

**South Central Connecticut Regional Water Authority
Environmental, Health & Safety Committee**

**November 18, 2021
Meeting Transcription**

[ENVIRONMENTAL, HEALTH & SAFETY COMMITTEE MEETING STARTS AT 12:31 P.M.]

David: I heard five "Aye's," so that's good. All right, so now we are health, environmental... environmental health, and safety committee. Kevin, it's all yours.

Kevin: Yeah, thank you. Is there a motion for the minutes?

David: So moved.

Catherine: Second.

Kevin: Any discussion? (silence) All those in favor?

Group: "Aye." "Aye." "Aye." "Aye."

Kevin: Okay, and...

David: Because [inaudible] you only get to vote once.

Kevin: Yeah. Okay. I don't know Jennifer, if we have the presentation we can share?

Jennifer: Yeah. Amanda's going to share hers and then I'll share Lori's.

Kevin: Okay, thank you, Amanda. Thank you, Jennifer.

Amanda: (silence) [inaudible] (silence) All right. Kevin, am I all set to start?

Kevin: Yes, absolutely. Please. Thank you, Amanda.

Amanda: Wonderful. All right. I'm Amanda Schenke, I'm the manager of environmental health, safety and risk with the authority. This presentation will serve as an update as to my department and what our initiatives are, new and current. Quick agenda items here, I'll show you some of our key focus areas for this fiscal year, talk about some of our new safety initiatives, our continued environmental and safety, and then an introduction to our new safety training that will be rolling out this fiscal year called, Safety Starts With Me.

It's a quick overview of the department. Obviously, we roll up into corporate services under Jeanine, myself, and then I have our safety and... administrator and then Amy Velasquez our environmental compliance and sustainability lead. Here you'll see just kind of a quick little diagram here of our key focus areas within the environmental

compliance region. We're working on continuing our compliance with CT DEEP and newly... Greater New Haven WPCA permitting. This involves training our staff in first and last 10% sample collections. This is a key to remaining in compliance and avoiding any violations of our permits. Amy, also serving as our sustainability lead is working on a few projects, reviewing a few projects for renewable energy. These include a power purchase agreement for a more cleaner fuel generator, as well as some fuel cells... fuel cell and battery storage. As always within safety, we continue our goal to toward... towards zero injury. Along those lines, we're going to be kicking off the Safety Starts With Me training. You'll see some more information in the presentation about that. So I won't get into too great of detail.

Within the risk world, we're reviewing our top 10 enterprise risks. This includes aligning them against a newly developed risk assessment definition that Rochelle and I have worked on, getting our... our risk mitigation process in... in line with... with a better process than we've had in the past.

And then we've also had a very active year in our business continuity planning program. We have done ransomware, critical infrastructure failure, and then environmental impacts to water source. And I will get into some greater detail on that last one because this was our most recent tabletop exercise. Our North Cheshire well field, it was held on September 15th. We had 27 RWA staff as well as guests from DPH Southington Water, Meriden... Meriden Water, and then Weston and Sampson, who was our PFAS consultant on this... this exercise. Where you looked at our instant management plan, drought response plan, the EAP for the well field, critical component failure procedures that we have from WSP, and then our newly developed water quality emergency response plan was tested as part of this. That plan was previously only in draft going into this exercise and we used this exercise to format and fully finalize that response plan.

Key actions that we took away from this was PFAS awareness and response training for staff. This is a new area, we have a lot of items that we're trying to get in line with our staff to make sure we're ready for this. A... as you probably know, we have always sampled and tested well below any limits, but there is always a potential that we want to be identified for. We also practiced our instant command and EOC operations as part of this exercise, and we identified some areas where more training on this could be helpful. And then we've also utilized, as I mentioned this to finalize that emergency response plan. This... this was a very interesting exercise. We... it was very well participated and it was definitely according to PPH, not one that they've seen many others participate.

Catherine: Amanda, can I ask a question about this?

Amanda: Yes.

Catherine: I... this is something I really wanted to participate and I just couldn't figure out how to make my schedule work. But I... I... I think that the tabletop exercise is great. Do we have significant risk of PFAS in our watershed areas?

Amanda: We do not, no. The... we... the closest that we do have are in the well field areas where those... the aquifers are very close to... to rivers-

Catherine: Okay.

Amanda: ...where a... a greater chance of release. Which is why we... we developed this exercise to be in a response to a well field. This quick-moving nature of a river, it... it... it's questionable whether or not a release could get us to any actionable levels. And in this size we did... we did train as if it was a total loss of the well field. But our consultants told us that even in a situation like this the... the way that the wells are set up you're... you would most likely, still have a few that were completely unaffected, and there... you may not see a total loss of a well field. And that's again just based off of where it is volume of... of a release and, you know, the state has done quite a great job at regulating released items, like especially in the firefighting foam arena, which has historically been one of the bigger risk areas.

Catherine: Thank you.

Amanda: You're welcome. All right, we'll move into some new safety initiatives. We have developed... we used to use our near-miss reporting on paper forms. So we have moved this into a smart sheet and we are actively working on getting this app launched on company phones. So that way employees in the field, when they see a near-miss safety issue can actually put it in their phone and get it right on... on speed. In line with that, in our new intranet that is supposed to be coming out, the safety area has its own part of that website where it'll be dedicated to safety. And we intend to upload the near misinformation directly to our intranet so as they come in any employee can log into the intranet and see them. This intranet will also be available on company phone devices, so again, an easy platform that will be accessible to all RWA employees. We will have information about injury reporting on here, we will have information on safety moments, safety topics, and then just really geared towards helping us reach that zero injury goal.

So some of our continued efforts are... we are... You know, COVID had pulled back how, and... we could train our employees. We... we did shift to a digital format in Zoom, much like this, but a lot of safety training is much better suited in person. Some of the training is required to be in-person from a regulatory perspective, but we have kicked off very small groups to make sure we don't have any super-spreader events here at RWA. But lock-out, tag-out, confined space, our trenching and excavation trainings have all continued. We've re-initiated our muster-style meetings with key departments, such as treatment, construction, distribution, and field service. So we've... we're really getting back into the groove of where we were pre-COVID. In the project management area we've been working on risk-benefit, decision making, getting involved in those key

projects where we may see a... a large impact to the cost, community, and the environment.

One of the items we've been heavily involved in lately is the Whitney Dam project, working on what the risk impact is to the different options that are coming through in that project. And then also we use our risk mitigation processes as... in this as well. So like Great Hill Tunnel, the Whitney Dam project is also going to have its own specific risk mitigation team that will track all of the potential risks to the project and what controls we can put in place, what items we can engineer out of the project to help avoid risk. Within the environmental practice and sustainability we're trying to make sure that they are still a key initiative within our projects, making sure that where we can upgrade to sustainable solutions that are available for energy incentives, so really making sure that we're still on driving that through our capital program. And just focus on the compliance and safety of our contractors. The last year we developed a... a one-page document that our contractors can bring to their site for their full staff. We continue to have safety meetings with the full staff that are out on the project sites but trying to do everything we can to make sure everybody understands RWA's intentions of the contractors we have doing work for us.

Okay. Now, Safety Starts With Me, and Jeanine, do you want to give any information on this before I kick this slide off?

Jeanine: Sure. But just introduct... introduce it as training that focuses on... around high reliability and high reliability practices and processes that keep people safe. It's something that the airline industry started many years ago, years and years ago when they thought that some of the accidents and the plane crashes that were happening were as a result of things that could have been avoided. It has transitioned fully into the healthcare world. In that, obviously, when people go into healthcare settings there's lots of opportunities for things to miscue and create really large safety issues that could involve things up to and including the death of a person if people aren't following good safe practices. And so this is, I think, really important to bring to our world. We do have a lot of people who are out working in the field who put themselves in harm's way for some very serious safety issues that could, as you know, result in them not going home to their family. So it seemed to make sense to... to take the... the construct and put it in... in a... in a way that's... makes sense for the RWA world. And so Joe and Amanda have really worked hard at taking the basics of high reliability, safety training and... and creating this contra... construct for us.

Amanda: Thanks Jeanine.

Jeanine: You're welcome.

Amanda: Just to kind of reiterate what Jeanine was saying, so this is developed to... for all employees to understand that they have an important role in safety regardless of where they sit in the workplace. So we... we want to make sure that, you know, our... our field operator to our director in office, to our VP in office, that safety is a responsibility of

every single person in the organization. It focuses on employee behavior, human behavior, and then error prevention. It uses common terminology, so that way there's no real confusion about what is expected of everyone here. Every single person in the building will receive the exact same training and it really employ... empowers our employees to what is known as checking others for safety. Which should mean that, you know, when, when I walk out on a... a... a job site, I want to make sure that I have on my steel-toed boots, I have on my [inaudible] and I have on my hard hat. And if I show up on a job site, I expect a field operator to tell me that I am not dressed perfectly if I am missing any of those three items. So that is really kind of what we're looking at from a checking to yourself.

(silence) Oh. Give me just one second, it seems to have frozen here. It's not moving on to the next slide. There we go. So this is just a quick diagram from the training, talking about that human performance mode. Everyone who goes through the training will learn about these types of performances. When we say skilled-based, think about that like a autopilot and what kind of errors can happen when you're on autopilot. The knowledge base is kind of more of that figuring it out without actually knowing what you're doing. So encouraging employees to find that expert that knows and will teach them the right way to do it. And then rules-based is like that... if then... like you, you know, if you do item A then B will happen, but when you don't apply those in the... the right area. So it'll really kind of help bring us into zero injury goal because it's going to help us correct that errors that may happen in the workplace that lead to injury.

And then just another area. So as we talked about that common terminology, within the Safety Starts With Me they encourage everyone to be a champ. So to communicate clearly, hand-off effectively, attention to detail, to mentor each other, and to practice and accept the questioning attitude. It... it really goes into a lot more detail on each one of those items, but this is just a brief overview for people to understand, you know, we're... we're really going to be driving into all of these pieces for each one of the employees as we move forward. Are there any questions?

Kevin: Any board members have any questions? (silence) Joe, any questions?

I, I have a couple... I have just a couple of questions. Are may... of much of what... I had a question about was answered. But you had mentioned in addition to the Safety Starts With Me, there was a new risk mitigation, either checklist or assessment form that you were working on with Rochelle and in a... along with that, and the Safety Starts With Me, which you... you've explained very well, the reasons behind it, is there something specific that was driving these new introductions or refinement of, you know, risk assessment or management? Was there increased numbers or is this just based on an overall assessment of... of where the company is at and... and these were new initiatives? I'm just wondering what was driving behind it.

Amanda: For me, risk assessment side, we used a... a... a very low range assessment. We felt the definitions weren't very specific enough and that they didn't look at enough criteria. Rochelle with her background had brought forward a few other examples of different

assessment definitions we could use just as a way to refine that process better. The assessments we're using actually drill down much more heavily into all of the risks. And I think we used a much more broader perspective because we were trying to make all of the risks fit into one category. So this new assessment really helps us drive into each one of them. It really has refined the assessment process. And it will, I think at the end of the day, we're going to see a much... a... a much better assessment of each one of those risk perspectives.

Kevin: Okay. And this is-

Tony: Amanda, Jean... I'm sorry.

Kevin: Go ahead, Tony.

Tony: Amanda, Jeanine or Larry, I don't know who the right person is. I wanted to know what our current practices were with COVID related to our workforce?

Jennifer: So we... we are still actively participating in wearing our face masks here in all of our facilities. Obviously, 90 Sargent Drive in New Haven has the requirement through the city of New Haven, but we have continued that as a process at all facilities. We are still utilizing much of our social distancing. We continue to do our week-

Amanda: [inaudible] of our social distancing. We continue to do our weekly disinfection of all of the RWA facilities. We're contact tracing, and we're using case management for any exposures or COVID positive cases that come up. We've installed permanent partitions in some of our areas where our staff is a little bit more congregated and not in separate offices. Trying to think if I'm missing anything.

Jeanine: I think you hit, you've hit that all, and that was the COVID, that's pretty much the COVID update.

Tony: Well, I wanted to know what percentage of our staff is currently vaccinated or unvaccinated, whichever you prefer.

Jeanine: So, we're about at 80% right now. You may remember last month, I mentioned that we had about 54 people that hadn't given us their status.

Tony: Yep.

Jeanine: What are we down to now? We've had to literally talk to each person personally, 'cause we sent letters and those basically got ignored. So...

Amanda: I think we have about 20 outstanding, that we've maybe left a voicemail or an email to reach out to us, and we may just have to do a desk drive-by here in a moment.

Jeanine: Right. So we have 20 people that haven't told us their status. I think by and large, that's a great percentage. 80% of our population.

Tony: But we're assuming that whole 20% are hiding from you, right?

Jeanine: Well, it's interesting. Some people we've chased after have just handed over their card and willingly gave it. I don't know what they were waiting for. We have spent months, and months, and months asking in all different forms and fashions. So I don't know if it's just not important to certain people, but I think we're down to a small manageable amount, and I'm probably going to guess that most of those people are not vaccinated, but we won't be sure until we reach everyone.

Tony: What plan, if anything, do we have for the people who are not proving they're vaccinated?

Jeanine: Well, you may know that the [inaudible] came out with... The OSHA, federal OSHA came out with the ETS rule, which talked about mandating vaccines for employers larger than 100, a hundred or larger employees. That has been down by the Fifth Circuit Court, so there'll be lots of legal challenges around that. We actually go by CONN-OSHA. The state of Connecticut's OSHA. We haven't heard from them. I don't know. It, I can't imagine they're going to do anything really different from what the federal regulations are, but frankly, everything's on hold right now, but we would like to at least know. One of the components of this new law is that we have to know what the vaccination status is of all of our employees, and so we've moved forward with that. Hence the process that I talk to you about. We'll wait to see what CONN-OSHA requires of us and until then, still encourage vaccinations, and boosters, and hoping that most people, more people than the 80%, so we can move that dial up a bit.

Tony: Are we working with the union on any of this or are they just in the background?

Jeanine: Oh no, we worked with them from the beginning. We told them the importance of it. We explained to them when we were going to send out the vaccination requirement request and we've been lockstep with them. I think, would it be fair to say Amanda, we've had nonparticipation for lack of a better word on both sides? It's not [inaudible] employees who haven't. So I think it's, as you know, a really personal hot button for people. Some people believe in it and some people don't. So we'll see what happens when the actual rulings come out.

Tony: Thank you.

Jeanine: You're welcome.

Amanda: And then Kevin, you had asked kind of a two part question. The only thing I didn't have a chance to mention to you was the Safety Starts with Me training. One of the big things behind that is just continually improving our safety culture here. Okay. We want to be first in class in safety culture.

Kevin: Right. I appreciate that. The risk mitigation assessment tool that you're, is that something that you're creating, you and Rochelle, or Rochelle is creating from scratch or is that based on some other form, or template?

Rochelle: And do you want me to answer that?

Amanda: Yes. If you would take that.

Rochelle: It's a very much recognized template, it's the COSO template, that you might heard about? It's definitely a recognized template.

Kevin: Okay. I was just curious, like I said, where it came from, if there was... I thought I remembered that maybe there, I know that there is a safety minded goal across the company. It's very important, and we have the safety moment for each meeting. I had thought that maybe within the past year or so, the number of incidents had slightly increased. I wasn't sure about that, the number of injuries, maybe I'm wrong, maybe that's not... I thought that maybe that was driving it and we were trying to reverse the trend, but with this Safety Starts with Me, this app, or however people report it on their phone, they can go in and look at it, but are they required to review that information at all? Or how does that work? Is it something that's just available to them, or do they have to look at it?

Amanda: So for near miss reporting, there are action items that come out of that for the department that is involved. What controls we can put in place, what trainings may be needed for staff. So there is definitely follow-up to each near miss that comes out of it. Also, we've pushed for our managers and team leads to use those as safety topics and safety training moments for their teams. So that way, there's transparency across all departments. So if it happens to distribution, it may be an issue for IMC, or it may be an issue for field service. So making sure that all of our departments are aware and really kind of keeping safety as transparent as possible.

Kevin: Okay.

Jeanine: The other piece, Kevin, is the Safety Starts with Me, the actual training and near miss component is a piece of that. That will be mandatory for everybody.

Kevin: Okay. Great.

Jeanine: So live training. It will be live training, mandatory for everyone.

Kevin: Right.

Amanda: And I will just mention too, we have greatly reduced our injuries at RWA, and one of the side effects of that, is that you start deteriorating your trend model. So when you start looking at safety initiatives, where do you focus? When you lose your incidents, you tend to not have enough focus area, so near miss reporting is the next step. When you

greatly reduce the number of injuries in a workplace, it helps us to kind of pinpoint where the potential issue may come from.

Kevin: Okay. Interesting. Thank you very much. Thank you, I appreciate it.

Amanda: It's fine.

Kevin: Anybody have any other questions? No? Okay. Thank you, Amanda. Thank you, Janine.

Amanda: Thank you all.

Jeanine: Good job, Amanda. Thanks.

Kevin: And I believe... Yeah, there we go. Thank you. I think we're going to hear from Lori Vitagliano. Thanks, Lori. Whenever you're ready. I don't know if you're...

David: Yeah. I saw her on there.

Kevin: I did see her. I don't know if she's on mute.

Amanda: Yeah, she was here.

David: Yep, there she is. Yeah, I see her. Lori, you're on mute.

Lori: I am? I'll move the screen. [crosstalk].

David: Now she's here.

Kevin: There she is. All right. Thanks Lori.

Lori: Thank you. When the screen moved, my control moved and I could not unmute myself. So, good afternoon, everyone. It's a pleasure to see everybody, virtually, again. Amazing that we're getting ready to, and I'm talking about today, the 2022 legislative landscape. So it's a short session. So it actually won't convene until February 9th. It will then adjourn on May 4th. Thinking about the process and the landscape, at this point I have not heard, and there has not been any formal reports about how the program, how the landscape and the session will take place. So I imagine it'll start as a hybrid session, the way it left off last year, so each committee had public hearings and meetings through Zoom, and I believe, and it's my belief firmly, that that'll start when session convenes in February.

At this point, the public is allowed in the first floor of the legislative office building. So again, that's why I'm pretty convinced that it'll continue with remote. With that being said for public hearings, and for committee meetings, comparing it to last year, having those being held over Zoom increased the public participation. I have to imagine when I, that's why I put hybrid on the format there, that that will remain, because that gave the

public a general increased opportunity to participate. So folks that generally would not go to the state capital to testify, I can't imagine that being removed going forward. So that's why I'm saying hybrid session.

So the next slide for the RWA issues, and I'm thinking about, from last year, picking up where we left off. A few bills that we worked on, that we supported, that died due to session. So the extended producer responsibility. From the environmental programming perspective, our focus would be on certain gas cylinders for the HazWaste central program. What does that mean? The extended producer responsibility for this program would increase recycling methods for those programs, for that material, but at the same time it would reduce the municipal disposal fees for that item. This is a problem product now, it will, now meaning during the winter. HazWaste is closed, this is an item that's still being used and residents don't have a way to dispose of it. So that's the increased recycling method. During the session, if a season when HazWaste would open, this program would take the cost away from the municipality and the manufacturers program would cover those costs, ideally, and there's other items that fall into this. The first one here that I'm focusing on is the, certain gas cylinders, because it is a problem overall with litter and safety in the communities. So we'll continue to support and design implementation of these programs where possible.

PFAS, we expect to see this topic reemerge, I'm not sure what form. As Amanda mentioned, we, successfully the legislature has banned the PFAS firefighting foam. So we're hoping that other sources such as the food disposal take-out trays, and other items where these, that product, PFAS is in that. Also we will continue to support, as an industry, the formation of the Safe Drinking Water Advisory Council. So that was one of the governor's recommendations, and we would strongly support that that council is composed of experts, of scientists, of folks from the medical field, that are broad based, to discuss the various levels and to ensure that the decisions are based on sound science. So it's having the cross the board stakeholder involvement, and of course the industry as well. We didn't see this come up last year, but the industry, the Water Works Association is strongly supporting this approach to that topic, and of course, Virtual Net Metering. What would be a year if I didn't say that we will continue to try and ask that a political subdivision would be an allowable Virtual Net Metering host, to position ourselves to be able to take advantage of those programs going forward.

Next slide. So the other industry issues to watch: the Advanced Metering Installation. So this would involve the large scale, automatic metering installation programs, and the focus is to ensure that the qualified non-licensed installers, subject to appropriate supervision, would be allowed to perform meter replacement and device installations. This was a result of a challenge last session, where two municipalities were getting ready to do a large scale program and the licensed plumbers got, challenged a certain aspect of this saying that only licensed plumbers can do this work. So at this point, we will continue to watch this, but there's no impact at this time to us, but again, this is how the legislature goes so we would pay attention to certain issues. To all the issues, actually. So the next one is climate change and the governor, the governor's council on climate change. Paying attention and being involved in watching the reports, and any

recommendations that would impact water utilities, water quality, and of course in our fashion, as we have in the past, if possible, and if needed, we would partner, or be a part of the council's meeting. So we're monitoring that as an industry. I know CWWA is very involved with reaching out to the governor's council and the lead on that group.

Consumer privacy. So last year there was a bill that was introduced that would've created framework for how companies handle the personal data that they collect, and it really would've set standards for how businesses control, process and protect personal data. This was a very large coalition that was successful in killing this. So we will watch this issue going forward and make sure that there's no negative impacts and it accomplishes what it's set out to accomplish if it comes forward. But again, protecting what we do and the data and how we go about that information. Holding that information, collecting, and protecting our customers information.

And then sodium chloride use, to mitigate ice and snow. For this, again, its from an environmental perspective. This would implement a formal program for environmentally friendly road salt applicator training programs. I believe the RWA is a leader in this. I testified last year stating that we support the program. We've already been taking part in this program and overall to protect the environment and watershed lands that, all roads should follow this environmentally friendly roadside application process.

For solar siting, this would focus on the Connecticut Siting Council and really honing in on the fact that the siting council should site solar installations and other renewable energy facilities in the appropriate places, and pay attention to the watershed lands, and where these potential facilities and installations may take place. So CWWA is going to work with, and recommend to the council, that they fully consider any impacts on the water quality and quantity when siting these potential facilities on watershed land. So making sure that the environment and the lands are protected and that the council is properly informed.

So of course, RWA will work to support this initiative and be vocal where needed. These are the high level topics at this point. The, and I know I mentioned a lot about what we talked about, and the issues from last year. At this point, I have not seen the Department of Energy or Environmental Protection or the Department of Public Health or other agency initiatives. Sometimes that's a good guide for what types of legislation we might see being a short legislative session, typically it should focus on the budget. However, nonetheless, we have had years where we see all types of bills coming out of the committees. Individual legislators are not able to propose legislation, but that doesn't mean that their concepts or their ideas won't go through the actual committee. In addition to all of the topics, of course, we'll support any legislation and policies that make investments in water industry and specifically to help the RWA obtain funding, whatever way we can. So with that, I have...

Kevin: Thank you any...

Tony: Yeah, I'm trying to get this for Lori. Lori, is there any scuttlebutt on the legislation related to the infrastructure? Are we hearing anything yet? At the state level?

Lori: I don't have the, haven't heard anything from the state of how they might implement new programs. What we've heard all along was that they would have the funding. I'm just, there I go. I wanted to see the whole screen. So have the funding come to, through the regular channels through the existing program. So I have not aware, and this is what we've heard. Gosh, when all of the funding first was released in the beginning, we've done a lot of work on our end, trying to find out how we can get funding and the consistent messages through the existing funding sources. So I haven't heard about any new programs.

Tony: Well, the trouble-

Larry: At [crosstalk].

Tony: Go ahead, Larry. It's fine.

Larry: I'm just going to underscore Lori's comments, that even though in the infrastructure bill, we did not receive the particular language that we were seeking that would qualify RWA to receive funding directly, the funds will be administered through the DWSRF, the Drinking Water State Revolving Fund program. Which we are familiar with and have taken advantage of that on numerous occasions. So that quite frankly is good news.

Rochelle: And maybe just even add, I mean, in the water section, part of the infrastructure bill that was passed by far, most of the money that was in that order section is going to DWSRF. So that's very good news.

Lori: Yeah, so just to add on the good news, I've heard from different sources that that funding would, is actually at historically high levels. So we've used that as Rochelle said, as a regular mechanism. So having more money in that fund, I think is certainly positive, but I haven't heard of any other new sources at this time.

Catherine: Just to clarify the drinking water reserve fund money is a debt, not grant. Correct?

Rochelle: It's actually, it's a combination. Each, we have 10 DWSRF loans and grants that we've gotten with each of those, and based on preliminary conversations, Ted and I have been involved in some conversations, with DPH and they are anticipating that the grant component will be higher than it has been in the past. So that's also really good news.

Catherine: That's great news. Thanks.

Kevin: Great. Any other questions or comments? No? Well, I think that does it for the committee's official business, but I wanted to take a moment to recognize Ted again. Who's been retired and has continued to work on, continued to stay on, and I think he's going to be on for another month, but I think this will be Ted's last committee meeting.

So I wanted to express my appreciation for Ted and all of his hard work over the years, and his transition to some very competent people, to pick up where Ted has left off. So, Ted, do you have anything to say, or is there anything that... I know you're probably not a person that likes to draw attention to themselves or make any comments, but I really appreciate you Ted and all your hard work, and your leadership and how you've handled things over the years, and our work together. So thank you.

Ted: Appreciate that, Kevin. Great working with you and the rest of the board as well. I plan to come to the December meeting, but this, like Kevin said, is the last EH&S committee meeting. But that's been fun and we've had great staff members who really stepped up and put their information out there, and excited to share their information, which is wonderful. So the more we know the better we can be. Right?

Kevin: Yeah. Yeah, Ted, and I think you've set the tone. So we really appreciate the foundation that you've put into place.

Ted: Thanks Kevin.

Kevin: Yep.

Tony: The new motto for us, Larry.

Kevin: What's that? Thank you guys. Is there a motion to come out of committee?

Tony: Moved.

Kevin: Is there a second?

Catherine: Second.

Kevin: Okay. All in favor?

Group: Aye.

Kevin: Thank you.

David: All right.

Lori: Thank you, everyone. Have a good afternoon. Bye now.

David: You too, Lori. Thank you. All right. Thank you, Kevin. Good meeting. Got a lot of good things informed that we need to know about, which is important.

[ENVIRONMENTAL, HEALTH & SAFETY COMMITTEE ADJOURNS AT 1:10 P.M.]