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STATE OF NEW YORK

PUBLIC HEARING

**Commission on Legislative, Judicial and
Executive Compensation**

**The SUNY System Administration Building
353 Broadway, Room S429
Albany, New York 12246
November 14, 2019**

B E F O R E:

**MICHAEL CARDOZO
JIM MALATRAS
ROBERT MEGNA**

APPEARED VIA VIDEOCONFERENCE:

**HON. RANDALL ENG (RET.)
PETER MADONIA
SEYMOUR LACHMAN
MITRA HORMOZI**

**Elizabeth Keniston
Brandy Duxbury
Court Reporters**

P R O C E E D I N G S

1
2 MR. CARDOZO: Well, thank you all in New York
3 and Albany for joining us. Let me note that this is the
4 second public hearing that the Commissioner's holding.
5 We have three or four people who have signed up to give
6 us their views. So, without further ado, why don't we
7 first call on Henry Greenberg, the President of the New
8 York State Bar Association.

9 MR. GREENBERG: Thank you, Mr. Chairman,
10 Commissioner Megna, Commissioner Malatras --

11 MR. CARDOZO: Can you hear in New York?

12 JUDGE ENG: Yes, loud and clear.

13 MR. GREENBERG: -- Justice Eng, Commissioner
14 Madonia, Senator Lachman, Commissioner Hormozi. My name
15 is Henry M. Greenberg. I am the President of the New
16 York State Bar Association. We represent over 70,000
17 lawyers from throughout the state. It's my privilege
18 today, on behalf of the State Bar, to thank you for the
19 opportunity to express the views of our membership on
20 this vitally important matter.

21 Let me say at the outset, I think we can all
22 agree that an independent and properly funded judiciary
23 is important not only to our judges and their families,
24 but also to the Bar, State Bar Association, every
25 attorney, the citizens of New York, and ultimately, the

1 stability of our democratic society. Judicial
2 compensation reflects the value that we, as a society,
3 place upon the critical role the judges perform. We all
4 appreciate and benefit from the important role of the
5 judiciary in our society, and I think we all can agree
6 that the failure to adequately compensate judges
7 devalues their work in a way that's detrimental to the
8 proper functioning of our justice system. That is why
9 the State Bar Association has, in the past, and
10 continues today to recommend that judges be paid
11 appropriately. We have in the past recommended a
12 substantial increase. We recommend, as well, regular
13 cost of living adjustments for judges. We reiterate our
14 longstanding position on the importance of adequate
15 judicial salaries and we recommend the implementation of
16 the appropriate inquiries for New York judges.

17 In particular, we support linking the level of
18 compensation for New York Supreme Court judges with
19 salaries of United States Federal District Court judges.
20 As I said, the State Bar represents the legal profession
21 from Niagara Falls to Montauk and across the state, as
22 well as across the nation, and lawyers, as well, across
23 the globe who are members. For more than two decades
24 they have been a steadfast supporter of appropriate
25 judicial compensation. Throughout that time our

1 position has been clear, an independent,
2 well-functioning judiciary accessible to all is a
3 cornerstone for our democratic society. Moreover, we
4 strongly believe that the operation of our justice
5 system depends upon confidence on the part of lawyers
6 and their clients, and the judge presiding over a case
7 is qualified, independent, and focussed on the matter at
8 hand. New York has always been blessed to have many
9 talented, civic-minded jurists who are willing to
10 sacrifice financially, and in other ways, serve the
11 public, but it is essential to recognize the justice
12 system's ability to function properly depends on the
13 judges who serve it. That is why the State Bar
14 Association has made judicial compensation a high
15 priority.

16 In 2011, for example, when the judiciary had
17 not received an adjustment of their salaries in almost
18 two decades, the State Bar took the position that salary
19 stagnation was an impediment to attract the best and
20 brightest attorneys to the bench and retaining qualified
21 and experienced judges. We submit that New York needs
22 to continue, needs to continue to take steps to assure
23 that we do not repeat that experience of that period
24 when regular salary increases did not occur.

25 The State Bar in 2011 also adopted a report

1 that was the basis for our submission to that year's
2 Commission recommending a substantial increase in
3 judicial salaries in order to address the significant
4 erosion of judicial pay. We also recommended
5 implementation of a protocol for the regular adjustment
6 of judicial salaries thereafter to account for the rise
7 in cost of living, which is critical in our current
8 submission today to this Commission. Accordingly, in
9 2015, we recommended the Commission provide for adequate
10 cost of living increase and judicial compensation.

11 It is imperative to understand that our state
12 is home to an international financial center. Our
13 judges and court system play a vital role in developing
14 a body of law recognized throughout the country and
15 around the world as the goal standard for its treatment
16 in financial and commercial matters. Our judicial
17 branch is world-renown for its fairness, neutrality,
18 independence, and its capacity to handle complex cases,
19 which is a significant part of the reason that New York
20 Courts are attractive to businesses from around the
21 globe.

22 Inadequate compensation for judges makes it
23 more difficult to attract and retain the best and the
24 brightest to the bench, which in turn threatens to
25 diminish representation of our courts and leaves a

1 negative economic impact on our state. We must maintain
2 our judiciary's international judicial reputation for
3 quality, fairness, and independence as we go forward.

4 In 2010, we strongly supported the bill mandate
5 establishment of periodic judicial compensation
6 commissions because regular review of judicial salaries
7 plays a critical role in maintaining our system of
8 justice. We also urge to pass the compensation
9 commission to provide adequate increases in judicial
10 pay.

11 Today, based on the State Bar Association's
12 longstanding policy, we urge the Commission the level of
13 compensation for New York Justices of the Supreme Court
14 continue to be the same as the salary of Federal
15 District Court judges. I am honored to be here today to
16 share our Association's support for increased judicial
17 compensation and the continuing importance of the work
18 of these judicial compensation commissions. I thank all
19 the members of this Commission for your distinguished
20 and important service. I thank you for the opportunity
21 to testify. I'd be happy to answer any questions that
22 you have.

23 MR. CARDOZO: Thank you very much,

24 Mr. Greenberg.

25 Questions from my colleagues in Albany first?

1 Any questions in New York?

2 MR. LACHMAN: No.

3 MR. MALATRAS: I have one question. I may have
4 missed it, but does the Bar have a position on how
5 the -- any potential increases should be funded? We had
6 testimony from the previous hearing from several of the
7 judges in the Office of Court Administration which said
8 this could be handled within the judiciary budget. Does
9 the Bar have a position on how it should be paid, or
10 just that it should be paid?

11 MR. GREENBERG: That they should be paid.

12 MR. MALATRAS: Okay. Thank you.

13 MR. CARDOZO: Any other questions?

14 Thank you very much, Mr. Greenberg.

15 MR. GREENBERG: Thank you, Mr. Chairman and
16 Commissioners.

17 (Continued on the next page.)

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1 MR. CARDOZO: I understand that the Supreme
2 Court Judges Association is here to make a presentation.

3 MR. MUELLER: Good afternoon, Commissioners and
4 New York City and Albany. I noticed that this hearing
5 started out on West Broadway and now you moved it to
6 Broadway, so we're still really on the same street.

7 My name is Robert Mueller, and I am a Supreme Court
8 Justice. I've had the honor of being asked by the
9 Association of Supreme Court Justices of the State of New
10 York to share news from the bench, so to speak. I have
11 made a written submission that I'm sure you'll have the
12 opportunity to look at carefully, but I am, as in my
13 practice on the bench, I like to ask the lawyers to tell
14 me what's not in the papers that have been submitted. So
15 taking that, it would be useful, I think, to introduce
16 myself to you.

17 I sit in the Fourth Judicial District. My chambers
18 are in Lake George, New York. The Fourth Judicial
19 District is the largest in this state. It begins just
20 around this river here in Schenectady and it goes up to
21 Quebec and it goes along the Vermont border and it goes
22 out into the western part of the state. And there are 11
23 of us that serve about a million people. And I also want
24 to not fail to actually incorporate by reference the
25 comments that were made recently in New York and the

1 comments that were just made by Hank Greenberg. That
2 again without reiterating those things, I want to point
3 out that there were two judges who most got my attention
4 -- or speakers -- there were two judges --- and I just
5 want to reiterate the impassioned testimony that we heard
6 from Sallie Manzanet-Daniels and from Judge Horowitz on
7 this topic.

8 I'm in the posture of speaking to you under that
9 doctrine of necessity. I'm one of those judges who's very
10 interested in the salary commission and wants it to not
11 disturb what has been in practice for a few years, and
12 also from learning, and Justice Eng and I put in the
13 submission here, this issue of keeping pace with the
14 judicial salaries of the United States District Court is
15 apparently something which was done for many years, and
16 then it kind of dropped off.

17 The issue what I think that's most critical is, from
18 my perspective and the perspective of the Justices that I
19 know, is one of morale. We're all proud. We're very
20 proud of what we do, we're proud to have the opportunity
21 to do it. The association that I belong to has a
22 publications committee, and it publishes the Pattern Jury
23 Instructions. It also publishes the Bench Book, the trial
24 Bench Book for the judges in this state. I'm the chair
25 for that Bench Book. And as the chair, I interact with

1 judges all over the state, and we talk. And we talk not
2 only about our profession, but we talk about the -- one of
3 those emoluments of office, and that is how proud it is to
4 be a justice and to serve in this state. That morale is
5 pumped up, and it's high because we are rewarded for the
6 work that we do, and we are treated fairly through these
7 commissions that have existed for the years, thus far have
8 treated us very fairly, and it's certainly our hope and my
9 hope that it continue to do so.

10 One of the other speakers in New York City made a
11 comment about how so much has changed since we became
12 judges, more legislation, more regulations, different
13 notions, different philosophies. And that justice
14 described it as drinking from a firehose, and it was an
15 image worth capturing because it's true. I've been in the
16 justice for ten years so I've had some time to know, but I
17 had 30 years in the practice of law. What I've been doing
18 in the last ten years changes on a monthly basis. And it
19 continues to change, and we're asked to do more and we
20 carry it. And we continue to carry it, but we carry it
21 with that pride. And that morale, I would not like to see
22 it disturbed in any fashion.

23 And that really is the balance of my comments.
24 Again, I incorporate by reference everything else that has
25 been submitted here this afternoon. If there's any

1 questions, I'd be delighted.

2 MR. CARDOZO: Thank you. Any questions here?
3 Questions in New York?

4 JUDGE ENG: No, thank you.

5 MR. MADONIA: No.

6 MR. CARDOZO: Thank you, again.

7 MR. MUELLER: Okay. Thank you for your
8 endeavors.

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10 (Continued on next page.)

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1 MR. CARDOZO: The representative of the
2 Surrogate's Court Association.

3 JUDGE PETTIT: Good afternoon. I'm Stacy
4 Pettit. I am the Judge of the Surrogate's Court here in
5 Albany County. I'm also the Vice President of the
6 Surrogate's Association for the entire state. I'm here
7 on their behalf and I'm honored to be present today to
8 provide the Commission with information to assist in the
9 important task of determining and maintaining
10 appropriate judicial salaries for the judges in the
11 state.

12 The judges of Surrogate's Court in every county
13 of New York State are responsible for the legal and
14 equitable determination of estates of decedents,
15 guardianship of children and disabled adults in all
16 manners, sensitive and complex issues that arise when a
17 person loses a loved one. In order to do our job
18 competently and fairly, surrogates must have a great
19 deal of knowledge and experience in these areas of law.
20 Many, if not most, of the judges who serve the public in
21 Surrogate's Court spent years concentrating in these
22 areas of law and gaining expertise before seeking to
23 serve on the bench. I, myself started 35 years ago and
24 I've been the judge for five years.

25 The public deserves judges with a high level of

1 competency, and one way to attract the best qualified
2 attorneys to serve on the bench is to maintain adequate
3 judicial salaries. In the past, there was less
4 diversity on the bench because only those who had
5 personal wealth and who could afford to take a pay cut
6 could leave private practice to become a judge.

7 Thanks to the good work of the previous
8 commissions on judicial salaries, excellent attorneys of
9 all backgrounds may now serve on the bench and still be
10 paid a reasonable amount. As determined by the previous
11 salary commission, the appropriate benchmark for New
12 York judges is the compensation level of federal
13 judiciary. The Surrogate's Association agrees that
14 compensation parity should be continued between Supreme
15 Court Justices and Federal District Court judges, and as
16 a member of a county-level judge, we also believe that
17 the 95 percent level of that mark should be maintained.
18 Doing so will protect against inflation and allow the
19 judiciary to continue to attract high-quality judges and
20 retain them.

21 Any questions?

22 MR. CARDOZO: Questions?

23 Questions in New York?

24 MR. MALATRAS: We're a quiet bunch today.

25 JUDGE PETTIT: Very quiet. You heard a lot the

1 last time.

2 MR. CARDOZO: Thank you.

3 JUDGE PETTIT: Thank you very much.

4 (Continued on the next page.)

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1 MR. CARDOZO: I think we have a Family Court
2 representative that we just got a document from and the
3 City Court representative -- is there a City Court
4 representative, or is that -- do we have anybody else here
5 who wants to testify?

6 MR. MEGNA: We could do it again.

7 MR. CARDOZO: No, we have a few other things I
8 want to talk about.

9 Well, let me first thank again our speakers. And
10 then turning to the Commission, our next meeting, as you
11 know, is a week from today where we begin our discussion
12 of how we're going to resolve this. And I suggested in an
13 e-mail that I sent to you that we set another meeting the
14 following week or so so that if we need another meeting,
15 we can get in our calendars now. I think it would be
16 easier than having to try to do it on the 21st. So I
17 would ask you, the week of the 28th, whether we just go
18 through with it. Obviously, it was not going to be
19 Thanksgiving, which is -- well, let me ask, Monday or
20 Tuesday, because I think the rest of the week is not
21 practical. Would you be available for a meeting that
22 started on the 25th? Peter, I can't see -- I see
23 you're -- you're saying --

24 MR. MADONIA: I cannot hear.

25 MR. LACHMAN: I cannot in the morning. I can in

1 the afternoon, but not in the morning.

2 MR. CARDOZO: For the 26th?

3 JUDGE ENG: The 26th is better for me.

4 MR. LACHMAN: The 26th is better for me also.

5 MR. CARDOZO: Mitra? Sorry? I can't here you.

6 MR. HORMOZI: So the morning of the 26th is bad
7 for me.

8 MR. CARDOZO: All right. Let me ask, what about
9 2 o'clock on the 26th?

10 MR. HORMOZI: I can't do before 3, so I could do
11 3 o'clock on the 26th.

12 JUDGE ENG: That's fine with me.

13 MR. CARDOZO: Would 3 o'clock on the 26th work
14 for everybody?

15 MR. MADONIA: I can do it remotely. I can't be
16 here.

17 MR. CARDOZO: Okay.

18 JUDGE ENG: I'm good. I'm good in person, yeah.

19 MR. CARDOZO: All right. So why don't --

20 MR. LACHMAN: I'm good in person the entire day,
21 but I think we should have everyone to be considered here
22 in terms of their schedules and calendars.

23 MR. CARDOZO: Well, I agree but unless we're
24 going to put this off for one more week, to the week -- it
25 doesn't sound like we can get everyone here; is that

1 right? People have -- a lot of people have conflicts on
2 the 25th and the morning of the 26th. So we have it
3 either the afternoon of the 27th or put it off until the
4 following week, let's just try.

5 MR. LACHMAN: I think the 27th is a bad day.

6 MR. MADONIA: Procedurally, can I do it
7 remotely?

8 MR. CARDOZO: From Florida, Peter, no.

9 MR. MADONIA: No, no, from New York, but
10 remotely.

11 MR. CARDOZO: Yes.

12 MR. MADONIA: Not here.

13 MR. CARDOZO: Yes, but you would have to be in a
14 public place.

15 MR. MEGNA: It would just have to be public --

16 MR. MADONIA: I'll do it in a restaurant.

17 MR. CARDOZO: No.

18 MR. LACHMAN: We'll look at your menu first, and
19 then we'll come over to the restaurant.

20 MR. CARDOZO: You have to -- Peter, the public
21 has a right under the Open Meeting's Law to physically be
22 whenever you are.

23 MR. MADONIA: I understand. What's a public
24 space? Is a restaurant a public space?

25 MR. CARDOZO: There are certain spaces, and I

1 certainly don't know them.

2 MR. MEGNA: If there's a public building of any
3 kind near where you're going to be or a building where we
4 could notice folks that it's there and they can use it,
5 then almost any space would work like that.

6 MR. CARDOZO: If you're going to be -- so we can
7 arrange something.

8 MR. MADONIA: Let me just think about it a
9 little bit, and I'll come back to you. Just put it on,
10 and I'll figure something out.

11 MR. LACHMAN: I think this eliminates the
12 24th -- I mean, the 27th because Thanksgiving is the
13 following day, many people will be leaving the City.

14 MR. HORMOZI: Yeah, no, I think this is for the
15 26th at 3.

16 JUDGE ENG: 26th at 3?

17 MR. CARDOZO: 26th at 3, unless everyone can
18 physically be available early the following week.

19 MR. MADONIA: Michael, maybe we can do something
20 at Fordham University. If we could figure out something
21 like that, does that work? Or is it a problem?

22 MR. CARDOZO: Yeah.

23 MR. MEGNA: Yes. Sure.

24 MR. MADONIA: That's where I have to be. But if
25 I can get somewhere by 3 o'clock --

1 MR. LACHMAN: Is that Manhattan or the Bronx?

2 MR. MADONIA: The Bronx -- without being down
3 here.

4 MR. CARDOZO: I see. All right. Let's -- I
5 have a sense that we can figure this out. So why don't
6 we --

7 MR. MADONIA: Yeah, I would just put it on and
8 let me try to figure it out. I'll ask the folks at the
9 zoo if they can provide me with ---

10 MR. CARDOZO: We have -- we do have another --
11 we just learned that we do have another speaker who will
12 be speaking in a minute, but let's just resolve this. So
13 let's agree that we will have a meeting a week from today,
14 the 21st, in New York City, and Mr. Eng and Ms. Mitra said
15 that they can be in New York City. So at 10 o'clock on
16 the 21st we'll meet the at Bar Association again to have
17 the discussions, and then we will pencil in the 26th at
18 3 o'clock. And I will work out with Mr. Madonia the
19 locations; is that a fair consensus?

20 And so now let's just go back to the public
21 hearing.

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23 (Continued on the next page.)

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1 JUDGE TURNER: Good afternoon, members of the
2 Commission. My name is Matthew Turner. For the last 21
3 years, I have served as a City Court Judge in the City
4 of Troy. For probably the last 15 years, at least, I
5 have served as a legislative Vice President for the
6 Association of New York State City Court Judges. I know
7 that you've heard from our President, Joe Latwin, from
8 the Bronx City Court when you met in New York City and I
9 am here to re-emphasize Judge Latwin's testimony and
10 urge you to continue the parity that you've brought the
11 state courts with the Federal District Court judges, and
12 then, certainly, the City Courts in parity in the
13 current -- well, actually, we're going to ask for you to
14 bring us in parity with the New York City Housing Court
15 judges, as well as the New York City Court judges, as
16 well as the District Court judges on Long Island.

17 It's particularly important for lots of the
18 members of our association and our brothers and sisters
19 at the bench in the upstate regions where many of our
20 courts have only one or two, or sometimes three,
21 members, you know, particularly in these smaller cities,
22 that this parity is most important because we operate
23 with broad jurisdiction. One of the reasons -- and I do
24 apologize that I was late for today's hearing, but I had
25 a landlord/tenant calendar that went longer than

1 expected, and that's why -- as a judge that deals
2 generally quite a bit with the public, and often times,
3 we're the only court that many members of the public
4 will ever deal with, it's particularly important to us
5 to have this parity remain with regard to the Supreme
6 Court judges, but also be in parity with the District
7 Court judges, as well as the New York City Housing and
8 City Court judges.

9 As I indicated, today, I was dealing with our
10 summary proceeding calendar, dealing with
11 landlord/tenant matters, and as the Commission probably
12 knows, there's been a seismic shift in the
13 landlord/tenant world since June 14th of 2019. There's
14 another seismic shift coming with discovery, as well as
15 bail reform, and so for all these reasons -- again, the
16 City Court judges want to make sure that our voice is
17 heard by the Commission and ask that you continue us in
18 parity with the Supreme Court judges at the current
19 percentage, as well as -- and in fact, enhance that to
20 be the 93 percent that the District Court judges on Long
21 Island and the City Court judges in the City of New York
22 that they maintain.

23 This is the third time that I've testified in
24 front of the Commission. I testified in 2011, as well
25 as in 2015. Again, I thank you for your service on this

1 Commission and hope that, again, you will maintain the
2 state courts' parity with the Federal District Court
3 judges, and then also enhance the City Court judges
4 outside the City of New York to our brothers and sisters
5 on the bench in the city, as well as in the District
6 Courts on Long Island.

7 If there's any questions, I'm certainly happy
8 to --

9 MR. CARDOZO: Questions?

10 New York?

11 JUDGE ENG: Yes, sir, I have a question. I
12 believe you mentioned twice the New York City Housing
13 Court. Isn't it correct that the Housing Court judges
14 in New York receive less than the Civil Court judges and
15 the Criminal Court judges?

16 JUDGE TURNER: I believe they are also at 93
17 percent.

18 JUDGE ENG: I thought it was 90. I was just
19 wondering who you wanted parity with.

20 JUDGE TURNER: With the District Court judges
21 and as judge --

22 JUDGE ENG: So, the District Court judges, not
23 with the Civil and the Criminal Court.

24 JUDGE TURNER: I believe that they are -- I
25 believe that they are at 93 percent, as well.

1 MR. CARDOZO: Well, according to the OCA
2 submissions, which I have in front of me, the Civil
3 Court judge in New York City earns 196, the Housing
4 judge earns 189, and a District judge in Nassau earns
5 196.

6 JUDGE TURNER: So, that's the 93 percent of a
7 Supreme Court judge's salary.

8 MR. CARDOZO: But city --

9 JUDGE TURNER: So, 93 percent.

10 MR. CARDOZO: Right. And a City Court outside
11 New York is 189 according to what -- I assume those are
12 the percentages.

13 JUDGE TURNER: Correct. So, I was in error.
14 The housing judges, it appears, are also at 90 percent
15 where it's limited jurisdiction. They're doing -- I
16 don't believe they are maintaining any criminal calendar
17 code enforcement, so, again, we are more comparable to a
18 District Court judge from Nassau or Suffolk County.

19 JUDGE ENG: All right, thank you.

20 JUDGE TURNER: Thank you.

21 MR. CARDOZO: Other questions?

22 Questions from -- thank you very much.

23 JUDGE TURNER: Thank you very much.

24 (Continued on the next page.)

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1 MR. CARDOZO: So let me just reiterate again
2 that the next two meetings, I think we agreed the 21st
3 beginning at 10 a.m. at the City Bar and then on the 26th
4 at 3 o'clock at a place to be determined near Fordham
5 University, and I'll work that out with Mr. Madonia.

6 Is there anything else that anyone on the Commission
7 wants to raise at this time?

8 MR. MALATRAS: I just want to reiterate, I think
9 it will be good to get some -- I think the law requires us
10 to consider several factors when we're doing this as well,
11 and I think we should make some overture to some official
12 of the state or local government on the overall economic
13 climate, the rates of inflation versus if there are items
14 of recommendation to take this to the federal district for
15 salary structure; what are those rates compared to what
16 they were over time, which also includes what are those
17 factors of increase compared to the changes in public
18 sector spending.

19 The state spending cap is 2 percent. I think the
20 average annual spending for the state government is around
21 1.7 -- 1.75 percent. Just to have this information, so I
22 think it needs to be included -- there's other factors --
23 but I think including some of that into the record, I
24 think it would just be helpful in consideration.

25 MR. CARDOZO: Do you have a suggestion as to how

1 we can do that?

2 MR. MEGNA: I think -- and I think I mentioned
3 this the last time we met. I think we should ask the
4 fiscal office of the state to have someone come and just
5 go through this with us. I think they can do it at the
6 next meeting, you know, but we'll find out. I volunteer
7 to make that call.

8 MR. CARDOZO: Exactly.

9 MR. MALATRAS: Okay.

10 MR. CARDOZO: That would be very helpful. And
11 actually if they have any information in advance --

12 MR. MEGNA: To share.

13 MR. CARDOZO: This is not something that one can
14 necessarily absorb.

15 MR. MALATRAS: Right.

16 MR. MEGNA: Right.

17 MR. CARDOZO: So I think that would be helpful.

18 MR. MEGNA: Sure.

19 MR. CARDOZO: We'll continue this.

20 MR. MEGNA: Yeah.

21 MR. CARDOZO: Any other comments from any of the
22 other members of Commission?

23 Okay. Anybody else? Okay. Thank you very
24 much. Meeting adjourned.

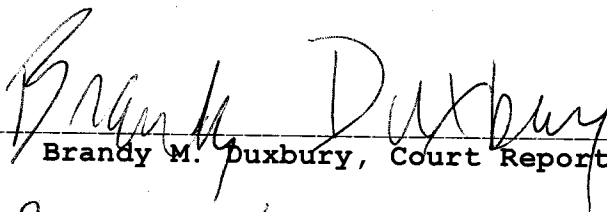
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(Whereupon the proceeding concluded at
approximately 1:29 p.m.)


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C E R T I F I C A T I O N :

Certified to be a true and accurate transcript



Brandy M. Duxbury, Court Reporter



Beth Keniston, Senior Court Reporter

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