiffness in the air to
18 where no one was -- the show wasn't going to go
19 on, no matter -- no matter what.

20 I wasn't late. I got there -- I arrived
21 15 minutes early. However, the statements of the
22 witnesses or the paperwork said that I was late.
23 I wasn't. I was at the door. Things went out of

1 hand, and it really, really, you know, was a very
2 uncomfortable situation of being there, not to
3 mention humiliated as well as being cheated out
4 of my time, patience and money.

5 It was a lot of inconsistence, you know,
6 as far as the understanding of who made the
7 agreement. I don't believe no one in this room
8 can go to Smokey Bones without an agreement and
9 put on a show. That's first and foremost.
10 Secondly, I don't believe the guy that
11 actually -- the vice-president -- I don't know
12 his name offhand.

13 MR. PETTUS: Morris.

14 MS. JEFFERSON: Mr. Losario, he
15 actually --

16 MR. PETTUS: He actually sanctioned
17 the show.

18 MS. JEFFERSON: Yeah, he sanctioned
19 the show, and I was a witness to that as well,
20 and at the end, when everything went the wrong
21 way, he even offered \$500, you know, for our time
22 and our services. I don't know anyone in America
23 that's giving out money for nothing.

1 And, you know, it was just humiliating,
2 like I said, and I hope it would never occur to
3 anybody, you know, from this point on, I guess my
4 point is, and yes, I would like to, you know,
5 just tell you it was just not good business, you
6 know, from whether it was me putting on a talent
7 show or Mr. Pettus, it was just, you know, an
8 outrage.

9 And someone has to pay is because, you
10 know, time, efforts, money was involved as far as
11 advertisements, none of its been compensated, and
12 in fact, didn't come to any conclusion as far as,
13 you know, how we was going to resolve the
14 situation. There was a lot of bickering and
15 everything.

16 And so, I won't take a lot of you guys'
17 time up. I just appreciate you guys hearing what
18 I have to say, and take it in consideration that
19 no one's giving out money for free and no one has
20 time just to be wasted. So, I appreciate your
21 time, if anybody has any questions. No?

22 CHAIRPERSON BLACKBURN: Any
23 questions?

1 (No response.)

2 CHAIRPERSON BLACKBURN: Thank you
3 very much.

4 MS. JEFFERSON: Sure welcome.

5 CHAIRPERSON BLACKBURN: Your comments
6 will be sent, along with the appeal, to
7 Comm. Carter --

8 MS. JEFFERSON: Okay.

9 CHAIRPERSON BLACKBURN: -- to be
10 included in his review of your appeal.

11 And do they need to submit them in writing
12 in addition to the record?

13 MR. BREWSTER: They have.

14 CHAIRPERSON BLACKBURN: They have
15 already?

16 MR. BREWSTER: Yes.

17 CHAIRPERSON BLACKBURN: Well I thank
18 you very much for bringing this up.

19 MS. JEFFERSON: I appreciate you
20 all's time.

21 CHAIRPERSON BLACKBURN: Thank you.

22 MR. PETTUS: Excuse me. I'd like to
23 add one more thing to that. Also, she mentioned

1 the \$500. They did offer \$500 to me; however --
2 and I want to mention -- all of the parties that
3 are involved have either been fired or left for
4 some reason. We do not know why. Ms. Losario,
5 he was fired from the concert immediately after
6 the situation. Ms. Spicer -- they're most
7 located in Cleveland. I don't know why these
8 parties left if nothing happened.

9 And then, as Ms. Jefferson stated, I don't
10 know why he would offer \$500 if they didn't do
11 anything wrong, and I told him that \$500 is not
12 nearly enough, not for that. Though, with this
13 being a trying time -- and I tell you, I was very
14 shocked when the statement that Ms. Spicer made
15 at that time.

16 I was so -- I don't know. I was just so
17 determined to let the show go on because I was
18 trying do something positive with my life and I
19 was trying to help other people as well, because
20 I know we have talented people in Indianapolis.
21 So, if you really look at the file -- and I don't
22 want to waste too much of you guys' time, but
23 I've got a copy of the flier here.

1 And what I did was, I was trying to do a
2 show that I could make people happy, and at the
3 same time, pull some of our talent in
4 Indianapolis, and I thought Smokey Bones would be
5 a good place. I did not -- when it was
6 originally sanctioned, I contacted them, and
7 Mr. Henson said it would be great, they would be
8 glad to have me there.

9 But I know, just like she said, they were
10 supposed to assist me, but it was really cold. I
11 asked them to get me a glass of water, they
12 didn't want to do that. They were -- I don't
13 know. I think he thought I was trying to tell
14 him what to do. They were really upset when I
15 asked them to do something. They were supposed
16 to be there to assist me.

17 And, you know, like I said -- like she
18 just stated, we just wanted to have a good show,
19 but there were many parts of the bargain that
20 they never did keep up with, because they was
21 supposed to give us free coupons for meals to go
22 with the show. I never got those.

23 There were supposed to put a sign up

1 front. They never did -- you know, that said,
2 "Buy tickets here." They didn't sell one ticket
3 in a couple of months' time, I don't think they
4 did ever even try.

5 And as she stated you know, I just
6 appreciate it. I don't want to go into it
7 because, as far as the "N" word or whatnot that
8 was used, but I'm going tell you, it really hurt
9 my heart and my family and friends when I seen
10 that, and they also had -- they said I had an
11 entourage of people according to the
12 investigative report.

13 No, I did not. It was I, Ms. Jefferson,
14 and she invited her son, my mother, her -- my
15 mother, my niece and her boyfriend, and that was
16 pretty much it. They said, as far as the report.
17 I've have some disagreement with the police
18 department, and we filed a tort claim against
19 them as well, and we're going to let this go
20 unsaid.

21 So, I'm hoping you guys will consider our
22 appeal in this process, and I greatly appreciate
23 it today.

1 Thank you.

2 CHAIRPERSON BLACKBURN: Thank you so
3 much.

4 We'll now have an Administrative Update.

5 MR. KIRKLAND: Thank you. Currently
6 right now we are pretty much on track, trying to
7 stay busy afloat. Joan had mentioned earlier
8 we're trying to make sure we stay within budget.

9 The biggest things that we are moving
10 forward with is our Senate Bill 190. Right now
11 it seems to be getting some traction, and
12 hopefully next week we may be able to pass it.
13 That bill reflects the federal law pretty much.

14 We're trying to mirror that, so that we'll
15 be able to take in cases and deal with
16 individuals that has 15 or less employees than
17 when they filed, and we would be able to make
18 sure that we can take those cases as well. It's
19 not a budget issue, so it's not a matter of the
20 budget, it's just it increases our load if we are
21 able it obtain this passage.

22 Other than that, that's pretty much it as
23 we go. We have a busy day today. We have our

1 Statewide Human Relations Commission meeting
2 going on as well as we speak, so we're trying to
3 make sure we stay involved with all of the local
4 Human Rights Commissions across the State of
5 Indiana. Their only concern, one that is coming
6 up, is that we get things from the Gary Human
7 Relations Commission, and, you know, they are
8 under financial distress, so it's a possibility
9 that they may be losing their commission. So --

10 CHAIRPERSON BLACKBURN: That's sad
11 news, but we thank you for your report.

12 MR. KIRKLAND: Right.

13 CHAIRPERSON BLACKBURN: Are there any
14 other announcements?

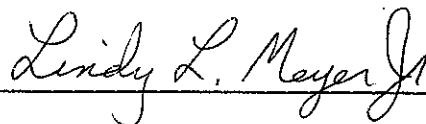
15 (No response.)

16 CHAIRPERSON BLACKBURN: Hearing none,
17 the Commission is adjourned.

18 - - -
19 Thereupon, the proceedings of
20 February 26, 2010 were concluded
21 at 12:10 o'clock p.m.
22 - - -
23

1 CERTIFICATE

2 I, Lindy L. Meyer, Jr., the undersigned
3 Court Reporter and Notary Public residing in the
4 City of Shelbyville, Shelby County, Indiana, do
5 hereby certify that the foregoing is a true and
6 correct transcript of the proceedings taken by me
7 on Friday, February 26, 2010 in this matter and
8 transcribed by me.

9
10 

11 Lindy L. Meyer, Jr.,

12 Notary Public in and

13 for the State of Indiana.

14
15 My Commission expires October 27, 2016.
16
17
18
19
20
21
22
23

<p align="center">\$</p> <p>\$500 [5] - 18:21, 21:1, 21:10, 21:11</p>	<p>add [1] - 20:23 addition [2] - 12:23, 20:12 adjourned [1] - 25:17 Administrative [1] - 24:4 adopt [1] - 3:8 advertisements [1] - 19:11 afloat [1] - 24:7 afternoon [1] - 16:23 agency [1] - 4:11 agreement [4] - 5:13, 5:15, 18:7, 18:8 agreements [1] - 6:16</p>	<p>biggest [1] - 24:9 Bill [1] - 24:10 bill [1] - 24:13 Blackburn [2] - 1:11, 2:3 BLACKBURN [64] - 3:3, 3:5, 3:12, 3:16, 3:19, 4:12, 4:16, 5:2, 5:6, 5:9, 5:12, 5:18, 5:22, 6:2, 6:8, 6:11, 6:14, 6:21, 7:8, 7:12, 7:15, 8:2, 8:6, 8:9, 8:14, 8:19, 8:23, 9:3, 9:9, 9:13, 9:18, 9:21, 10:3, 10:7, 10:11,</p>	<p>cases [8] - 7:16, 7:19, 10:16, 12:8, 12:15, 12:23, 24:15, 24:18 cash [1] - 4:21 Center [5] - 1:15, 2:7, 12:11, 12:19 CERTIFICATE [1] - 26:1 certify [1] - 26:5 Chair [3] - 8:10, 9:5, 13:12 CHAIRPERSON [64] - 3:3, 3:5, 3:12, 3:16, 3:19, 4:12, 4:16, 5:2, 5:6, 5:9, 5:12,</p>
<p align="center">1</p> <p>100 [1] - 2:8 11:49 [2] - 1:17, 3:1 12922 [1] - 1:22 12:10 [1] - 25:19</p>	<p>air [1] - 17:17 all's [1] - 20:20 almost [1] - 4:2 Alpha [2] - 1:11, 2:3 America [2] - 6:23, 18:22 announcements [1] - 25:14 apologize [1] - 4:6 appeal [6] - 12:9, 13:16, 16:17, 20:6, 20:10, 23:22 appeals [4] - 6:7, 6:9, 6:10, 6:12 Appeals [2] - 6:10, 6:16 APPEARANCES [1] - 2:1 appreciate [8] - 13:21, 16:18, 16:20, 19:17, 19:20, 20:19, 23:6, 23:22 approve [1] - 3:8 arrived [1] - 17:20 aside [1] - 4:20 assign [2] - 12:8, 13:9 assist [2] - 22:10, 22:16 Atlas [1] - 12:13 Avenue [2] - 1:22, 2:8 Aye [36] - 3:13, 3:14, 3:15, 3:16, 5:19, 5:20, 5:21, 5:22, 7:9, 7:10, 7:11, 7:12, 8:3, 8:4, 8:5, 8:6, 8:20, 8:21, 8:22, 8:23, 9:15, 9:16, 9:17, 9:18, 10:8, 10:9, 10:10, 10:11, 11:3, 11:4, 11:5, 11:6, 11:20, 11:21, 11:22, 11:23</p>	<p>10:14, 10:21, 11:2, 11:6, 11:9, 11:15, 11:19, 11:23, 12:3, 12:7, 12:21, 13:4, 13:8, 13:13, 13:19, 15:3, 15:8, 16:22, 19:22, 20:2, 20:5, 20:9, 20:14, 20:17, 20:21, 24:2, 25:10, 25:13, 25:16 Bones [4] - 12:10, 15:5, 18:8, 22:4 Bowman [1] - 2:13 boyfriend [1] - 23:15 Brandon [1] - 15:19 BREWSTER [4] - 13:12, 13:14, 20:13, 20:16 Brewster [1] - 2:7 brief [2] - 16:19 Brighton [1] - 1:22 bring [2] - 13:23, 15:9 bringing [1] - 20:18 budget [3] - 24:8, 24:19, 24:20 built [1] - 4:3 Burns [1] - 10:16 business [3] - 5:7, 5:10, 19:5 busy [2] - 24:7, 24:23 Buy [1] - 23:2</p>	<p>5:18, 5:22, 6:2, 6:8, 6:11, 6:14, 6:21, 7:8, 7:12, 7:15, 8:2, 8:6, 8:9, 8:14, 8:19, 8:23, 9:3, 9:9, 9:13, 9:18, 9:21, 10:3, 10:7, 10:11, 10:14, 10:21, 11:2, 11:6, 11:9, 11:15, 11:19, 11:23, 12:3, 12:7, 12:21, 13:4, 13:8, 13:13, 13:19, 15:3, 15:8, 16:22, 19:22, 20:2, 20:5, 20:9, 20:14, 20:17, 20:21, 24:2, 25:10, 25:13, 25:16 Chairperson [2] - 1:12, 2:3 Chandler [1] - 7:17 cheated [1] - 18:3 Chicken [2] - 10:17, 10:18 Chris [1] - 16:7 City [2] - 5:13, 26:4 CIVIL [2] - 1:2, 2:6 Civil [2] - 1:11, 3:6 claim [1] - 23:18 Clarian [1] - 8:11 Cleaners [1] - 9:6 Cleveland [1] - 21:7 CM [1] - 1:21 Buy [1] - 22:10 cold [1] - 22:5 coming [1] - 25:5 COMM [54] - 3:4, 3:10, 3:11, 3:13, 3:14, 3:15, 5:16, 5:17, 5:19, 5:20, 5:21, 6:19, 7:4, 7:5, 7:7, 7:9, 7:10, 7:11, 7:22, 8:1, 8:3, 8:4, 8:5, 8:10, 8:16, 8:18, 8:20, 8:21, 8:22, 9:5, 9:11, 9:12, 9:15, 9:16, 9:17, 10:5, 10:6, 10:8, 10:9, 10:10, 10:16, 10:23, 11:1, 11:3, 11:4, 11:5, 11:11, 11:17, 11:18, 11:20, 11:21, 11:22, 12:20, 13:3 Comm [14] - 8:9, 9:4, 9:22, 9:23, 10:15, 12:4, 12:6, 12:9, 12:12, 12:14, 12:18, 12:22, 13:2, 20:7 comment [2] - 13:17, 13:20 comments [1] - 20:5 COMMISSION [4] - 1:2, 2:2,</p>
<p align="center">2</p> <p>2010 [5] - 1:5, 1:17, 3:1, 25:19, 26:7 2016 [1] - 26:15 26 [5] - 1:5, 1:17, 3:1, 25:19, 26:7 27 [1] - 26:15 29th [6] - 14:19, 15:1, 16:2, 17:5, 17:7, 17:13</p>	<p>air [1] - 17:17 all's [1] - 20:20 almost [1] - 4:2 Alpha [2] - 1:11, 2:3 America [2] - 6:23, 18:22 announcements [1] - 25:14 apologize [1] - 4:6 appeal [6] - 12:9, 13:16, 16:17, 20:6, 20:10, 23:22 appeals [4] - 6:7, 6:9, 6:10, 6:12 Appeals [2] - 6:10, 6:16 APPEARANCES [1] - 2:1 appreciate [8] - 13:21, 16:18, 16:20, 19:17, 19:20, 20:19, 23:6, 23:22 approve [1] - 3:8 arrived [1] - 17:20 aside [1] - 4:20 assign [2] - 12:8, 13:9 assist [2] - 22:10, 22:16 Atlas [1] - 12:13 Avenue [2] - 1:22, 2:8 Aye [36] - 3:13, 3:14, 3:15, 3:16, 5:19, 5:20, 5:21, 5:22, 7:9, 7:10, 7:11, 7:12, 8:3, 8:4, 8:5, 8:6, 8:20, 8:21, 8:22, 8:23, 9:15, 9:16, 9:17, 9:18, 10:8, 10:9, 10:10, 10:11, 11:3, 11:4, 11:5, 11:6, 11:20, 11:21, 11:22, 11:23</p>	<p align="center">C</p> <p>calculating [1] - 4:5 cancer [1] - 15:16 captioned [1] - 1:10 Career [1] - 12:19 Carmel [2] - 1:22, 13:9 carry [1] - 4:22 Carter [5] - 2:3, 8:9, 12:9, 13:2, 20:7 CARTER [23] - 3:10, 3:13, 5:17, 5:19, 6:19, 7:4, 7:7, 7:9, 8:1, 8:3, 8:10, 8:20, 9:11, 9:15, 10:6, 10:8, 11:1, 11:3, 11:17, 11:20, 13:3 case [12] - 6:22, 8:11, 9:6, 10:2, 12:15, 12:18, 13:5, 14:1, 14:9, 14:18, 15:4</p>	<p align="center">C</p> <p>calculating [1] - 4:5 cancer [1] - 15:16 captioned [1] - 1:10 Career [1] - 12:19 Carmel [2] - 1:22, 13:9 carry [1] - 4:22 Carter [5] - 2:3, 8:9, 12:9, 13:2, 20:7 CARTER [23] - 3:10, 3:13, 5:17, 5:19, 6:19, 7:4, 7:7, 7:9, 8:1, 8:3, 8:10, 8:20, 9:11, 9:15, 10:6, 10:8, 11:1, 11:3, 11:17, 11:20, 13:3 case [12] - 6:22, 8:11, 9:6, 10:2, 12:15, 12:18, 13:5, 14:1, 14:9, 14:18, 15:4</p>
<p align="center">3</p> <p>30th [6] - 14:21, 14:22, 14:23, 15:2, 17:6, 17:16 317 [1] - 1:23</p>	<p align="center">B</p> <p>bargain [1] - 22:19 Barry [1] - 2:4 Baynard [4] - 2:4, 9:4, 12:12, 12:22 BAYNARD [15] - 3:11, 3:14, 5:20, 7:10, 8:4, 8:18, 8:21, 9:5, 9:16, 10:5, 10:9, 10:23, 11:4, 11:18, 11:21 BEFORE [1] - 1:1 behalf [1] - 2:9 between [1] - 16:10 bickering [1] - 19:14</p>	<p align="center">C</p> <p>calculating [1] - 4:5 cancer [1] - 15:16 captioned [1] - 1:10 Career [1] - 12:19 Carmel [2] - 1:22, 13:9 carry [1] - 4:22 Carter [5] - 2:3, 8:9, 12:9, 13:2, 20:7 CARTER [23] - 3:10, 3:13, 5:17, 5:19, 6:19, 7:4, 7:7, 7:9, 8:1, 8:3, 8:10, 8:20, 9:11, 9:15, 10:6, 10:8, 11:1, 11:3, 11:17, 11:20, 13:3 case [12] - 6:22, 8:11, 9:6, 10:2, 12:15, 12:18, 13:5, 14:1, 14:9, 14:18, 15:4</p>	<p align="center">C</p> <p>calculating [1] - 4:5 cancer [1] - 15:16 captioned [1] - 1:10 Career [1] - 12:19 Carmel [2] - 1:22, 13:9 carry [1] - 4:22 Carter [5] - 2:3, 8:9, 12:9, 13:2, 20:7 CARTER [23] - 3:10, 3:13, 5:17, 5:19, 6:19, 7:4, 7:7, 7:9, 8:1, 8:3, 8:10, 8:20, 9:11, 9:15, 10:6, 10:8, 11:1, 11:3, 11:17, 11:20, 13:3 case [12] - 6:22, 8:11, 9:6, 10:2, 12:15, 12:18, 13:5, 14:1, 14:9, 14:18, 15:4</p>
<p align="center">4</p> <p>402 [1] - 1:16 46032 [1] - 1:22 46204 [1] - 2:8</p>	<p align="center">B</p> <p>bargain [1] - 22:19 Barry [1] - 2:4 Baynard [4] - 2:4, 9:4, 12:12, 12:22 BAYNARD [15] - 3:11, 3:14, 5:20, 7:10, 8:4, 8:18, 8:21, 9:5, 9:16, 10:5, 10:9, 10:23, 11:4, 11:18, 11:21 BEFORE [1] - 1:1 behalf [1] - 2:9 between [1] - 16:10 bickering [1] - 19:14</p>	<p align="center">C</p> <p>calculating [1] - 4:5 cancer [1] - 15:16 captioned [1] - 1:10 Career [1] - 12:19 Carmel [2] - 1:22, 13:9 carry [1] - 4:22 Carter [5] - 2:3, 8:9, 12:9, 13:2, 20:7 CARTER [23] - 3:10, 3:13, 5:17, 5:19, 6:19, 7:4, 7:7, 7:9, 8:1, 8:3, 8:10, 8:20, 9:11, 9:15, 10:6, 10:8, 11:1, 11:3, 11:17, 11:20, 13:3 case [12] - 6:22, 8:11, 9:6, 10:2, 12:15, 12:18, 13:5, 14:1, 14:9, 14:18, 15:4</p>	<p align="center">C</p> <p>calculating [1] - 4:5 cancer [1] - 15:16 captioned [1] - 1:10 Career [1] - 12:19 Carmel [2] - 1:22, 13:9 carry [1] - 4:22 Carter [5] - 2:3, 8:9, 12:9, 13:2, 20:7 CARTER [23] - 3:10, 3:13, 5:17, 5:19, 6:19, 7:4, 7:7, 7:9, 8:1, 8:3, 8:10, 8:20, 9:11, 9:15, 10:6, 10:8, 11:1, 11:3, 11:17, 11:20, 13:3 case [12] - 6:22, 8:11, 9:6, 10:2, 12:15, 12:18, 13:5, 14:1, 14:9, 14:18, 15:4</p>
<p align="center">8</p> <p>848-0088 [1] - 1:23</p>	<p align="center">B</p> <p>bargain [1] - 22:19 Barry [1] - 2:4 Baynard [4] - 2:4, 9:4, 12:12, 12:22 BAYNARD [15] - 3:11, 3:14, 5:20, 7:10, 8:4, 8:18, 8:21, 9:5, 9:16, 10:5, 10:9, 10:23, 11:4, 11:18, 11:21 BEFORE [1] - 1:1 behalf [1] - 2:9 between [1] - 16:10 bickering [1] - 19:14</p>	<p align="center">C</p> <p>calculating [1] - 4:5 cancer [1] - 15:16 captioned [1] - 1:10 Career [1] - 12:19 Carmel [2] - 1:22, 13:9 carry [1] - 4:22 Carter [5] - 2:3, 8:9, 12:9, 13:2, 20:7 CARTER [23] - 3:10, 3:13, 5:17, 5:19, 6:19, 7:4, 7:7, 7:9, 8:1, 8:3, 8:10, 8:20, 9:11, 9:15, 10:6, 10:8, 11:1, 11:3, 11:17, 11:20, 13:3 case [12] - 6:22, 8:11, 9:6, 10:2, 12:15, 12:18, 13:5, 14:1, 14:9, 14:18, 15:4</p>	<p align="center">C</p> <p>calculating [1] - 4:5 cancer [1] - 15:16 captioned [1] - 1:10 Career [1] - 12:19 Carmel [2] - 1:22, 13:9 carry [1] - 4:22 Carter [5] - 2:3, 8:9, 12:9, 13:2, 20:7 CARTER [23] - 3:10, 3:13, 5:17, 5:19, 6:19, 7:4, 7:7, 7:9, 8:1, 8:3, 8:10, 8:20, 9:11, 9:15, 10:6, 10:8, 11:1, 11:3, 11:17, 11:20, 13:3 case [12] - 6:22, 8:11, 9:6, 10:2, 12:15, 12:18, 13:5, 14:1, 14:9, 14:18, 15:4</p>
<p align="center">A</p> <p>a.m [2] - 1:18, 3:1 able [4] - 24:12, 24:15, 24:17, 24:21 above-captioned [1] - 1:10 accept [12] - 5:15, 5:16, 7:3, 7:5, 7:21, 7:22, 8:15, 8:16, 9:10, 10:4, 10:22, 11:16 according [5] - 14:13, 15:18, 15:22, 15:23, 23:11 ACCURATE [1] - 1:21 accused [2] - 17:11, 17:15 Action [1] - 12:11</p>	<p align="center">B</p> <p>bargain [1] - 22:19 Barry [1] - 2:4 Baynard [4] - 2:4, 9:4, 12:12, 12:22 BAYNARD [15] - 3:11, 3:14, 5:20, 7:10, 8:4, 8:18, 8:21, 9:5, 9:16, 10:5, 10:9, 10:23, 11:4, 11:18, 11:21 BEFORE [1] - 1:1 behalf [1] - 2:9 between [1] - 16:10 bickering [1] - 19:14</p>	<p align="center">C</p> <p>calculating [1] - 4:5 cancer [1] - 15:16 captioned [1] - 1:10 Career [1] - 12:19 Carmel [2] - 1:22, 13:9 carry [1] - 4:22 Carter [5] - 2:3, 8:9, 12:9, 13:2, 20:7 CARTER [23] - 3:10, 3:13, 5:17, 5:19, 6:19, 7:4, 7:7, 7:9, 8:1, 8:3, 8:10, 8:20, 9:11, 9:15, 10:6, 10:8, 11:1, 11:3, 11:17, 11:20, 13:3 case [12] - 6:22, 8:11, 9:6, 10:2, 12:15, 12:18, 13:5, 14:1, 14:9, 14:18, 15:4</p>	<p align="center">C</p> <p>calculating [1] - 4:5 cancer [1] - 15:16 captioned [1] - 1:10 Career [1] - 12:19 Carmel [2] - 1:22, 13:9 carry [1] - 4:22 Carter [5] - 2:3, 8:9, 12:9, 13:2, 20:7 CARTER [23] - 3:10, 3:13, 5:17, 5:19, 6:19, 7:4, 7:7, 7:9, 8:1, 8:3, 8:10, 8:20, 9:11, 9:15, 10:6, 10:8, 11:1, 11:3, 11:17, 11:20, 13:3 case [12] - 6:22, 8:11, 9:6, 10:2, 12:15, 12:18, 13:5, 14:1, 14:9, 14:18, 15:4</p>
<p align="center">A</p> <p>a.m [2] - 1:18, 3:1 able [4] - 24:12, 24:15, 24:17, 24:21 above-captioned [1] - 1:10 accept [12] - 5:15, 5:16, 7:3, 7:5, 7:21, 7:22, 8:15, 8:16, 9:10, 10:4, 10:22, 11:16 according [5] - 14:13, 15:18, 15:22, 15:23, 23:11 ACCURATE [1] - 1:21 accused [2] - 17:11, 17:15 Action [1] - 12:11</p>	<p align="center">B</p> <p>bargain [1] - 22:19 Barry [1] - 2:4 Baynard [4] - 2:4, 9:4, 12:12, 12:22 BAYNARD [15] - 3:11, 3:14, 5:20, 7:10, 8:4, 8:18, 8:21, 9:5, 9:16, 10:5, 10:9, 10:23, 11:4, 11:18, 11:21 BEFORE [1] - 1:1 behalf [1] - 2:9 between [1] - 16:10 bickering [1] - 19:14</p>	<p align="center">C</p> <p>calculating [1] - 4:5 cancer [1] - 15:16 captioned [1] - 1:10 Career [1] - 12:19 Carmel [2] - 1:22, 13:9 carry [1] - 4:22 Carter [5] - 2:3, 8:9, 12:9, 13:2, 20:7 CARTER [23] - 3:10, 3:13, 5:17, 5:19, 6:19, 7:4, 7:7, 7:9, 8:1, 8:3, 8:10, 8:20, 9:11, 9:15, 10:6, 10:8, 11:1, 11:3, 11:17, 11:20, 13:3 case [12] - 6:22, 8:11, 9:6, 10:2, 12:15, 12:18, 13:5, 14:1, 14:9, 14:18, 15:4</p>	<p align="center">C</p> <p>calculating [1] - 4:5 cancer [1] - 15:16 captioned [1] - 1:10 Career [1] - 12:19 Carmel [2] - 1:22, 13:9 carry [1] - 4:22 Carter [5] - 2:3, 8:9, 12:9, 13:2, 20:7 CARTER [23] - 3:10, 3:13, 5:17, 5:19, 6:19, 7:4, 7:7, 7:9, 8:1, 8:3, 8:10, 8:20, 9:11, 9:15, 10:6, 10:8, 11:1, 11:3, 11:17, 11:20, 13:3 case [12] - 6:22, 8:11, 9:6, 10:2, 12:15, 12:18, 13:5, 14:1, 14:9, 14:18, 15:4</p>

<p>2:6, 2:10 commission [1] - 25:9 Commission [11] - 1:11, 2:9, 3:6, 9:7, 13:16, 13:18, 14:2, 25:1, 25:7, 25:17, 26:15 Commissioners [3] - 6:10, 6:15, 12:8 Commissions [1] - 25:4 Communication [1] - 6:23 Community [1] - 12:11 compensated [1] - 19:11</p>	<p>Director [2] - 2:7, 11:14 Director's [2] - 8:12, 9:8 Director/Secretary [1] - 2:6 disagreement [1] - 23:17 Discussion [1] - 13:7 distress [1] - 25:8 done [4] - 14:4, 14:7, 16:13, 16:14 door [1] - 17:23 down [1] - 15:11 Dresslar [1] - 10:17</p>	<p>fired [2] - 21:3, 21:5 first [1] - 18:9 fiscal [2] - 4:11, 4:16 flier [1] - 21:23 folders [1] - 3:9 foregoing [1] - 26:5 foremost [1] - 18:9 foresee [1] - 4:10 forward [1] - 24:10 free [2] - 19:19, 22:21 Friday [2] - 1:17, 26:7 Fried [2] - 10:17, 10:18</p>	<p>Heartland [1] - 12:18 help [1] - 21:19 Henson [2] - 16:7, 22:7 hereby [1] - 26:5 hitting [1] - 4:19 Holman [1] - 5:13 Home [1] - 12:10 hope [2] - 13:11, 19:2 hopefully [1] - 24:12 hoping [1] - 23:21 Human [3] - 25:1, 25:4, 25:6 humiliated [1] - 18:3</p>
<p>Complainant [1] - 13:15 Complaint [1] - 6:15 completely [1] - 4:2 concern [1] - 25:5 concert [1] - 21:5 concluded [1] - 25:19 conclusion [1] - 19:12 Conclusions [1] - 6:4 Conference [1] - 1:15 consent [3] - 5:13, 5:15, 6:16 consider [1] - 23:21 consideration [1] - 19:18 contacted [1] - 22:6 copy [2] - 16:14, 21:23 correct [3] - 15:7, 16:12, 26:6 corrected [1] - 16:16 County [2] - 1:14, 26:4 couple [2] - 17:10, 23:3 coupons [1] - 22:21 Court [1] - 26:3 cover [1] - 13:5 covered [1] - 13:11 Cowork [2] - 7:17, 7:18 Creek [1] - 12:10 Crenshaw [2] - 9:22, 9:23 Crenshaw's [1] - 12:18 cutbacks [1] - 4:13</p>	<p style="text-align: center;">E</p> <p>e-mail [1] - 16:13 early [1] - 17:21 Easter [1] - 12:10 efforts [1] - 19:10 either [1] - 21:3 employee [1] - 15:13 employees [1] - 24:16 end [3] - 4:11, 4:23, 18:20 enlighten [1] - 17:4 entered [2] - 14:6, 14:11 entourage [1] - 23:11 Essex [3] - 2:12, 3:20, 5:4 ESSEX [3] - 3:21, 4:15, 4:18 excuse [1] - 15:4 Excuse [1] - 20:22 Executive [1] - 11:13 expenses [1] - 4:23 expires [1] - 26:15 explain [1] - 14:2</p>	<p>friend [1] - 17:3 friends [1] - 23:9 front [1] - 23:1 Fuller [2] - 16:10, 16:11 funds [1] - 4:22</p>	<p>humiliating [1] - 19:1 hurt [1] - 23:8</p>
<p style="text-align: center;">D</p> <p>d/b/a [1] - 1:21 Daniels [1] - 1:21 Danielson [1] - 8:11 Dante [2] - 2:16, 13:16 date [1] - 14:20 David [1] - 2:3 Davis [1] - 9:6 deal [1] - 24:15 dealed [1] - 16:11 Dep [1] - 2:7 Department [1] - 5:14 department [1] - 23:18 Deputy [3] - 8:12, 9:8, 11:13 determined [1] - 21:17 diagnosed [1] - 15:16 Direct [1] - 13:6</p>	<p style="text-align: center;">F</p> <p>fact [2] - 17:8, 19:12 Fact [1] - 6:3 family [2] - 17:3, 23:9 far [9] - 14:3, 15:22, 16:9, 16:12, 18:6, 19:10, 19:12, 23:7, 23:16 favor [9] - 3:12, 5:18, 7:8, 8:2, 8:19, 9:13, 10:7, 11:2, 11:19 FEBRUARY [1] - 1:5 February [4] - 1:17, 3:1, 25:19, 26:7 federal [1] - 24:13 felt [1] - 17:8 file [1] - 21:21 filed [3] - 14:19, 23:18, 24:17 final [2] - 14:13, 15:11 Financial [1] - 13:1 financial [7] - 3:20, 3:22, 4:1, 4:4, 4:10, 4:17, 25:8 Findings [1] - 6:3 findings [3] - 6:20, 6:22, 10:1</p>	<p style="text-align: center;">G</p> <p>Gaines [1] - 6:22 Garcia [3] - 2:4, 10:15, 12:14 GARCIA [18] - 3:4, 3:15, 5:16, 5:21, 7:5, 7:11, 7:22, 8:5, 8:16, 8:22, 9:12, 9:17, 10:10, 10:16, 11:5, 11:11, 11:22, 12:20 Gary [1] - 25:6 gentleman [1] - 16:6 Gidney [2] - 12:4, 12:6 girlfriend [2] - 15:12, 17:2 glad [1] - 22:8 glass [1] - 22:11 Global [1] - 12:16 Government [2] - 1:15, 2:7 government [1] - 4:13 great [1] - 22:7 Greater [1] - 12:12 greatly [3] - 16:18, 16:20, 23:22 guess [1] - 19:3 guests [1] - 17:10 guy [1] - 18:10 guys [3] - 17:4, 19:17, 23:21 guys' [2] - 19:16, 21:22</p>	<p style="text-align: center;">I</p> <p>immediately [1] - 21:5 important [1] - 14:18 Inc [2] - 11:12, 12:14 incident [2] - 15:1, 15:21 included [1] - 20:10 inconsistence [1] - 18:5 inconsistencies [2] - 14:1, 16:15 increases [1] - 24:20 indeed [1] - 3:7 INDIANA [3] - 1:1, 1:21, 2:6 Indiana [11] - 1:10, 1:14, 1:17, 1:22, 2:7, 2:8, 3:5, 25:5, 26:4, 26:13 Indianapolis [5] - 1:16, 2:8, 12:12, 21:20, 22:4 individuals [2] - 14:21, 24:16 information [1] - 15:22 ingersoll [1] - 13:1 Insulation [1] - 12:16 investigation [1] - 15:23 investigative [2] - 14:13, 23:12 investigator [1] - 14:9 invited [1] - 23:14 involved [4] - 14:1, 19:10, 21:3, 25:3 issue [1] - 24:19 issues [1] - 4:10 Item [1] - 6:15</p>
		<p style="text-align: center;">H</p> <p>Hamlet [1] - 12:13 hand [2] - 17:7, 18:1 happy [1] - 22:2 Harris [1] - 13:1 Hatcher [1] - 10:2 Health [2] - 8:11, 13:9 hear [1] - 13:20 Hearing [1] - 25:16 hearing [1] - 19:17 heart [1] - 23:9</p>	<p style="text-align: center;">J</p> <p>Jefferson [5] - 2:16, 15:12, 17:1, 21:9, 23:13 JEFFERSON [6] - 16:23, 18:14, 18:18, 20:4, 20:8, 20:19 Jennifer [2] - 15:21, 16:7 Joan [2] - 2:12, 24:7 John [1] - 2:4</p>

<p>Joshua [1] - 2:7 Jr [3] - 1:13, 26:2, 26:11 June [1] - 5:1</p>	<p>MEMBERS [1] - 2:2 mention [5] - 15:17, 15:20, 16:8, 18:3, 21:2 mentioned [2] - 20:23, 24:7 Meyer [4] - 1:12, 7:17, 26:2, 26:11 minutes [2] - 3:8, 17:21 mirror [1] - 24:14 money [5] - 4:19, 18:4, 18:23, 19:10, 19:19 Monroe [1] - 12:16 month [3] - 3:23, 4:7</p>	<p>O</p> <p>o'clock [3] - 1:18, 3:1, 25:19 obligated [1] - 4:9 obligations [1] - 4:17 obtain [1] - 24:21 occur [1] - 19:2 occurred [3] - 14:23, 15:21, 16:2 occurring [1] - 16:10 October [1] - 26:15</p>	<p>place [2] - 17:9, 22:5 pleased [1] - 13:19 point [3] - 14:7, 19:3, 19:4 police [1] - 23:17 Portage [1] - 5:14 positive [1] - 21:18 possibility [1] - 25:8 PRESENT [2] - 2:10, 2:14 president [1] - 18:11 pretty [4] - 23:16, 24:6, 24:13, 24:22 probable [6] - 7:2, 7:20, 8:13, 9:8, 10:20, 11:14</p>
<p>K</p> <p>keep [1] - 22:20 Kennedy [1] - 13:5 Kentucky [2] - 10:17, 10:18 Kirkland [1] - 2:6 KIRKLAND [2] - 24:5, 25:12</p>	<p>months' [1] - 23:3 morning [3] - 3:3, 3:4, 3:21 Morris [1] - 18:13 most [1] - 21:6 mother [4] - 15:14, 15:15, 23:14, 23:15 mother-in-law [1] - 15:14 motion [9] - 3:9, 5:15, 7:2, 7:21, 8:15, 9:10, 10:4, 10:22, 11:16 move [5] - 5:16, 7:19, 7:22, 8:16, 12:8 moved [8] - 3:10, 7:4, 7:5, 9:11, 9:23, 10:5, 10:23, 11:17 moving [2] - 4:9, 24:9 MR [15] - 6:6, 6:9, 6:13, 13:12, 13:14, 13:21, 15:6, 15:9, 18:13, 18:16, 20:13, 20:16, 20:22, 24:5, 25:12 MS [12] - 3:21, 4:15, 4:18, 6:18, 9:23, 12:5, 16:23, 18:14, 18:18, 20:4, 20:8, 20:19</p>	<p>OF [3] - 1:1, 1:5, 1:21 offer [3] - 14:2, 21:1, 21:10 offered [1] - 18:21 offhand [1] - 18:12 old [1] - 5:6 one [9] - 5:12, 15:10, 15:18, 17:18, 18:7, 19:19, 20:23, 23:2, 25:5 one's [1] - 19:19 operating [1] - 4:23 opposed [9] - 3:17, 5:23, 7:13, 8:7, 9:1, 9:19, 10:12, 11:7, 12:1 Order [1] - 6:4 original [4] - 14:9, 14:19, 14:20, 16:11 originally [2] - 14:8, 22:6 OTHER [1] - 2:10 OTHERS [1] - 2:14 outrage [1] - 19:8 Owens [1] - 12:16</p>	<p>proceedings [2] - 25:18, 26:6 PROCEEDINGS [1] - 1:9 process [2] - 16:18, 23:22 pronounce [1] - 7:18 properly [2] - 4:6, 12:22 public [1] - 3:6 PUBLIC [1] - 1:5 Public [3] - 1:13, 26:3, 26:12 pull [1] - 22:3 put [4] - 14:20, 15:11, 18:9, 22:23 putting [1] - 19:6</p>
<p>L</p> <p>LANGE [3] - 6:6, 6:9, 6:13 Lange [1] - 2:11 last [1] - 13:5 late [2] - 17:20, 17:22 Lavona [2] - 2:16, 17:1 law [2] - 15:14, 24:13 Law [1] - 6:4 left [2] - 21:3, 21:8 less [1] - 24:16 life [1] - 21:18 Lindy [3] - 1:12, 26:2, 26:11 listed [8] - 6:4, 6:5, 6:6, 6:9, 6:10, 12:15, 14:21 Living [2] - 13:9, 13:10 load [1] - 24:20 local [1] - 25:3 located [1] - 21:7 Logistics [1] - 12:13 look [1] - 21:21 Losario [2] - 18:14, 21:4 losing [1] - 25:9</p>	<p>N</p> <p>N103 [1] - 2:8 name [2] - 17:1, 18:12 named [1] - 16:6 nearly [1] - 21:12 need [1] - 20:11 never [6] - 14:6, 17:8, 19:2, 22:20, 22:22, 23:1 new [2] - 4:1, 5:9 news [1] - 25:11 next [3] - 3:23, 4:7, 24:12 niece [1] - 23:15 none [5] - 16:1, 16:4, 19:11, 25:16 North [2] - 2:7, 2:8 Notary [3] - 1:13, 26:3, 26:12 nothing [2] - 18:23, 21:8 noticed [1] - 17:16 number [2] - 6:3, 6:16 Nursing [1] - 12:10</p>	<p>P</p> <p>p.m [1] - 25:19 packet [1] - 3:22 paid [1] - 17:14 paperwork [1] - 17:22 Parks [1] - 5:14 particular [1] - 14:7 parties [2] - 21:2, 21:8 Partners [1] - 8:11 parts [1] - 22:19 Party [1] - 13:5 pass [1] - 24:12 passage [1] - 24:21 patience [1] - 18:4 pay [1] - 19:9 people [6] - 16:3, 16:5, 21:19, 21:20, 22:2, 23:11 Peoplelink [1] - 12:17 person [1] - 16:14 Pettus [7] - 2:16, 12:9, 13:17, 15:5, 17:1, 17:10, 19:7 PETTUS [6] - 13:21, 15:6, 15:9, 18:13, 18:16, 20:22 phone [1] - 14:8</p>	<p>Q</p> <p>questions [3] - 5:4, 19:21, 19:23 quorum [1] - 3:7</p>
<p>M</p> <p>ma'am [1] - 15:6 Madam [3] - 8:10, 9:5, 13:12 Madden [1] - 2:15 mail [1] - 16:13 manage [1] - 4:14 manager [1] - 16:11 managing [1] - 4:14 Martinez [1] - 12:12 Master [1] - 11:12 matter [5] - 1:10, 17:19, 24:19, 26:7 Matthew [1] - 7:16 McQuithy [1] - 12:18 meal [2] - 17:11, 17:16 meals [1] - 22:21 meet [1] - 4:8 MEETING [1] - 1:5 meeting [2] - 3:8, 25:1 Meijia [1] - 13:9</p>	<p>R</p> <p>Rand [1] - 13:1 read [2] - 6:16, 14:16 really [8] - 14:15, 17:13, 18:1, 21:21, 22:10, 22:14, 23:8 reason [2] - 15:14, 21:4 recommend [4] - 8:12, 9:7, 10:19, 11:12 recommendation [7] - 7:1, 7:3, 7:6, 7:23, 8:15, 8:17, 9:10 record [2] - 13:7, 20:12 Recreation [1] - 5:14 reflects [1] - 24:13 reforming [1] - 4:1 regards [1] - 13:16 Rehab [1] - 12:11 related [1] - 10:19 Relations [2] - 25:1, 25:7 remastering [1] - 4:1 report [12] - 3:20, 3:22, 9:22, 12:4, 12:5, 14:13, 14:20, 15:11, 16:9, 23:12, 23:16,</p>		

<p>25:11 Report [1] - 6:15 Reporter [1] - 26:3 REPORTING [1] - 1:21 reporting [1] - 4:2 residing [1] - 26:3 resolve [1] - 19:13 response [14] - 3:18, 5:5, 5:8, 5:11, 6:1, 7:14, 8:8, 9:2, 9:20, 10:13, 11:8, 12:2, 20:1, 25:15 Retail [1] - 12:13</p>	<p>Smith [1] - 15:20 Smokey [4] - 12:9, 15:5, 18:8, 22:4 Solutions [1] - 12:17 someone [1] - 19:9 son [1] - 23:14 sorry [1] - 6:8 South [1] - 1:15 spendable [1] - 4:21 Spicer [5] - 15:21, 16:7, 16:10, 21:6, 21:14 STAFF [1] - 2:10</p>	<p>trial [1] - 17:6 true [1] - 26:5 try [1] - 23:4 trying [9] - 21:13, 21:18, 21:19, 22:1, 22:13, 24:6, 24:8, 24:14, 25:2 tryouts [1] - 17:9 Tucker [1] - 10:1 two [3] - 3:23, 4:7, 7:16</p>	<p>writing [1] - 20:11</p>
Y			
<p>year [1] - 4:11 Young [1] - 7:16</p>			
U			
<p>reversion [2] - 4:9, 4:19 review [2] - 12:23, 20:10 RIGHTS [2] - 1:2, 2:6 Rights [3] - 1:11, 3:6, 25:4 Robert [1] - 2:11 Robinson [1] - 11:11 room [1] - 18:7 Room [2] - 1:16, 2:8 RPR/CP [1] - 1:21 Ruby [1] - 2:13 run [2] - 4:3, 4:4</p>	<p>Staffing [4] - 7:17, 7:19, 12:14, 12:17 STATE [1] - 1:1 state [4] - 4:13, 14:5, 14:17, 16:1 State [3] - 1:13, 25:4, 26:13 state's [1] - 4:8 statement [5] - 4:4, 15:11, 16:13, 16:20, 21:14 statements [11] - 14:3, 14:6, 14:11, 14:12, 14:16, 14:22, 14:23, 15:18, 15:19, 16:3, 17:21 Statewide [1] - 25:1 stay [3] - 24:7, 24:8, 25:3 stealing [2] - 17:11, 17:15 Stewart [1] - 12:11 stiffness [1] - 17:17 Street [1] - 1:16 submit [1] - 20:11 Sugar [1] - 12:10 supposed [4] - 22:10, 22:15, 22:21, 22:23 sustain [1] - 8:12 system [1] - 4:2</p>	<p>uncomfortable [1] - 18:2 under [1] - 25:8 undersigned [1] - 26:2 unless [1] - 13:10 unsaid [1] - 23:20 up [5] - 19:17, 20:18, 22:20, 22:23, 25:6 update [1] - 14:3 Update [1] - 24:4 uphold [6] - 7:1, 7:20, 9:7, 10:1, 10:19, 11:13 upset [2] - 14:15, 22:14</p>	
S			
<p>sad [1] - 25:10 salaries [1] - 4:22 sanctioned [3] - 18:16, 18:18, 22:6 second [1] - 3:11 Second [8] - 5:17, 7:7, 8:1, 8:18, 9:12, 10:6, 11:1, 11:18 Secondly [1] - 18:10 see [1] - 17:13 sell [1] - 23:2 Senate [2] - 2:8, 24:10 sent [1] - 20:6 Services [3] - 7:19, 12:13, 13:2 services [1] - 18:22 session [1] - 3:6 set [1] - 4:20 SHARP [3] - 6:18, 9:23, 12:5 Sharp [1] - 2:12 Sheila [1] - 14:8 Shelby [2] - 1:14, 26:4 Shelbyville [1] - 26:4 shocked [1] - 21:14 show [11] - 17:6, 17:14, 17:18, 18:9, 18:17, 18:19, 19:7, 21:17, 22:2, 22:18, 22:22 sign [1] - 22:23 signed [1] - 16:13 sit [1] - 17:12 situation [3] - 18:2, 19:14, 21:6</p>	<p style="text-align: center;">T</p>	<p style="text-align: center;">V</p> <p>VAC [1] - 11:12 verses [1] - 10:1 versus [21] - 5:13, 6:23, 7:16, 7:17, 8:11, 9:6, 10:17, 11:11, 12:9, 12:10, 12:11, 12:13, 12:14, 12:16, 12:18, 13:1, 13:5, 13:9, 15:5 vice [1] - 18:11 vice-president [1] - 18:11 Virgil [1] - 2:15 Vogue [1] - 9:6</p>	
W			
	<p>talent [2] - 19:6, 22:3 talented [1] - 21:20 target [1] - 4:19 Tawanda [1] - 2:12 testimony [1] - 13:22 tests [1] - 4:3 THE [1] - 1:1 Thereupon [1] - 25:18 ticket [1] - 23:2 tickets [3] - 15:13, 17:15, 23:2 today [2] - 23:23, 24:23 Tony [1] - 2:6 tort [1] - 23:18 Tower [1] - 12:14 track [2] - 4:8, 24:6 traction [1] - 24:11 transcribed [1] - 26:8 transcript [1] - 26:6</p>	<p>wants [1] - 13:10 Washington [1] - 1:16 waste [1] - 21:22 wasted [1] - 19:20 water [1] - 22:11 week [1] - 24:12 welcome [2] - 17:8, 20:4 West [1] - 1:16 whatnot [1] - 23:7 William [1] - 1:21 witness [3] - 15:19, 16:19, 18:19 witnesses [4] - 14:4, 14:11, 15:10, 17:22 Wood [2] - 14:8, 15:23 word [1] - 23:7 Workers [1] - 6:23</p>	