



CITY OF LOS ANGELES BOARD OF CIVIL SERVICE COMMISSIONERS MINUTES

COMMISSIONERS

GUY LIPA
President
KARLA M. GOULD
Vice President
JEANNE A. FUGATE
MONIKA KIRENGA
NANCY P. MCCLELLAND
Commissioners

REGULAR MEETING – 10:00 A.M. THURSDAY, JANUARY 23, 2025 IN-PERSON MEETING ROOM 350, PERSONNEL BUILDING 700 EAST TEMPLE STREET LOS ANGELES, CALIFORNIA 90012

In conformance with Government Code § 54950 (The Brown Act) this in-person meeting of the Board of Civil Service Commissioners will permit any person wishing to address the Commission in public comment an opportunity by visiting the posted meeting location of the Commission in-person or by dialing (669) 900-6833, to make a public comment virtually. Follow the prompts and enter the Meeting ID code **880 8655 3827** followed by the pound sign (#). When asked, enter the passcode **119549** and the pound sign (#) again to continue. Public Comment should be within the subject jurisdiction of the Board. Please dial *9 when the Commission reaches “Public Comment,” item three on this Minutes. The caller will be called upon and the phone or device unmuted. Speakers should state and spell their name for the record before beginning their one minute of public comment.

Digital audio recordings of Commission Board meetings are kept for 30 days after each meeting. Information on acquiring an audio copy of a meeting may be obtained by contacting the Commission Office at (213) 473-9107. Website: <http://www.lacity.org>

Attending the meeting:
Commission President Guy Lipa
Commission Vice President Karla M. Gould
Commissioner Nancy P. McClelland

Deputy City Attorney Jorge Otano
Interim General Manager Grayce Liu
Commission Executive Director
Bruce E. Whidden
Absent: Commissioner Jeanne Fugate
Commissioner Monika Kirenga

1. **CALL TO ORDER**

The Commission President called the meeting to order at 10:02 a.m.

2. **PUBLIC COMMENTS ON MATTERS WITHIN BOARD’S JURISDICTION**

There was no requests for public comment

3. **COMMISSION ACTION ON ROUTINE AND OTHER MATTERS**

The Board unanimously approved routine and non-appearance matters under Unfinished Business page two, items 6 & 7 and New Business, page six thru 11, items 9 and 10, on a motion by Commissioner McClelland, seconded by Commissioner Gould.

4. **GENERAL MANAGER’S REPORT**

The Interim General Manager reported on the Department response to the wildfires still burning in the surrounding hills. Several Personnel Department employees have lost their homes. Under the Mayor’s emergency order, the Personnel Department has been mobilized to provide Disaster Service Workers to help with the recovery effort.

5. PRESENTATION OF SERVICE PINS

Michael Gold, Senior Personnel Analyst II

Patrick Lord-Sharp Principal Clerk

Each employee has more than 25 years of service to the residents of the City of Los Angeles.

6. RESIGNATIONS, SETTLEMENTS AND WITHDRAWALS UNDER CHARTER
SECTION 1016 TO BE MADE A MATTER OF RECORD

Flavio HUERTA, Gardener Caretaker, Department of Recreation and Parks. Discharge March 19, 2021.

Settlement agreement whereby the Department agreed to reinstate the Appellant as a Gardener Caretaker effective on a date agreed. The Appellant will not receive back pay or lost seniority. The Department agreed to reinstate the Appellant as a Gardener Caretaker effective on a date agreed. The Appellant agreed to withdraw his appeal from discharge now pending before the Civil Service Commission. The parties agreed to other terms and conditions. The Commission Office received the signed documents on September 26, 2024.

File No. 55587

COMMISSION ACTION: MADE A MATTER OF RECORD

7. UNFINISHED CLASSIFICATION ACTIONS

b. The Interim General Manager recommends that the Board of Civil Service Commissioners, after giving 10-days' notice of intention, now:

1. Create the new classification of **CHIEF OCCUPATIONAL PSYCHOLOGIST**,
Class Code 2387;

and

2. Adopt the Duties Statement for **CHIEF OCCUPATIONAL PSYCHOLOGIST**,
Class Code 2387.

File No. 56021

COMMISSION ACTION: RECOMMENDATIONS APPROVED

8. APPEAL UNDER CHARTER SECTION 1016

a. **Rene BOYER**, Electrical Craft Helper, Department of Water & Power.

Suspension effective June 6, 2022 to June 17, 2022, inclusive, (10-working days).

Report and recommendations of the Board's Hearing Examiner Stephen Biersmith, following the holding of a hearing on September 11, 2024, into the appeal of Mr. Boyer.

Pursuant to Government Code 54957, the Civil Service Commission may elect to meet in closed session in order to confer with its legal counsel regarding a matter related to pending litigation or the discipline of an employee under Charter Section 1016. No binding votes will be taken.

The Hearing Examiner recommends that the Board:

A. FIND that the City's *Skelly* due process provisions were met.

B. Causes of Action:

1. SUSTAIN the cause of action of violation of Department Administrative Manual 50.04 (C-2) Frequent and inexcused [sic] tardiness. (second offense).
2. SUSTAIN the cause of action of violation of Department Administrative Manual 50.04 (D-2) Failure to cooperate with, or use of abusive language toward other employees or the public.
3. SUSTAIN the cause of action of violation of Department Administrative Manual 50.04 (B-1) Violation of Department Rules; violation of signed General Manager's Bulletin dated June 1, 2015, regarding the use of personal cell phones while on duty or when driving a Department vehicle.

C. FIND that the penalty of a 10-working day suspension effective, effective June 6, 2022 to June 17, 2022, inclusive, was appropriate and should be sustained.

D. ADOPT the findings and conclusions in the Hearing Examiner's report as the Board's own.

File No. 55664

COMMISSION ACTION:***Discussion***

The Appellant did not attend the meeting of the Commission. The Department Representative stated that the Department agreed with the Hearing Examiner and asked that the Board sustain the charges and the penalty of 10-working days.

Commissioner McClelland noted that the Appellant seemed to have a history of following his own path and the Department has been too patient and lenient with him over the years.

8. APPEAL UNDER CHARTER SECTION 1016

- a. **Rene BOYER**, Electrical Craft Helper, Department of Water & Power.

Commission Action:

In a series of motions by Commissioner Gould, seconded by Commissioner McClelland, the Board unanimously voted to:

FIND that the City's *Skelly* due process provisions were met.

SUSTAIN the cause of action of violation of Department Administrative Manual 50.04 (C-2) Frequent and inexcused [sic] tardiness. (Second offense).

SUSTAIN the cause of action of violation of Department Administrative Manual 50.04 (D-2) Failure to cooperate with, or use of abusive language toward other employees or the public.

SUSTAIN the cause of action of violation of Department Administrative Manual 50.04 (B-1) Violation of Department Rules; violation of signed General Manager's Bulletin dated June 1, 2015, regarding the use of personal cell phones while on duty or when driving a Department Vehicle.

FIND that the penalty of a 10-working day suspension effective, effective June 6, 2022 to June 17, 2022, inclusive, was appropriate and should be sustained.

D. ADOPT the findings and conclusions in the Hearing Examiner's report as the Board's own.

Appearances:

Andrea Hayashida, Labor Relations, Department of Water & Power

Lee Turner, Labor Relations, Department of Water & Power

The Appellant did not attend the Commission Board Meeting

8. APPEAL UNDER CHARTER SECTION 1016, (Continued)

b. **Pat ORTEGA**, Senior Carpenter, Department of Recreation and Parks.

Suspension effective December 5, 2022 to December 15, 2022, inclusive (six-working days).

Report and recommendations of the Board's Hearing Examiner Michael Diliberto, following the holding of hearings on July 19, 2023 and February 15, 2024, into the appeal of Mr. Ortega.

Pursuant to Government Code 54957, the Civil Service Commission may elect to meet in closed session in order to confer with its legal counsel regarding a matter related to pending litigation or the discipline of an employee under Charter Section 1016. No binding votes will be taken.

The Hearing Examiner recommends that the Board:

A. FIND that the City's *Skelly* due process provisions were met.

B. Causes of Action:

1. SUSTAIN the cause of action of refusal to perform reasonable work assignments or to cooperate with supervisors or management in the performance of duties (insubordination).

C. FIND that the penalty of a six (6)-working day suspension effective, December 5, 2022 to December 15, 2022, inclusive, was appropriate and should be sustained.

D. ADOPT the findings and conclusions in the Hearing Examiner's report as the Board's own.

File No. 55740

COMMISSION ACTION:***Discussion:***

The Department stated its agreement with the findings and recommendations in the Hearing Examiner's report; urging the Board to adopt the report and sustain the charge and discipline.

The Appellant stated he had nothing to add to the record.

Commission Action:

In a series of motions by Commissioner Gould, seconded by Commissioner McClelland, the Board voted unanimously to:

FIND that the City's *Skelly* due process provisions were met.

SUSTAIN the cause of action of refusal to perform reasonable work assignments or to cooperate with supervisors or management in the performance of duties (insubordination).

FIND that the penalty of a six (6)-working day suspension effective, December 5, 2022 to December 15, 2022, inclusive, was appropriate and is sustained.

ADOPT the findings and conclusions in the Hearing Examiner's report as the Board's own.

Appearances:

Javlin Wells, Human Resources, Department of Recreation and Parks

Pat Ortega, Appellant

Giovanni Chavez, Appellant's Representative

8. **APPEAL UNDER CHARTER SECTION 1016, (Continued)**

c. **William TRANZOW**, Senior Animal Control Officer, Department of Animal Services. Suspension effective December 1, 2022 to January 31, 2023, inclusive (20-working days to be served as agreed).

Report and recommendations of the Board's Hearing Examiner David Beauvais, following the holding of hearings on June 7, 2023. July 26, 2023, August 9, 2023 and April 1, 2024, into the appeal of Mr. Tranzow.

Pursuant to Government Code 54957, the Civil Service Commission may elect to meet in closed session in order to confer with its legal counsel regarding a matter related to pending litigation or the discipline of an employee under Charter Section 1016. No binding votes will be taken.

The Hearing Examiner recommends that the Board:

A. FIND that the City's *Skelly* due process provisions were met.

B. Causes of Action:

1. SUSTAIN the cause of action of misusing or failing to use delegated authority in the performance of duties.
2. SUSTAIN the cause of action of a violation of Department Rules.
3. SUSTAIN the cause of action of failure to maintain a harassment free workplace for subordinates; failure to foster a discrimination free workplace by one's own actions or failure to act.
4. SUSTAIN the cause of action of refusal to perform reasonable work assignments or to cooperate with supervisors or management in the performance of duties.
5. SUSTAIN the cause of action of making inappropriate statements to the public, supervisors or coworkers.

C. FIND that the penalty of a 20-working day suspension effective, December 1, 2022 to January 31, 2023, inclusive (20-working days to be serves as agreed), was appropriate and should be sustained.

D. ADOPT the findings and conclusions in the Hearing Examiner's report as the Board's own.
File No. 55727

COMMISSION ACTION:***Discussion:***

The Department stated its support for the findings and conclusions in the Hearing Examiners Report asking the Board to sustain the charges and uphold the discipline of 20-working days Suspension.

Commissioner McClelland stated that the actions of the Appellant seemed rather odd, the Department's response, "Much Ado About Nothing." While the Hearing Examiner's report seemed poorly organized and presented, the Hearing Examiners findings and recommendations seemed correct.

The Appellant's Representative concurred that the Department handled the matter poorly. The issues over cash payment to canvassers in neighborhood seemed to be at the crux of the case. Was there a prohibition on cash payments or not. Exhibits seemed to show that there was a directive that the Appellant ignored. During the discussion, the Department noted that the Appellant had retired from City service.

8. APPEAL UNDER CHARTER SECTION 1016, (Continued)

d. **William TRANZOW**, Senior Animal Control Officer, Department of Animal Services. Suspension effective December 1, 2022 to January 31, 2023, inclusive (20-working days to be served as agreed), (Continued).

In a series of motions by Commissioner McClelland, seconded by Commissioner Gould, the Board voted unanimously to:

FIND that the City's *Skelly* due process provisions were met.

SUSTAIN the cause of action of misusing or failing to use delegated authority in the performance of duties.

SUSTAIN the cause of action of a violation of Department Rules.

SUSTAIN the cause of action of failure to maintain a harassment free workplace for subordinates; failure to foster a discrimination free workplace by one's own actions or failure to act.

SUSTAIN the cause of action of refusal to perform reasonable work assignments or to cooperate with supervisors or management in the performance of duties.

SUSTAIN the cause of action of making inappropriate statements to the public, supervisors or coworkers.

FIND that the penalty of a 20-working day suspension effective, December 1, 2022 to January 31, 2023, inclusive (20-working days to be serves as agreed), was appropriate and should be sustained.

ADOPT the findings and conclusions in the Hearing Examiner's report as the Board's own.

Appearances:

Dina Ramirez, Personnel Department for the Department of Animal Services

Sam Martinez, Appellant's Representative

The Appellant did not attend the Board Meeting.

9. ADMINISTRATIVE ACTIONS

- a. The General Manager recommends that:

Pursuant to Civil Service Rule 4.2, the Board shall make the significant changes in the following bulletins promulgated on the date noted a matter of record:

January 3, 2025**Interdepartmental Promotional**

ELECTRICAL SERVICES MANAGER
PRINCIPAL CONSTRUCTION INSPECTOR

Open Competitive

EMERGENCY MEDICAL SERVICES (EMS) EDUCATOR

January 10, 2025**Interdepartmental Promotional**

ELECTRIC SERVICE REPRESENTATIVE
PRINCIPAL ACCOUNTANT
PRINCIPAL DETENTION OFFICER
PRINCIPAL UTILITY ACCOUNTANT
SENIOR ELECTRICAL TEST TECHNICIAN
SENIOR WATER BIOLOGIST
STEAM PLANT OPERATOR

Interdepartmental Promotional and Open Competitive Basis

PRINCIPAL CITY PLANNER

- b. Make a matter of record the Interim General Manager's action in approving the use of the following Special Examining Assistants:

1. **AIRPORT INFORMATION SPECIALIST**

Heidi HUEBNER and Nicole CARCEL, Public Information Directors II, Arinda "Susie" GUTIERREZ, Management Analyst and Laura MCLENNAN, Senior Management Analyst II, Department of Airports.

2. **COMMUNICATIONS ELECTRICIAN SUPERVISOR**

Victor CORONEL and Ronald MURRAY, Senior Communications Electrician Supervisors, Department of Water & Power

3. **PRINCIPAL UTILITY ACCOUNTANT**

Ben TROUNG and Marianne ANZ, Principal Utility Accountants A, Department of Water & Power

4. **UNDERGROUND DISTRIBUTION CONSTRUCTION MECHANIC**

Walter T. TAKAMURA and Alfredo MENDO, Senior Underground Distribution Construction Supervisors, Department of Water & Power.

File No. 56022

9. ADMINISTRATIVE ACTIONS

c. Make a matter of record the Interim General Manager's action in approving the use of the following Special Examining Assistants:

1) BUILDING OPERATING ENGINEER

Orlando GALERA, Senior Building Operating Engineer, Department of Public Works, Bureau of Sanitation and Wayne MUKOGAWA, Chief Building Engineer, Harbor Department.

2) DIRECTOR OF COMMUNICATIONS SERVICES

Eduardo MAGOS, Assistant General Manager and Timothy LEE, Chief Information Security Officer, Information Technology Agency.

3) FIRE SPECIAL INVESTIGATOR

Damon LEACH and Roy A. PAIGE, Fire Battalion Chiefs, Los Angeles Fire Department.

4) LEGISLATIVE ASSISTANT

Patrice LATTIMORE, Chief Management Analyst and Melinda NOVOA, Senior Management Analyst II, Office of the City Clerk.

5) MATERIALS TESTING ENGINEER

Ricardo VILLACORTA, Director of Materials Testing Services, Department of General Services and Charles ADAMS, Harbor Engineer II, Harbor Department

6) PRINCIPAL PARK SERVICES ATTENDANT

Nicole BALONICK, Park Services Supervisor, Department of Recreation and Parks and Avo DAVIDIAN, Senior Management Analyst II, Office of Finance

7) RECREATION SUPERVISOR

Deanne DEDMON and Sonya YOUNG JIMENEZ, Superintendents of Recreations and Parks Operations, Department of Recreations and Parks.

8) SENIOR ELECTRICAL INSPECTOR

Lance GRAAB, Principal Construction Inspector, Harbor Department, Jack CONGER, Chief Inspector, Department of Building and Safety

9) SENIOR MANAGEMENT ANALYST

Armando RUIZ, Chief Management Analyst, Department of Neighborhood Empowerment and Nancy LANTIN, Senior Management Analyst II, Department of Public Works, Bureau of Sanitation.

10) SENIOR PHOTOGRAPHER

Michelle FIGUEROA, Utility Services Manager, Department of Water & Power and Charles SIEGLER, Senior Management Analyst II, Los Angeles Police Department

11) WATER SERVICE WORKER

Greg CURRY, Water Service Supervisor and Anthony RODRIGUEZ, Water Service Manager, Department of Water Power.

File No. 56023

COMMISSION ACTION: MADE A MATTER OF RECORD

10. **CLASSIFICATION ACTIONS**

- a. The General Manager recommends that the Board of Civil Service Commissioners approve the following Classification actions:

1. Allocate the following new positions in the **Joint System** of the **Department of Water & Power**, as indicated:

<u>DWP No.</u>	<u>No. of Positions</u>	<u>DDR No.</u>	<u>Class Title and Code</u>
7074	1	94-15023	Senior Systems Analyst, 1597
7075	1	95-17863	Principal Public Relations Representative, 1786
7076	1	94-18127	Warehouse and Toolroom Worker, 1832
7080	1	94-11025	Programmer Analyst, 1431
7081	2	95-91033	Fleet Services Manager, 9103
7082	97	91-31001	Security Officer, 3181
7083	1	94-11025	Programmer Analyst, 1431

2. Allocate the following new positions in the **Water System** of the **Department of Water & Power**, as indicated:

<u>DWP No.</u>	<u>No. of Positions</u>	<u>DDR No.</u>	<u>Class Title and Code</u>
7077	1	95-72462	Civil Engineering Associate, 7246
7078	7	93-13641	Senior Administrative Clerk, 1368
7079	1	95-72462	Civil Engineering Associate, 7246

File No.

- b. The General Manager recommends that the Board of Civil Service Commissioners extend the exemption of the following positions in the Office of the City Administrative Officer in accordance with Charter Section 1001(d)(4), based on the positions being grant-funded for a third and final year.

<u>CSC No.</u>	<u>No. of Positions</u>	<u>Class Title and Code</u>
4023	1	Senior Management Analyst, 9171
4024	1	Principal Project Coordinator, 9134
4025	1	Senior Project Coordinator, 1538

File No. 56024

10. **CLASSIFICATION ACTIONS, (Continued)**

b. The General Manager recommends that the Board of Civil Service Commissioners approve the following Classification actions:

1. Allocate the following new positions in the **Joint System** of the **Department of Water & Power**, as indicated:

<u>DWP No.</u>	<u>No. of Positions</u>	<u>DDR No.</u>	<u>Class Title and Code</u>
7030	1	95-17863	Principal Public Relations Representative, 1786
7039	2	95-75542	Mechanical Engineering Associate, 7554
7040	1	93-37108	Senior Heavy Duty Equipment Mechanic, 3745
7041	2	94-15018	Systems Analyst, 1596
7042	2	91-13641	Senior Administrative Clerk, 1368
7043	1	91-13640	Senior Administrative Clerk, 1368
7044	1	93-35160	Construction Equipment Service Worker, 3541
7045	1	95-17863	Principal Public Relations Representative, 1786
7046	1	91-13641	Senior Administrative Clerk, 1368
7047	1	94-73001	Environmental Supervisor, 7304
7070	1	94-15018	Systems Analyst, 1596
7071	1	94-11020	Programmer Analyst, 1431
7072	1	94-11020	Programmer Analyst, 1431

2. Allocate the following new positions in the **Power System** of the **Department of Water & Power**, as indicated:

<u>DWP No.</u>	<u>No. of Positions</u>	<u>DDR No.</u>	<u>Class Title and Code</u>
7063	1	94-72023	Senior Civil Engineering Drafting Technician, 7207
7064	1	94-75035	Principal Electrical Engineering Drafting Technician, 7531
7065	1	93-13641	Senior Administrative Clerk, 1368
7066	2	95-37931	Structural Steel Fabricator, 3793
7067	8	94-38062	Senior Electrical Mechanic, 3834
7068	1	93-38108	Senior Electrical Mechanic, 3834

10. **CLASSIFICATION ACTIONS, (Continued)**

b. The General Manager recommends that the Board of Civil Service Commissioners approve the following Classification actions, (Continued):

3. Allocate the following new positions in the **Water System** of the **Department of Water & Power**, as indicated:

<u>DWP No.</u>	<u>No. of Positions</u>	<u>DDR No.</u>	<u>Class Title and Code</u>
7048	1	93-73000	Environmental Affairs Officer, 7320
7049	2	93-16104	Water Service Representative, 1693
7050	3	93-78148	Laboratory Technician, 7854
7051	1	38-31006	Labor Supervisor, 3126
7052	1	42-72117	Waterworks Engineer, 7248
7053	2	95-72462	Civil Engineering Associate, 7246
7054	4	93-13641	Senior Administrative Clerk, 1368
7055	3	93-16104	Water Service Representative, 1693
7056	2	93-16103	Water Service Representative, 1693
7057	3	52-78129	Laboratory Technician, 7854
7058	2	95-78541	Laboratory Technician, 7854
7059	1	93-78137	Water Quality Laboratory Manager, 7835
7060	1	93-78150	Chemist, 7833
7061	2	95-78571	Utility Microbiologist, 7858
7062	1	95-78573	Utility Microbiologist, 7858
7073	2	93-78150	Chemist, 7833

4. Allocate the following new position for **El Pueblo de Los Angeles Historical Monument**, as indicated:

<u>CSC No.</u>	<u>No. of Positions</u>	<u>Class Title and Code</u>
4005	1	El Pueblo Curator, 2392

5. Allocate the following new positions for the **Los Angeles Housing Department**, as indicated:

<u>CSC No.</u>	<u>No. of Positions</u>	<u>Class Title and Code</u>
4008	2	Housing Investigator, 8516
4009	15	Housing Investigator, 8516
4010	7	Management Analyst, 9184
4011	2	Management Assistant, 1539
4012	8	Communications Information Representative, 1461
4013	5	Senior Administrative Clerk, 1368
4014	24	Administrative Clerk, 1358

6. Allocate the following new positions for the **Department of Airports**, as indicated:

<u>CSC No.</u>	<u>No. of Positions</u>	<u>Class Title and Code</u>
4007	2	Airport Police Sergeant, 3226
4015	1	Heavy Duty Equipment Mechanic, 3743

10. **CLASSIFICATION ACTIONS, (Continued)**

- b. The General Manager recommends that the Board of Civil Service Commissioners approve the following Classification actions, (Continued):

7. Allocate the following new positions for the **Department of Animal Services**, as indicated:

<u>CSC No.</u>	<u>No. of Positions</u>	<u>Class Title and Code</u>
4016	2	Veterinary Technician, 2369

8. Allocate the following new positions for the **Los Angeles Fire Department**, as indicated:

<u>CSC No.</u>	<u>No. of Positions</u>	<u>Class Title and Code</u>
4017	3	Fire Captain, 2142
4018	3	Engineer of Fire Department, 2131
4019	6	Firefighter, 2112

9. Reallocate the following position in the **Personnel Department**, as indicated:

<u>CSC No.</u>	<u>No. of Positions</u>	<u>From:</u> <u>Class Title and Code</u>	<u>To:</u> <u>Class Title and Code</u>
4004	1	Personnel Analyst, 1731	Chief Personnel Analyst, 1741 File No. 56025

- c. The General Manager recommends that the Board of Civil Service Commissioners approve the exemption of the following position in the **Department of Public Works, Bureau of Engineering** (BOE) in accordance with Charter Section 1001 (d)(4), based on the position being grant-funded for a term not to exceed two years.

<u>CSC No.</u>	<u>No. of Positions</u>	<u>Class Title and Code</u>
4003	1	Senior Project Coordinator, 1538 File No. 56026

- d. The General Manager recommends that the Board approve the exemption of the following positions in the **Community Investment for Families Department (CIFD)** in accordance with Charter Section 1001(d)(4), based on the positions being grant-funded for a term not to exceed two years.

<u>CSC No.</u>	<u>No. of Positions</u>	<u>Class Title and Code</u>
4020	1	Accountant, 1513
4021	1	Senior Accountant, 1523
4022	1	Accountant, 1513

File No. 56027

COMMISSION ACTION: RECOMMENDATIONS APPROVED

11. **ADJOURNMENT**

The meeting was adjourned at 11:32 a.m., without objection, on a motion by Commissioner Gould, seconded by Commissioner McClelland.

GUY LIPA,
Commission President

BRUCE E. WHIDDEN,
Commission Executive Director