

CITY OF LONG BEACH
CIVIL SERVICE COMMISSION
MINUTES

WEDNESDAY, SEPTEMBER 17, 2014
333 WEST OCEAN BLVD., 7TH FLOOR
CIVIL SERVICE BOARD ROOM, 8:00 AM

Lawrence Keller, President
Robin Perry, Vice President



Charles Hicks Jr., Commissioner
Rick McGilton-McGlamery, Commissioner
Carolyn M. Smith Watts, Commissioner

Kandice Taylor-Sherwood,
Executive Director

FINISHED AGENDA & MINUTES

ROLL CALL

Commissioners Lawrence Keller, Robin Perry, Charles Hicks, Rick
Present: McGilton-McGlamery and Carolyn M. Smith Watts

Kandice Taylor-Sherwood, Executive Director & Secretary
Melinda George, Deputy Director
Marilyn Hall, Executive Assistant
Gary Anderson, Deputy City Attorney
Salvador Ambriz, Personnel Analyst
Debbie McCluster, Personnel Analyst
Caprice McDonald, Personnel Analyst
Robert Pfingsthorn, Personnel Analyst
Lourdes Ferrer, Personnel Analyst
Donna de Araujo, Personnel Analyst
Cynthia Stafford, Manager, Personnel Operations,
Human Resources

1. 14-190CS **Recommendation to approve minutes:**
Regular Meeting of September 3, 2014
Dismissal 05-D-1314 Hearing Minutes of August 27 and
September 3, 2014

**A motion was made by Commissioner Hicks, seconded by
Commissioner McGilton-McGlamery, to approve recommendation.
The motion carried by the following vote:**

Yes: 5 - Lawrence Keller, Robin Perry, Charles Hicks, Rick
McGilton-McGlamery and Carolyn M. Smith Watts

A motion was made by Commissioner McGilton-McGlamery, seconded by Commissioner Smith Watts, to approve recommendation for Dismissal Appeal 05-D-1314 Hearing Minutes of August 27 and September 3, 2014. The motion carried by the following vote:

Yes: 5 - Lawrence Keller, Robin Perry, Charles Hicks, Rick McGilton-McGlamery and Carolyn M. Smith Watts

CONSENT CALENDAR (2-5):

Passed The Consent Calendar

A motion was made by Vice President Perry, seconded by Commissioner Smith Watts, to approve Consent Calendar Items. The motion carried by the following vote:

Yes: 4 - Lawrence Keller, Robin Perry, Charles Hicks and Carolyn M. Smith Watts

Abstain: 1 - Rick McGilton-McGlamery

2. 14-191CS

Recommendation to approve examination results:

Business Systems Specialist (Established 9/11/14) - 37 Applied, 24 Qualified

Gas Distribution Supervisor - 26 Applied, 15 Qualified

School Guard (Established 9/9/14) - 210 Applied, 210 Qualified

A motion was made to approve recommendation on the Consent Calendar.

3. 14-192CS

Recommendation to receive and file retirements:

Royzell White/Refuse Operator II/Public Works (10 yrs., 8 mos.)

Mary Robinson/Public Health Nurse II/Health (6 yrs., 6 mos.)

John McBride/Police Officer/Police (32 yrs., 10 mos.)

*Dirk Crawford/Marine Safety Sergeant - Boat Operator/Fire
(34 yrs., 5 mos.)*

*Michael Fair/Gas Construction Worker II/Long Beach Gas & Oil
(13 yrs., 4 mos.)*

Robert Nevel/Police Officer/Police (28 yrs., 11 mos.)

Gail Christmas/Building Services Supervisor/Parks (26 yrs., 7 mos.)

David Shartzter/Water Utility Mechanic III/Water (28 yrs., 3 mos.)

*John Johnson/Communication Specialist I/Technology Services
(14 yrs., 4 mos.)*

On behalf of the Commission, the Secretary presented Robert Nevel (29 years), Police Department and Daniel Fisher (30 years), Fire Department with Certificates of Appreciation for their years of service to the citizens and City of Long Beach. Representatives from their respective departments were present and spoke on their behalf.

A motion was made to approve recommendation on the Consent Calendar.

4. 14-193CS

Recommendation to receive and file resignations:

Aaron Gay/Water Utility Mechanic II/Water (9 yrs., 4 mos.)

Julianna Robins/General Librarian/Library (7 yrs., 18 days)

*Lawrence Calhoun/Equipment Mechanic I/Public Works
(16 yrs., 3 days)*

Carlos Campa/Public Health Professional II/Health (7 yrs., 3 mos.)

*Rusty Clark/Systems Technician IV/Technology Services
(12 yrs., 5 mos.)*

Surian Pearson/Refuse Operator II/Public Works (24 yrs., 11 mos.)

A motion was made to approve recommendation on the Consent Calendar.

5. 14-194CS

Recommendation to receive and file withdrawal of appeal:

Reduction Appeal 41-R-1213

A motion was made to approve recommendation on the Consent Calendar.

REGULAR AGENDA

6. 14-195CS **RECOMMENDATION TO EXTEND PROBATION** - Aileen Bohning, Public Safety Dispatcher
Communication from Jim McDonnell, Chief of Police
Lieutenant Ken Rosenthal and Crystal Slaten, Administrator, Police Personnel, answered Commission questions regarding this matter.
A motion was made by Commissioner Hicks, seconded by Commissioner Smith Watts, to approve recommendation. The motion carried by the following vote:
- Yes:** 5 - Lawrence Keller, Robin Perry, Charles Hicks, Rick McGilton-McGlamery and Carolyn M. Smith Watts
7. 14-196CS **REQUEST TO FILE LATE APPLICATION** - *Water Utility Mechanic*
- a. Communication from Nikolas Emerson
 b. Staff report prepared by Melinda George, Deputy Director
- Mr. Emerson was present and addressed the Commission, stating that he attempted to submit the application for the Water Utility Mechanic online, but submitted it on the wrong website, governmentjobs.gov.
- A motion was made by Commissioner McGilton-McGlamery, seconded by Commissioner Hicks, to deny. The motion carried by the following vote:**
- Yes:** 5 - Lawrence Keller, Robin Perry, Charles Hicks, Rick McGilton-McGlamery and Carolyn M. Smith Watts

8. 14-197CS

REQUEST TO FILE LATE APPLICATIONS - Carpenter

- a. Communications from Andrew Nakamura, Raul Romero, Oscar Alaniz, Everado Sanchez, Marvin Cruz and Luis Oviedo
- b. Staff report prepared by Lourdes Ferrer, Personnel Analyst

The Secretary briefed the Commission regarding these requests, stating that due to a transition from Lotus Notes to Microsoft 365 names were dropped from the distribution list, which staff was not aware of at the time, resulting in Parks, Recreation and Marine staff not receiving the job bulletin during the filing period.

Ken Campbell, Superintendent, Personnel & Training - Parks, Recreation and Marine was present and informed the Commission that he was in agreement with the requests to file late applications for Carpenter.

A motion was made by Commissioner Hicks, seconded by Commissioner Smith Watts, to approve recommendation. The motion carried by the following vote:

Yes: 5 - Lawrence Keller, Robin Perry, Charles Hicks, Rick McGilton-McGlamery and Carolyn M. Smith Watts

9. 14-198CS

COMMUNICATION REGARDING PUBLIC SAFETY DISPATCHER

Communication from Deniece Ponds

Crystal Slaten, Administrator, Police Personnel, informed the Commission that candidates sign a no feedback waiver, so they are aware that the Police Department will not be providing them with any information as a result of the background process.

A motion was made by Commissioner Smith Watts, seconded by Commissioner McGilton-McGlamery, to received and filed. The motion carried by the following vote:

Yes: 5 - Lawrence Keller, Robin Perry, Charles Hicks, Rick McGilton-McGlamery and Carolyn M. Smith Watts

10. 14-199CS

RECOMMENDATION TO APPROVE BULLETINS

Staff report prepared by Kandice Taylor-Sherwood, Executive Director
Civil Engineer
Electrical Engineer
Machinist
Office Systems Analyst
Refuse Operator
Senior Civil Engineer
Senior Equipment Operator - Bulldozer/Backhoe

A motion was made by Commissioner Smith Watts, seconded by Commissioner McGilton-McGlamery, to approve recommendation. The motion carried by the following vote:

Yes: 5 - Lawrence Keller, Robin Perry, Charles Hicks, Rick McGilton-McGlamery and Carolyn M. Smith Watts

MANAGERS' REPORT

Ms. George stated that this week's examination results and bulletins reflect the collaborative effort with the City. She acknowledged Nani Blyleven, Human Resources analyst for the examination results for School Guard and Harbor Department staff, working in Civil Service, for four of the job bulletins on today's agenda.

The Secretary informed the Commission that last Friday, at CSULB, she conducted interviews for unpaid internships. Twenty-five students applied and five individuals with different skill sets, experience and backgrounds were selected for the internships. She stated that she will return to CSULB to provide some training on basic presentation skills and one-on-one coaching since they will be coaching individuals one-on-one at computer kiosks. She also thanked department Administrative Officers for contributions to make bags for the interns, and offers of ride-along and tours of their departments so they could have a better picture of what its like to work for the City of Long Beach.

The Secretary stated that Civil Service could not have successfully conducted the Police Recruit examination without the support from various City department who assisted with the examination. She thanked the following employees for their assistance and invited them to a reception following the Commission meeting in recognition of their assistance.

Sandy Witz - City of Anaheim; Ana Jeronimo, Jaime Garcia, Jasmin Belleza, Nicole Sun and Sylvia M. Lucero - Civil Service; Renee Williams and Tiffany James-Norseweather - Development Services; Madeline Richard - Gas & Oil; Adrienne Henderson, Besty Grazier and Paula Ortega - Harbor; Cathy Chace and Tara Haughton - Human Resources, April Turnbull - Long Beach Airport, Lydia Esparaza - Library; Leah Salgado - Parks, Recreation & Marine; Albert Barber, Anthony Garcia, Anthony Lembi, Chris Brammer, Curtis Yee, Dennis Flinn, Dennis Harter, Diane Scarritt, Donald Mauk, Elise Garcia, Eric L. Reynolds, Ileana Chiu, Isidro Lopez, Jason Garrido, Jason Lehman, John Magallanes, Julie Lacey, Julie Prior, Ken Rosenthal, Kevin Skeen, Linda Warren, Melvin McGuire, Michael Hubbard, Michael Karlson, Michael L. Brown, Rancy Beach, Rebecca Smaltz, Richard Miller, Robert Arzuman, Robert Gallegos, Robin Hawkins, Scott William Holder, Sean O'Rourke, Sherry Potvin, Silvia Medina, Sondra Benskin, Songcheak Ier, Steve Smith, Steven Dougan, Susan Dillon and William Neal - Police Department; Aida Honey, Chris Foutris, Helen Yamamoto, Jeff Sortman, Norman Sanchez, Teresa M. Dennis and Viola Sellers - Public Works; Deborah Slaney - Technology Services; and Rick Gonzalez and Rocio Pfingsthorn - Water Department.

Commissioner Perry complimented staff on the background work they provide to the Commission for agenda items. He stated that the information is very helpful to the Commission understanding issues on the agenda. He thanked them for doing a great job.

Commissioner Smith Watts stated that the City is having its first Citywide Emergency Long

Beach Preparedness on Saturday, October 4, 2014, focused on getting people prepared for emergencies. She encouraged everyone to attend and bring their families.

ADJOURNMENT

NOTE:

If written language translation of the Commission agenda and minutes for non-English speaking persons is desired, please make your request by phone to the City Clerk Department at (562) 570-6101, 72 hours prior to the Commission meeting.

Kung ang nakasulat na pagsasalin-wika ng adyenda at mga katitikan ng Komisyon ay hinahangad para sa mga taong hindi nagsasalita ng Ingles mangyaring gawin ang iyong kahilingan sa pamamagitan ng telepono sa Kagawaran ng Klerk ng Lunsod sa (562) 570-6101, 72 pitong oras bago ang pulong ng Komisyon.

Si desea obtener la traducción lingüística escrita de la agenda y las actas de la Comisión para las personas que no hablan inglés, realice su pedido por teléfono al Departamento de la Secretaría Municipal al (562) 570-6101, 72 horas antes de la reunión de la Comisión.

បើលោកអ្នកមិនចេះនិយាយភាសាអង់គ្លេស ហើយត្រូវការរបៀបវារៈនៃកិច្ចប្រជុំគណៈកម្មាធិការ និងរបាយការណ៍នៃកិច្ចប្រជុំគណៈកម្មាធិការ ជាសំណៅប្រែសម្រួលលាយលក្ខណ៍អក្សរទៅជា ភាសារបស់លោកអ្នក នោះសូមស្នើសុំមកនាយកដ្ឋានសៀវភៅសាលាក្រុង តាមទូរស័ព្ទលេខ (562) 570-6101 អោយបាន 72 ម៉ោងមុនកិច្ចប្រជុំគណៈកម្មាធិការត្រូវប្រារព្ធធ្វើឡើង។

CITY OF LONG BEACH
PLANNING COMMISSION
MINUTES

THURSDAY, SEPTEMBER 18, 2014
333 W. OCEAN BOULEVARD
COUNCIL CHAMBER, 5:00 PM

Donita Van Horik, Chair
Alan Fox, Vice Chair



Molly Campbell, Commissioner
Mark Christoffels, Commissioner
Phil Saumur, Commissioner
Melani Smith, Commissioner

FINISHED AGENDA & MINUTES

CALL TO ORDER

At 5:04 PM, Chair Van Horik called to order the Planning Commission meeting.

ROLL CALL

Also present: Amy Bodek, Director of Development Services; Jeff Winklepleck, Acting Planning Administrator; Michael Mais, Assistant City Attorney; Kendra Carney, Deputy City Attorney; Cuentin Jackson, Planner; and Thelinjoris Manuel, Clerk Typist III.

Commissioners Alan Fox, Donita Van Horik, Mark Christoffels, Melani Smith and
Present: Phillip Saumur

Commissioners Molly Campbell
Excuse:

FLAG SALUTE

Commissioner Smith led in the flag salute.

MINUTES

14-065PL Recommendation to receive and file the Planning Commission minutes of September 4, 2014.

A motion was made by Commissioner Christoffels, seconded by Commissioner Saumur, to approve the recommendation. The motion carried by the following vote:

Yes: 5 - Alan Fox, Donita Van Horik, Mark Christoffels, Melani Smith and Phillip Saumur

Excused: 1 - Molly Campbell

DIRECTOR'S REPORT

Amy Bodek, Director, provided the Director's report.

SWEARING OF WITNESSES

Do you solemnly swear or affirm that the evidence you shall give in this Planning Commission Meeting shall be the truth, the whole truth, and nothing but the truth?

All witnesses were sworn in by Chair Van Horik.

REGULAR AGENDA

1. 14-066PL Recommendation to deny the appeal and uphold the Site Plan Review Committee's decision to deny a Site Plan Review request to modify an existing wireless telecommunications site by removing seven roof-mounted panel antennas and adding twelve new panel antennas and twelve new Remote Radio Units (RRUs) behind a new free-standing triangular steeple with a height of 48 feet, located at 2911 Santa Fe Avenue. (District 7) (Application No. 1401-03)
Jeff Winklepleck, Acting Planning Administrator, introduced Cuentin Jackson, Planner, who provided the staff report.

Commissioner Christoffels spoke.

Cuentin Jackson, Planner, spoke.

Commissioner Christoffels spoke.

Michael Mais, Assistant City Attorney, spoke.

Commissioner Christoffels spoke.

Chair Van Horik spoke.

Cuentin Jackson, Planner, spoke.

Chair Van Horik spoke and Cuentin Jackson, Planner, spoke.

Chair Van Horik spoke.

Vice Chair Fox spoke.

Commissioner Smith spoke.

Amy Bodek, Director, spoke.

Jeff Winklepleck, Acting Planning Administrator, spoke.

Commissioner Smith spoke and a dialogue ensued with Jeff Winklepleck, Acting Planning Administrator.

Vice Chair Fox spoke.

Jeff Winklepleck, Acting Planning Administrator, spoke.

Chair Van Horik spoke.

Jermaine Taylor, Appellant, spoke.

Chair Van Horik spoke.

Jermaine Taylor, Appellant, spoke.

Chair Van Horik spoke and Jermaine Taylor, Appellant, spoke.

Commissioner Christoffels spoke.

Jermaine Taylor, Appellant, spoke and a dialogue ensued with Commissioner Christoffels.

Commissioner Saumur spoke.

Jermaine Taylor, Appellant, spoke and a dialogue ensued with Commissioner Saumur.

Chair Van Horik spoke and the dialogue continued with Commissioner Saumur and Jermaine Taylor, Appellant.

Chair Van Horik spoke and Jeff Winklepleck, Acting Planning Administrator, spoke.

Chair Van Horik spoke.

Vice Chair Fox spoke.

Jermaine Taylor, Appellant, spoke.

Vice Chair Fox spoke and a dialogue ensued with Jermaine Taylor, Appellant.

Chair Van Horik spoke.

Commissioner Smith spoke.

Jermaine Taylor, Appellant, spoke and a dialogue ensued with Commissioner Smith.

Chair Van Horik spoke.

Jermaine Taylor, Appellant, spoke and a dialogue ensued with Chair Van Horik.

Commissioner Saumur spoke and Jermaine Taylor, Appellant, spoke.

Commissioner Smith spoke and Jermaine Taylor, Appellant, spoke.

Chair Van Horik spoke.

Commissioner Christoffels spoke.

Jeff Winklepleck, Acting Planning Administrator, spoke.

Commissioner Christoffels spoke.

Vice Chair Fox spoke.

Chair Van Horik spoke.

A motion was made by Commissioner Christoffels, seconded by Vice Chair Fox, to continue this item to a date uncertain. The motion carried by the following vote:

Yes: 5 - Alan Fox, Donita Van Horik, Mark Christoffels, Melani Smith and Phillip Saumur

Excused: 1 - Molly Campbell

2. 14-069PL

Recommendation to receive and file the latest draft of the proposed Medical Marijuana Ordinance and provide additional comments and direction to staff.

Amy Bodek, Director, introduced Kendra Carney, Deputy City Attorney, who explained the draft of the proposed Medical Marijuana Ordinance.

Chair Van Horik spoke and Kendra Carney, Deputy City Attorney, continued the report.

Vice Chair Fox spoke.

Michael Mais, Assistant City Attorney, spoke.

Vice Chair Fox spoke and Michael Mais, Assistant City Attorney, spoke.

Commissioner Christoffels spoke.

Amy Bodek, Director, spoke and a dialogue ensued with Commissioner Christoffels.

Michael Mais, Assistant City Attorney, spoke.

Commissioner Christoffels spoke.

Amy Bodek, Director, spoke.

Commissioner Christoffels spoke and Amy Bodek, Director, spoke.

Michael Mais, Assistant City Attorney, spoke.

Jeff Winklepleck, Acting Planning Administrator, spoke.

Commissioner Saumur spoke.

Michael Mais, Assistant City Attorney, spoke and a dialogue ensued with Commissioner Saumur.

Kendra Carney, Deputy City Attorney, spoke and a dialogue ensued with Commissioner Saumur.

Commissioner Smith spoke.

Kendra Carney, Deputy City Attorney, spoke and a dialogue ensued with Commissioner Smith.

Amy Bodek, Director, spoke.

Commissioner Smith spoke and a dialogue ensued with Amy Bodek, Director.

Michael Mais, Assistant City Attorney, spoke.

Commissioner Smith spoke and a dialogue ensued with Mike Mais, Assistant City Attorney.

Vice Chair Fox spoke.

Commissioner Saumur spoke.

Amy Bodek, Director, spoke and a dialogue ensued with Commissioner Saumur.

Chair Van Horik spoke.

Amy Bodek, Director, spoke and a dialogue ensued with Chair Van Horik.

Kendra Carey, Deputy City Attorney, spoke and a dialogue ensued with Chair Van Horik.

New attendees of the meeting arrived and were sworn in by Chair Van Horik.

David Zink, Public Commenter, spoke.

Steven Downing, Public Commenter, spoke.

Diana Lejins, Public Commenter, spoke.

Judy Ferris, Public Commenter, spoke.

Jack Smith, Central Project Area Council (LBCPAC), spoke.

Chair Van Hork spoke.

Gina Nam, Counsel for Former Dispensaries, spoke.

Stewart Ledsome, Public Commenter, spoke.

Nick Morrow, Public Commenter, spoke.

Richard Anthony Kemp, Public Commenter, spoke.

Larry Parks, Public Commenter, spoke.

Nicholas Kiminko, Public Commenter, spoke.

Adam Hajazi, Public Commenter, spoke.

Robin Perry, Attorney, Long Beach Collective Association, spoke.

Chair Van Horik spoke.

Commissioner Christoffels spoke.

Chair Van Horik spoke.

Commissioner Smith spoke.

Amy Bodek, Director, spoke.

Commissioner Christoffels spoke.

Michael Mais, Assistant City Attorney, spoke.

Amy Bodek, Director, spoke.

Michael Mais, Assistant City Attorney, spoke.

Amy Bodek, Director, spoke.

Chair Van Horik spoke.

Michael Mais, Assistant City Attorney, spoke.

Commissioner Christoffels spoke.

Vice Chair Fox spoke and Amy Bodek, spoke.

Commissioner Saumur spoke.

Vice Chair Fox spoke.

Michael Mais, Assistant City Attorney, spoke.

Vice Chair Fox spoke.

Commissioner Smith spoke.

Amy Bodek, Director, spoke.

A motion was made by Commissioner Christoffels, seconded by Commissioner Saumur, to receive and file the latest draft of the proposed Medical Marijuana Ordinance. The motion carried by the following vote:

Yes: 5 - Alan Fox, Donita Van Horik, Mark Christoffels, Melani Smith and Phillip Saumur

Excused: 1 - Molly Campbell

3. 14-067PL

Recommendation to elect a Chair of the Planning Commission for 2014-2015.

Amy Bodek, Director, spoke.

Commissioner Saumur nominated Alan Fox for Chair of the Planning Commission.

Chair Van Horik spoke.

Commissioner Saumur spoke.

Vice Chair Fox spoke.

Commissioner Smith spoke.

Chair Van Horik spoke.

A motion was made by Commissioner Saumur, seconded by Chair Van Horik, to elect Alan Fox as the new Chair of the Planning Commission. The motion carried by the following vote:

Yes: 5 - Alan Fox, Donita Van Horik, Mark Christoffels, Melani Smith and Phillip Saumur

Excused: 1 - Molly Campbell

4. 14-068PL

Recommendation to elect a Vice Chair of the Planning Commission for 2014-2015.

Chair Van Horik spoke.

Commissioner Saumur spoke.

Vice Chair Fox spoke.

Commissioner Smith spoke.

Chair Van Horik spoke.

A motion was made by Chair Van Horik, seconded by Commissioner Saumur, to elect Mark Christoffels as the new Vice Chair of the Planning Commission. The motion carried by the following vote:

Yes: 5 - Alan Fox, Donita Van Horik, Mark Christoffels, Melani Smith and Phillip Saumur

Excused: 1 - Molly Campbell

PUBLIC PARTICIPATION: Members of the public are invited to address the Planning Commission on items of interest to the public within the Commission's jurisdiction. Each speaker will be limited to three minutes unless that time is extended by the Chair.

Diana Lejins, Fifth District, spoke.

Vice Chair Fox spoke and Diana Lejins continued to comment.

Mauna Eichner, Sixth District, spoke.

COMMENTS FROM THE PLANNING COMMISSION

Michael Mais, Assistant City Attorney, spoke.

Commissioner Smith spoke.

Vice Chair Fox spoke.

Chair Van Horik spoke.

ADJOURNMENT

At 7:41 PM, there being no objection(s), Chair Van Horik declared the Planning Commission meeting adjourned.

GUIDE FOR PERSONS INTENDING TO SPEAK

This guide has been prepared as an aid so that you will be able to express your opinions briefly and clearly before the Commission and thus increase the effectiveness of your presentation. Remarks are generally limited to 3 minutes.

1. State your name and address.
2. Organization you represent, if any.
3. State whether for or against the proposal.
4. Your statement should include all pertinent facts within your knowledge; avoid gossip, emotion and repetition. It is important to discuss only those matters relating to the hearing and to tie your discussion of the facts directly to the decision you wish the Commission to reach. A clear, concise and non-repetitive argument is impressive.

In order to have written material included in the Planning Commissioner's mailed Agenda Packet, twelve (12) copies of the material must be delivered to the Department of Development Services, Planning Bureau, no later than ten (10) calendar days before the date of the Planning Commission Hearing. Written material that is presented to the Planning Commission after this date and up to 1:00 p.m. the day of the Planning Commission Hearing, will be included in the Commissioners' Agenda folder, but may not be reviewed by the individual Commissioners due to the amount of material that the Commissioners have to review for the Agenda. Material presented to the Commission at the Hearing will be part of the record but also may not be reviewed by individual Commissioners.

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