

**COMMISSIONERS OF OXFORD**  
**Regular Meeting Minutes**  
**February 13, 2024**

The Commissioners Meeting was held in the Oxford Commissioners meeting room on Tuesday, February 13, 2024.

**PRESENT**

Attending the meeting were Commission President Tom Costigan, Commissioner Susan Delean-Botkin, Commissioner Katrina Greer, Interim Chief Lt. Chris Phillips, Public Works Supervisor Matt Ozman, Town Manager Cheryl Lewis, and Attorney Lyndsey Ryan. Approximately 40 people were in attendance and approximately 30 virtually. The meeting opened with the Pledge of Allegiance.

**APPROVAL OF MINUTES**

Commissioner Delean-Botkin motioned to approve the minutes of January 23, 2024 as distributed, Commissioner Greer seconded the motion with a minor change, all were in favor, and the motion carried.

Commissioner Greer motioned to approve the Disbursements for January 2024, Commissioner Delean-Botkin seconded the motion, all were in favor, and the motion carried.

Costigan stated the Commissioners of Oxford held a Special Meeting on Thursday, February 8, 2024 at 9 am at 101 Market Street for the purposes of holding a Closed Session to discuss a personnel matter and legal advice regarding the same.

**PUBLIC WORKS REPORT**

Wastewater Supervisor Matt Ozman provided the Public Works report. PW has investigated several water leaks, some found to be on the customer service line, others found to be inside the meter pit, with a total of five active water leaks, including one water main break at corner of Tilghman and Mill Street. They have been working on clearing clogged ditches and culverts over the past couple of weeks. With flood tides and multiple flooding rains, loose debris has been washing down, clogging ditches, and making its way into culvert pipes, noting the town has received over 18 inches of rain in combination with extreme high tides since the first of the year, including the January 9, 2024 extremely high tide, all of which has left us with saturated ground causing longer drain times for each rain event. Over the past month three different pumps have been repaired, locations: ENR pump station (wastewater plant), Bachelors point pump station #2 pump, and the 4-inch trash pump, which was rebuilt in house. The other two pumps were sent to Hills Electric for repair. Ozman explained the basics of the sand filter process used at the wastewater plant, which with assistance from the manufacture the staff pulled and rebuilt the filters. The filters have about a 5-year life expectancy, and these made it through 4 years of constant 24 hour a day use. Wastewater update for year review of 2023 - the plant has met and exceeded all ENR primary and secondary permit limits for the entire year and is qualified for the State of Maryland O&M Grant for 2023, distributed annually to new plants that exceed their required limits. We are awaiting the paperwork from MDE to file for the funds.

**POLICE REPORT**

Interim Chief Lt. Phillips presented police statistics for the prior period, attached here, including that items noted as miscellaneous includes all calls that don't fall under standard line items, like running radar or training sessions, etc., to provide a more holistic picture of the services that are being provided. Phillips stated Coffee with a Cop would be held at the OCC this Thursday, where he will be available to speak with the public and invited people to come and ask questions. He noted that Oxford Citizen Police Academy Graduation would be on February 26, 2024. With the current installation of the SHA crosswalk, he provided an overview of the expectations for use and enforcement, noting that both drivers and pedestrians are responsible to abide by the rules. Failure to yield the right of way to pedestrians "in" a

crosswalk is a \$50 fine, stating that crosswalks provide pedestrians rights within the crosswalk that they do not receive otherwise in the roadway.

### **FIRE COMPANY**

President Kearns stated there were 8 EMS calls, 7 of which were in town, along with 5 fire calls, 1 of which was in town. Breakfast and the Bake Sale were very successful. There will be a Spaghetti Dinner at 5:30 on 2/19. Five members are attending Fire Fighter 2 and Fire Fighter 1 will be starting in the fall if anyone is interested in joining the company.

### **PUBLIC HEARING**

Public hearing for **Ordinance 2401 - Amending the Oxford Zoning Ordinance to Establish Reasonable Zoning Regulations for Cannabis Businesses** was opened. Attorney Ryan gave an overview of the Planning Commissioners process in reaching the final draft recommended to the Commissioners, noted the state regulations which the town must work within, including the authority to establish reasonable regulations that are no more burdensome than other similar regulations, and reviewed the individual regulations as found within the ordinance. Ryan noted that with the moratorium running out and the Commissioners desire to adopt legislation at this time, that should changes become necessary in the future, it would simply require a modifying ordinance to address a change. Jane McCarthy asked if someone was to meet the requirements would they automatically get a permit and why is the town forced to adopt laws. Ryan stated that the State allows local jurisdictions to establish reasonable regulations, but does not authorize a town to exclude them. Doing something other than what was authorized would open the town up to legal challenges. With regards to licensing, the applicant must go through the state and meet all of their requirements, and assuming they had met all of the state requirements, they would then come to the town's Board of Appeals for a Special Exception, to include a public hearing. Emily Knud-Hanson inquired as to whether there are places in town for processing, etc., and it was noted due to the lot size and nature of the layout of the developed town, along with the state's regulations, it could be difficult to find an available location. With no further comments the hearing was closed.

### **UNFINISHED BUSINESS**

Commissioner Greer motioned to adopt **Ordinance 2401 - Amending the Oxford Zoning Ordinance to Establish Reasonable Zoning Regulations for Cannabis Businesses**, Commissioner Delean-Botkin seconded the motion, all were in favor, and the motion carried.

### **NEW BUSINESS**

The Commissioners were provided Resolution 2402 – honoring Philip Horner, an Oxford community resident, for his significant achievements as Cadet Second Lieutenant in the Citizen Air Patrol. Commission President motioned to approve the resolution, Commissioner Greer seconded the motion, all were in favor, and the motion carried. Costigan will present the resolution to Horner at a ceremony to be held in Easton on February 22, 2024.

Following up from the prior Commissioners meeting, Manager Lewis provided an overview of the Oxford Floodplain Ordinance as last updated in 2016, including explanations of the Base Flood and Flood Protection Elevations, the purpose and need for the regulations, and also pointed out Section 4.4 (E), which FEMA has identified as an exemption that would have a negative impact on the town of Oxford's CRS rating. The town's current regulations do not allow for mechanical equipment of components below the Flood Protection Elevation, but there does exist an exemption if a product can be engineer certified to be hydrostatically and hydrodynamically resistant to water and the effects of buoyancy during a flood. She provided the language from the FEMA CRS program requesting removal of the exemption in order to continue with the rating for a discount.

In answer to questions regarding Historic elevations and Substantial Improvements, Lewis stated that the town does not encourage exemptions for Historic buildings, as the objective of the elevations is to preserve Historic buildings, and you are not protecting Historic structures if they are permitted to remain vulnerable to flooding. FEMA's Substantial Damage, Substantial Improvement requirement, which is the main factor behind required elevations, was explained, with damage or improvements to any structure amounting to 50% requiring the structure be brought into compliance, which generally includes elevation and flood vents, per the existing Floodplain Ordinance. Lewis explained the CRS Program is FEMA's way of encouraging a higher standard and mitigation of existing factors to build resilience in the community while rewarding residents with a discount on their insurance, noting that doing a better job is the real goal, building a better more resilient community. It was also noted that being a designated CRS community does benefit the town when seeking grants, as funders want to put money in communities who are already mitigating to avoid future impacts. Lewis reviewed the elements that the town is currently receiving points for within the CRS program and the value to the town. She finished with CRS being a piece of the bigger plan of building resilience for the community, which the citizens are clearly focused on with Oxford 2100.

### **LETTERS AND REQUEST**

The Oxford Garden Club provided their plans for the annual Memorial Day Service Program.

### **ATTORNEY**

### **TOWN MANAGER**

Lewis stated that Jennifer Stanley is in the process of incorporating a Living Shoreline on her property which is adjacent to the town's street end. She has inquired as to whether the Commissioners are interested in her considering incorporation of the town's street end in her design development while still retaining public access to the water. The Commissioners were provided her currently approved shoreline improvement and will review the area.

Lewis provided information regarding an opportunity to apply to FEMA BRIC for technical assistance, with a due date of February 28, 2024, noting the grant does not provide funding, but does provide up to three years of technical assistance to assist in identifying potential projects and assist with funding opportunities, along with providing public outreach. Commissioner Delean-Botkin motioned for the town to apply for the BRIC technical assistance, Commissioner Greer seconded the motion, all were in favor, and the motion carried.

It was noted that the currently advertised RFP for the Water Metering portion of the Water Improvement Project was due on February 23<sup>rd</sup>, bidders would be announced on February 27<sup>th</sup>, and the engineers review of the bids would be provided to the Commissioners on March 12, 2024.

The previous RFP for the Central Park, now formerly named Dugout Memorial Park, was readvertised with a due date of March 15<sup>th</sup>, with a review of bids presented at the March 28<sup>th</sup> meeting.

With regards to Personnel, the Clerk/Treasurer job has been posted, with interviews to start soon, and the intent to have someone in the position by the end of March; the Planning position has been filed and the new hire will be starting at the end of February; the Chief's position will be posted, with Lt. Kellner managing the process, and an expected hire date by mid-March; one Public Works employee will be leaving, and that position will be advertised and hopefully be filed by April. Last Lewis stated that she had reached an agreement with the Commissioners and would be retiring on June 30, 2024, in the interim as demonstrated here she will be working through an administrative transition of hiring and training employees in order for a somewhat seamless takeover of the responsibilities, stating that she has recommended to the Commissioners that by April 1<sup>st</sup> the position of Town Manager be posted in order to have someone replace the remaining components of her current job. Her recommendation of three hires

will be necessary to disburse the current workload and will also assist with the separation of duties request from the auditors. The timeline is a new employee a month and the hope to have everyone at a desk by June 1<sup>st</sup>, so she can assist each with transitioning of the work and tidy up any loose ends.

Lewis requested a Closed Session for Personnel Matters and Legal Advice regarding the same following the meeting.

It was noted there are still some openings on the volunteer boards and the information to apply can be found on the Volunteer tab on the town website.

Commissioner Botkin thanked Lewis for her competent and caring service to the town.

### **ANNOUNCEMENTS**

Presidents Day - February 19, 2024. The next Commissioners Meeting will be on February 27, 2024.

### **COMMISSIONER COMMENTS**

Commissioner Greer thanked Lewis for the well thought out transition.

### **PUBLIC COMMENT**

Deborah Pulzone read a prepared letter regarding her concern with community discord, false accusations, and the weaponization of PIAs, requesting it be attached to these minutes. Jan Greenhawk expressed her disagreement with the prior statements, and support for the PIAs, stating people obviously think they need something if they are asking for it, and it is their right as citizens to demand transparency. Debbie Krolicky asked questions regarding the cost to raise a home, to which Lewis replied raising of homes is voluntary and can be anywhere from \$100,000 and up depending on what volume of work a property owner is considering. Jim Wilcox inquired as to who was leaving Public Works. Scott Rensberger expressed his concerns with the stormwater drainage issues on Stewart Street noting that he has posted a video of the flooding, has questions, and would like some feedback. Mary Novak expressed concerns that the flooding is a big secret and she was not made aware when she purchased her house. Bob Hyberg stated when he was looking to move to Oxford, he contacted the town office and was provided a wealth of information regarding flood zones and the town's efforts, which influenced he and his wife to move here. Additionally, he stated that he often hears inaccurate comments regarding the business of the town, and finds himself providing information to people from the meetings which he actually attends, noting that transparency requires participation in order to know what is going on. Jane McCarthey asked if fees were paid to the town from the grants they get and where does the money go. Lewis explained the process, the contractor invoices the town, the town pays the contractor, the town sends the invoice and proof of payment to the grantor and is reimbursement for exactly what was spent. Another resident asked if the contractors were able to provide kickbacks and was told that was absolutely not permitted. Pulzone thanked the town for the recent well attended and informative meeting at the OCC regarding the new living shoreline. Knud-Hanson stated the reason there were 200 people at a presentation for a living shoreline was because Lewis had been actively working on this effort long before now.

With no further business, Commissioner Delean-Botkin motioned to adjourn into a Closed Session for Personnel and other Legal Matters, Commissioner Greer seconded the motion, all were in favor, and the meeting was adjourned to go into a closed session at 7:56 pm.

Respectfully submitted, Cheryl Lewis, Town Manager

*Commissioner Meetings are now live streaming and are archived on [townhallstreams.com](http://townhallstreams.com).*



**Oxford Police Department**  
**101 Market Street**  
**P.O. Box 339**  
**Oxford, Maryland 21654**  
**“Maryland’s First Port”**

**Reporting Period: 1/23/14 to 2/12/24**

<b>REPORTS</b>	<b>RP</b>	<b>YTD</b>	<b>ARRESTS</b>	<b>RP</b>	<b>YTD</b>
Accident Report	0	0	Drug Arrests	0	0
Animal Complaint	2	2	DUI Arrests	0	0
Assault	0	0	On-View Arrests	0	0
Domestic	0	0	Warrant Arrests	0	1
Found/Lost Property	0	0	Criminal Summons	0	0
Fraud / ID Theft	0	0	Juvenile Referrals	0	0
Harassment	0	0	Other Arrests	0	0
Misc. / Other	0	0	<b>Total Arrests</b>	<b>0</b>	<b>1</b>
Suspicious Conditions	0	1			
Theft	0	0			
<b>Total Reports</b>	<b>2</b>	<b>3</b>			
<b>CALLS FOR SERVICE</b>	<b>RP</b>	<b>YTD</b>	<b>COMMUNITY POLICING</b>	<b>RP</b>	<b>YTD</b>
Alarm	1	1	Property Checks	157	366
Animal Complaint	4	6	Special Events	0	2
Assist Other Agency	3	6	Foot Patrol	17	28
Check Welfare	0	1	Bike Patrol	0	0
Found/Lost Property	0	0			
Harassment	0	0	<b>ASSISTS</b>	<b>RP</b>	<b>YTD</b>
Misc. / Other	40*	45	Other PD	0	0
Motor Vehicle Collision	0	0	Fire/EMS	3	6
Noise Complaint	1	1	Other Agency	0	0
Parking Complaint	0	1			
Rogue and Vagabond	0	0	<b>ENFORCEMENT</b>	<b>RP</b>	<b>YTD</b>
Suspicious Conditions	1	3	Parking Citations	0	0
Suspicious Person	0	0	Traffic Stops	16	30
Suspicious Vehicle	1	1	Traffic Citations	0	1
Traffic Complaint	0	0	Traffic / Parking Warnings	16	30
Trespassing	1	1	PC Searches	0	0
Verbal Dispute	0	0	Criminal Citations	0	0
911 Hang Up	0	0	Civil Citations	0	0
<b>Total Calls</b>	<b>52</b>	<b>66</b>			
<b>TRAFFIC VIOLATIONS</b>	<b>RP</b>	<b>YTD</b>	<b>TRAFFIC VIOLATIONS</b>	<b>RP</b>	<b>YTD</b>
Speeding	9	19	Cell Phone Violation	1	2
Stop Sign	3	5	Other Violation	1	3
Driving w/o License	0	0	Equipment Violation	2	2



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**Reporting Period: 1/23/24 to 2/12/24**

***Talbot County Sheriff's Office Response Statistics***

REPORTS	RP	YTD	ARRESTS	RP	YTD
			Drug Arrests	0	0
			DUI Arrests	0	0
			On-View Arrests	0	0
			Warrant Arrests	0	0
			Criminal Summons	0	0
			Juvenile Referrals	0	0
			Other Arrests	0	0
			<b>Total Arrests</b>	<b>0</b>	<b>0</b>
<b>Total Reports</b>	<b>0</b>	<b>0</b>			
CALLS FOR SERVICE	RP	YTD	COMMUNITY POLICING	RP	YTD
Alarm	0	0	Property Checks	19	40
Animal Complaints	0	0	Special Events	0	0
Check Welfare	0	1	Foot Patrol	0	0
Suspicious Condition	0	0	Bike Patrol	0	0
911 – Hang-up	0	0			
Trespassing	0	0	ASSISTS	RP	YTD
Liquor Law Violation	0	0	Assist Oxford PD	0	1
Noise Complaint	0	1	Fire/EMS	0	0
Parking Violation	0	0	Other Agency	0	0
Suspicious Person	0	0			
Suspicious Vehicle	0	1	ENFORCEMENT	RP	YTD
Verbal Dispute	0	0	Parking Citations	0	0
Found Property	0	0	Traffic Stops	0	1
Motor Vehicle Collision	0	0	Traffic Citations	0	0
Traffic Complaint	0	0	Traffic / Parking Warnings	0	0
Harassment	0	0	PC Searches	0	0
Rogue and Vagabond	0	0	Criminal Citations	0	0
Misc. Calls	1	1	Civil Citations	0	0
<b>Total Calls</b>	<b>1</b>	<b>4</b>			

Deborah Pulzone

February 9, 2024

Town of Oxford

Commissioners Costigan, Delean-Botkin and Greer  
PO Box 336  
Oxford, MD 21654

Dear Commissioners and fellow citizens,

It is time for me to publicly state my concerns. My time in Oxford goes back 40 years; we visited for a few years, bought a weekend home in 1989 and moved here full time in 1994. It is with great sadness that, especially over the last year, our community has devolved into one filled with division and animosity. It never used to be like this.

The discourse seemed to begin with complaints about fiduciary impropriety, town mismanagement, employee qualifications and hiring practices. As so many of you know, the Public Information Act allows individuals the right to see government documents. PIAs are the short term used for these requests. Prior to 2023 there was only one PIA per year for 2021 and 2022. From January 1, 2023 through January 30, 2024 there have been 30. It is obvious that these PIAs have become weaponized. It appears they were made for the sole purpose of keeping our town employees preoccupied with busy paper work thereby making it extremely difficult to function in a productive and cost-effective manner. I am attaching a copy of these requests which includes the name of the individual inquirer, the date, and the topic of each one. With this document it will be easy for you to discern for yourself the depth which these requests cover. Please note that with 23 years of financial information at the public's disposal not one shred of evidence has come to light backing what we now see were false accusations. And yet, the last request was made on January 22, 2024 showing that this is still an issue. Really? To reiterate, no one has yet to show one shred of evidence of any financial malfeasance, town mismanagement nor, the hiring of any non-qualified employee.

Previously I used the term cost-effective because the cost of the large volume of PIAs is paid for, by all of us taxpayers, on many levels;

- Our town attorney needs to review each one. This is not part of her normal fee.
- They create office disruption and stress by taking time away from our staff leaving less time for them to perform their day-to-day duties needed to keep our government running efficiently.
- The weaponization of PIAs has led to low morale.

Low morale is a major factor in employee turnover and, being a municipality, this reflects on the community as a whole. When the morale of town employees is damaged it has a negative effect on multiple levels; it shows a lack of concern for their well-being, it can lead to reduced efficiency and it will have an impact on our budget. Turnover rates can run between 30% up to 200% of an employee's salary. The higher the position the more costly. Sadly, when I look at the last two PIA requests I wonder if the next intended target will be our public works employees.

Some of you have gotten upset about not making enough money in our interest-bearing accounts claiming a lack of fiduciary responsibility. Yet you have no qualms about all the unnecessary spending and added costs being created through these PIA requests.

For those of you who are currently dissatisfied it would be good for you to take into consideration that your attitudes and behavior are affecting all of us. It is a display of disrespect towards those of us, and there are many, who do not feel there has been any wrong doing or mismanagement. It is a display of disrespect to our town employees. Many of us know that without all of your complaints that create busy work our town can run in a productive and cost-effective manner. My guess is you think all of your actions are a reflection of our town employees. You're wrong. Your actions are a reflection of you, not the person or persons you want to degrade. Just you.

This behavior of people making false accusations, harassing our employees, disrupting the ease of governance and creating a drain on the towns finances is a sad reflection on Oxford. They do not have the towns best interest in mind in fact, it appears that chaos is their desired result at any cost. I am saddened by these displays showing a lack of simple human decency.

Thank you,

Deborah Pulzone

Attachment: PIA listing from 1/1/2023 to 1/30/2024



Requester	Date Received	Topic	10-day letter	Response Date
Dorothy Fenwick	2/22/2023	Copies of audits from 2000 to present and meeting minutes where Commissioners reviewed audits		3/24/2023
Katrina and Jan Greer	3/10/2023	Salaries, benefits, and bonuses of all employees from 7/1/21 – 6/30/22		3/21/2023
Henry Hale	2/21/2023	Records concerning the Town Planner – reason for hire; position advertisement; applicants that responded; qualifications; salary		3/17/2023
Dorothy Fenwick	3/27/2023	Information related to Chief of Police hiring	4/6/2023	4/24/2023
Barbara Paca	3/29/2023	Full details of all grants submitted on behalf of Paca's business, citizens of Oxford, and Town of Oxford	3/29/2023 (narrow scope)	
Dick Deerin	4/1/2023	Chief Maxwell and NDAs		4/25/2023
Henry Hale	4/25/2023	Records related to changes to property zoning in which property owner was not notified		5/5/2023
Debbie Krolcki	4/27/2023	Copies of water bills for similar properties and resumes of Town Manager and Planner		5/12/2023
John Pepe	4/28/2023	Transcript March 28 meeting	4/29/2023	4/29/2023
Barbara Paca	6/28/2023	Copies of reports and budgets disclosing information pertaining to all grants received for the benefit of Oxford from July 1, 2017 to July 1, 2023	7/14/2023 (provided information to narrow scope)	Revised 10/24/2023 and responded 11/1/2023
Nancy Fogarty	8/6/2023	Information related to Town Secretary hiring		8/16/2023
Nancy Fogarty	8/29/2023	Job descriptions of Town Manager, Planner, and Administrative Assistant		8/29/2023
Maggie Trovato (Star Dem)	9/5/2023	Job titles and salaries from FY 14 – 23		9/6/2023
Leslie Howells	10/4/2023	Oxford job applicants to include job title, position description, application requirements, compensation, range, number of applicants per position between 2018 – 2023		10/13/2023
Davenport West	10/20/2023	All building permits submitted from 5/1/2019 – 5/31/2023, including approvals and denials	Sent 10/30/23 and asked to hold	
Jody Ware	10/30/2023	Number of and description of all PIA requests filed for 2023	Sent PIA list 11/09/23 - asked to respond if more detail is needed	11/9/2023
Henry Hale	10/31 (received 11/6/23)	Copies of Town annual budgets from 2010 - 2023	Sent 11/10/23 - need to pull 2010 - 2012 from files.	11/10/2023
Katrina Greer/ Rifkin Weiner Livingston LLC Attorneys at Law	11/6/2023	Public records of the Ethics Commission October 25, 2023 meeting, including closed session minutes, written statement, and evidence of Open Meetings Act training; any complaint alleging a violation of the Town Code by Commissioner Greer; records in which the Commission responded to person or persons who submitted a complaint		

Requester	Date Received	Topic	10-day letter	Response Date
Katrina Greer/ Rifkin Weiner Livingston LLC Attorneys at Law	11/7/2023	All public records, text, emails, correspondence, etc., between a quorum of commissioners since July 2023 that exclude Commissioner Greer; communications between any Commissioner and member of the Ethics Commission; communications by any Commissioner or Town Manager regarding a meeting on 8/25/2023; communication from Bay Vanguard discussing 8/25/2023 meeting; records related to closed session on August 25, 2023; communications between any Commissioner or Town Manager with each person who attended the 8/25 meeting; video presented by Bay Vanguard that refers or relates to matters discussed during 8/25 meeting and disclosed on 9/12/23; public records of any closed meeting of Commissioners or Ethics Commission from date Commissioner Greer took office to present; Resolution that created the Ethics Commission and imposing term limits		
Deborah Pulzone	11/9/2023	Request information regarding prior year PIA request and PIA since May 2023 or there abouts	Sent PIA list 11/09/23 - asked to respond if more detail is needed 10 day sent 12/23/23	1/13/2024
Will Cawley	12/14/2023	Requesting all copies and any related information for the "storm water management" study done for the ditches and any drainage for Bank Street and Market Street.	10 day sent 12/23/23	1/13/2023
Will Cawley	12/14/2023	Requesting copies of the permit for the speed camera installed coming into town; copies of all invoices to purchase, any studies done, installation fees and any other costs related to the setup and installation; and copies of any current maintenance agreement or financial agreement to pay for the cost of the "speed feedback camera".	10 day sent 12/29/2023	1/19/2024
Will Cawley	12/21/2023	Requesting copies of all correspondence "between Town Manager, Town Engineer (DMS), and Chris Waters firm for stormwater management from start to finish and final approval for permit purposes" including all notes and comments from any telecon between all parties involved for 101 South Street, including photos reviewed.	10 day sent 12/29/2023	1/19/2024
Will Cawley	12/21/2023	Requesting copies of all correspondence for the "storm water management process to final approval for 101 Tilghman Street between DMS, Beacon, and the Town Manager". To include DMS resubmittal, comments to DMS, Beacon telecon, all correspondence and photos, and review notes from all parties, all notes highlighted on 6 attachments.	10 day sent 12/29/2023	1/19/2024
Muckrock	12/26/2023	Name, number, race, gender, hire date, 2022 salary, overtime		

