

02-03-11P02:32 RCVD

RECEIVED FOR FILING
2-3 2011 at *2:33* P.M.
TOWN CLERK'S OFFICE
CROMWELL, CONN.

Jean Ahlgren Asst.
TOWN CLERK

**TOWN OF CROMWELL
POLICE COMMISSION
REGULAR MEETING
WEDNESDAY, FEBRUARY 9, 2011
7:00 P.M. TOWN HALL ROOM 224/5**

AGENDA

- A. CALL TO ORDER**
- B. APPROVAL OF AGENDA**
- C. CITIZENS COMMENTS**
- D. APPROVAL OF PREVIOUS MINUTES**
 - 1. Special Meeting, January 19, 2010
- E. CHIEF SALVATORE'S REPORT**
- F. OLD BUSINESS**
- G. NEW BUSINESS**
 - 1. Grievance –IBPO #357 –Second Step
 - a. Possible action
- H. CORRESPONDENCE**
- I. GOOD AND WELFARE**
- J. ADJOURNMENT**

RECEIVED FOR FILING
1-21 20 11 at 10:45a M.
TOWN CLERK'S OFFICE
CROMWELL, CONN.

TOWN OF CROMWELL
POLICE COMMISSION
SPECIAL MEETING
JANUARY 19, 2011
7:00 P.M. TOWN HALL 224/5
MINUTES

Jan Ahlquist
TOWN CLERK

Present: Chairman R. Newton, First Selectman J. Flanders, A. Waters, A. Spotts, A. Halibozek, P. Ahlquist, A. Varricchio

Absent: None

Also Present: Chief of Police A. Salvatore, Captain E. Kosinski, Public & Press

A. CALL TO ORDER

Chairman R. Newton called the meeting to order at 7:02 PM.

B. APPROVAL OF AGENDA – Special Meeting -None

C. CITIZENS COMMENTS

Raymond Duffy of 24 Oxford Lane asked what geographical area is the Officer that was recently certified for truck inspections working in. He also asked whether the Town gets any of the money from the fines or does it all go to the State.

D. APPROVAL OF PREVIOUS MINUTES

1. December 8, 2010

J. Flanders made a motion to accept the minutes as presented, 2nd by A. Spotts.
All in Favor, Motion Carried

E. CHIEF SALVATORE'S REPORT

A. Salvatore said that the Officer will be working locally in Cromwell and with the Mid-State Traffic Squad comprised of five towns (Rocky Hill, Wethersfield, Berlin, Newington and Cromwell). He explained that the majority of the fines go to the State, which includes the revenue for traffic tickets, but some does get returned to Cromwell. The benefit to Cromwell is that we will have the ability to respond to our community in-house and possibly assist local businesses with inspections of their vehicle to help maintain proper safety standards. He indicated that there were over 12,000 incidences in 2010. He also said that Officer Chase is resigning to move on to another career path, so there will be a vacancy to fill. He said that the Cider Hill investigation is complete and there will be a packet handed out later for the Board to review. He also gave his appreciation to ACO Cheryl Gagnon for her hard work in locating the individuals that abandon the two K-9s and arrest warrants have been issued.

A. Spotts expressed his thanks to the Police Department staff that helped resolve the excessive speed issue in his neighborhood.

F. OLD BUSINESS - None

G. NEW BUSINESS

1. Approve hiring new Police Officer

R. Newton discussed the opening at the Police Academy.

A. Salvatore said that this candidate was chosen after 20 plus interviews with other applicants and that he has former security experience. He said that he and Captain Kosinski met with him and they both approve hiring him. He said the only matter pending in the review process is the medical review portion. Otherwise, he has passed all aspects of review and background checks.

A. Halibozek asked if there will be an additional opening in the PD after Officer Chase leaves.

A. Salvatore said that this open position is the result of Captain Nelson leaving, and there will be another opening after Officer Chase leaves.

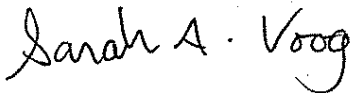
T. Varricchio made a motion to hire Tyler Meusel contingent upon his passing the medical review process, 2nd by A. Spotts.

All in Favor, Motion Carried

H. CORRESPONDENCE- None**I. GOOD AND WELFARE - None****J. ADJOURNMENT**

The meeting adjourned by general consent at 7:16 PM.

Respectfully Submitted By,



Sarah A. Voog
Acting Clerk



INTERNATIONAL BROTHERHOOD OF POLICE OFFICERS
A DIVISION OF THE NATIONAL ASSOCIATION OF GOVERNMENT EMPLOYEES, AFL/CIO

Local 357

5 West Street
Cromwell, CT 06416

tel. 860-635-2256
fax 860-635-8248



January 28, 2011

Richard Newton
Chairman
Cromwell Police Commission
41 West Street
Cromwell, Connecticut

Dear Mr. Newton:

The Police Union, in good faith, attempted to resolve a grievance at the lowest level with Chief Salvatore. However, this grievance could not be resolved during the Step 1 phase of the grievance process as stated in the Union Contract, Article 14, Section 3. The Police Union requests that this grievance be placed on the Police Commission's agenda. This request is made in accordance with Article 14, Section 3, Step 2 of the current police Union Contract.

Information packets will be made available to you and other commission members shortly.

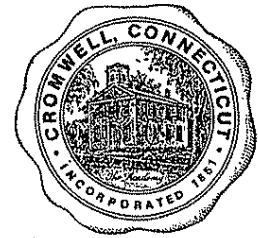
Sincerely,

Jonathan Mantel
President
IBPO Local 357



CROMWELL POLICE DEPARTMENT

5 WEST STREET
CROMWELL, CT 06416



ANTHONY J. SALVATORE, SR.
CHIEF OF POLICE

PHONE: (860) 635-2256
FAX: (860) 635-8248

TO: Jonathan Mantel
President, IBPO Local 357

FROM: Chief Anthony J. Salvatore

SUBJECT: Step Increase Grievance
Step 1 Grievance Response

DATE: January 21, 2011

Pursuant to Article 14, Section 3 of the 2009-2012 Collective Bargaining Agreement ("Agreement") between the Town of Cromwell and IBPO Local 357, this shall constitute the Step 1 response to the grievance you filed alleging that police officers who receive step increases during the 2010-11 contract year should move two steps on the wage schedule in accordance with the provisions of Article 25, Rates of Pay, Section 2.

While I was not directly involved in the negotiations or interest arbitration proceedings that led to the 2009-2012 Agreement, I do know that the issues of wages and step increases for each of the three years were disputed issues in the interest arbitration proceedings. The Town proposed, and the interest arbitration panel awarded, a step freeze in the first year and a 3 month delay for step increase in the second year of the Agreement. I was informed at the time of the interest arbitration proceedings that the Town's proposals for a step freeze and three month delay of steps in the second year of the Agreement were driven by the economic conditions facing the Town and the Town's desire to limit wage increases.

Year two of the Agreement must be read taking into consideration the provisions concerning year one of the Agreement. When reading Sections 1 and 2 of Article 25 together, it is clear that following the step freeze in the first year of the Agreement officers will move to the next higher step, after a three month delay.

Section 1 clearly states that officers on steps are subjected to a "step freeze" for the 2009-2010 contract year, remaining at the step they achieved as of June 30, 2009. In the 2010-11 contract year, officers who were frozen at a particular step the prior year, remain at that step for 3 months beyond their anniversary date and then move to the next step that they would have moved to in 2009-10 had the interest arbitration panel not awarded a step freeze.

January 21, 2011
Page two

This is the only reading of the Agreement that effectuates the purpose of a first year step freeze. The Union's reading of the Agreement would have officers moving two steps in year two, effectively negating and reading out of the Agreement the step freeze in year one.

As it concerns Officer McCarter, he was frozen at the 05 step for the 2009-10 contract year. He then experienced a three month delay moving to the 06 step, which is the step he would have moved to in year one of the Agreement had the interest arbitration panel not awarded the step freeze. This is exactly how the Department applied Article 25, Section 2 for Officer Chase. In contract year 2009-10, Officer Chase was frozen at the step he had attained as of June 30, 2009. Officer Chase's anniversary date is July 6, but because of the language in Article 25, Section 2 his step increase was delayed three months and on October 6, 2010 he advanced one step, not two as the Union suggests. Neither Officer Chase nor the Union claimed this was incorrect or otherwise violated Article 25, Section 2.

For all of the reasons described above, the grievance is denied.

AJS/md

TOWN OF CROMWELL

REPORT OF PERSONNEL ACTION

This form is to be used to notify the Payroll and Human Resources Departments of any action affecting employees, including effective date of appointment where certification has been made from an original employment or promotion list.

Changes in rate of pay, suspension, termination, leave of absence and lay-off are examples of other actions to be recorded on this form.

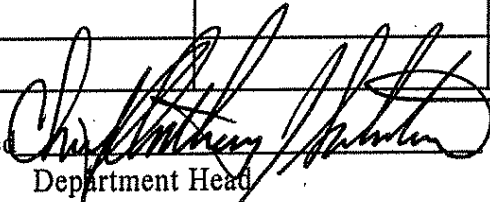
In cases, of discharge, suspension, demotion or other action adversely affecting the employee, a full statement explaining the action should accompany this form.

Forward original to the Finance Department

To the FINANCE DIRECTOR:

POLICE (OFFICE/DEPT) reports the personnel action(s) indicated below in accordance with the Town of Cromwell's various contracts and/or employment practices.

EMPLOYEES NAME AND ADDRESS	ACTION TAKEN	REASON	EFFECTIVE DATE
Matthew McCarter	\$29.15 Hourly	Officer Step 6	12/29/2010
REDACTED	\$60,865.20		
REDACTED			

Approved  Date 11/16/10
Department Head

For Finance Department - Are Funds Available? Yes _____ No _____

Finance Director Date _____

Approved _____ Date _____
Human Resources/Risk Manager

Approved _____ Date _____
First Selectman

Chief Salvatore

From: Eager, Valerie
Sent: Monday, November 15, 2010 11:19 AM
To: Dellafiore, Margie; Chief Salvatore
Subject: Personnel Action Forms

1. Matthew McCarter
12/29/2010
From: 0-5 27.67 57774.96
To: 0-6 29.15 60865.20

2. Renee Bruscia
12/15/2010
From: D-7 23.84 49777.92
To: D-8 24.56 51281.28

TOWN OF CROMWELL

REPORT OF PERSONNEL ACTION

This form is to be used to notify the Payroll and Human Resources Departments of any action affecting employees, including effective date of appointment where certification has been made from an original employment or promotion list.

Changes in rate of pay, suspension, termination, leave of absence and lay-off are examples of other actions to be recorded on this form.

In cases, of discharge, suspension, demotion or other action adversely affecting the employee, a full statement explaining the action should accompany this form.

Forward original to the Finance Department

To the FINANCE DIRECTOR:

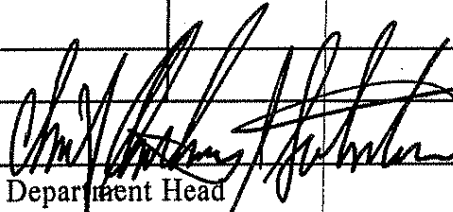
POLICE

(OFFICE/DEPT) reports the personnel action(s) indicated

below in accordance with the Town of Cromwell's various contracts and/or employment practices.

EMPLOYEES NAME AND ADDRESS	ACTION TAKEN	REASON	EFFECTIVE DATE
BENJAMIN CHASE	\$ 23.81 Hourly	Officer Step 2	10/06/2010
██████████	\$49,715.28 Annually	Orig. Date 07/06/2010	
██████████		Three Months Deferred	

Approved



Department Head

Date

9/22/10

For Finance Department- Are Funds Available? Yes _____ No _____

Finance Director

Date

Approved

Human Resources/Risk Manager

Date

Approved

First Selectman

Date



INTERNATIONAL BROTHERHOOD OF POLICE OFFICERS

A DIVISION OF THE NATIONAL ASSOCIATION OF GOVERNMENT EMPLOYEES, AFL/CIO

Local 357

5 West Street
Cromwell, CT 06416

tel. 860-635-2256
fax 860-635-8248



To: Chief Anthony J. Salvatore

From: Sergeant Jonathan Mantel

Date: January 13, 2011

Statement of Grievance:

Officer McCarter received a step increase from O5 to O6 on 12/29/2011, which was reflected in his paycheck dated 01/06/2011. His step increase should have been from step O5 to O7 in accordance with the schedule in Article 25 Section 2. Off Dorais, Officer Parsons, Officer Bialko, Officer Tolton, Officer Chase, and Officer Borgeson will also be affected by step increases of a similar nature.

Violated Contract Articles:

Article 25 Rates of Pay Section 2

And any other Article or Section of the current CBA which may apply

Remedy Requested:

That the Grievant be made whole for all loses

Any other Remedy the Board deem fit and proper

Respectfully,

Jonathan Mantel
President
I.B.P.O. Local 357



INTERNATIONAL BROTHERHOOD OF POLICE OFFICERS

A DIVISION OF THE NATIONAL ASSOCIATION OF GOVERNMENT EMPLOYEES, AFL/CIO

Local 357

5 West Street
Cromwell, CT 06416

tel. 860-635-2256
fax 860-635-8248



January 28,2011

Chief Anthony Salvatore
Cromwell Police Department
5 West Street
Cromwell, Connecticut

Dear Chief Salvatore:

I have received your response of January 21,2011 which denied the grievance submitted under Article 14, Section 3, step 1, concerning the issue of step increases under Article 25, Rates of Pay, Section 2 of the Collective Bargaining Agreement between the Town of Cromwell and IBPO Local 357. Please let this letter serve as notice that the Union will be proceeding to the next grievance step as stated in Article 14, Section 3, step 2.

Respectfully,

Jonathan Mantel
President
IBPO Local 357

TOWN OF CROMWELL

REPORT OF PERSONNEL ACTION

This form is to be used to notify the Payroll and Human Resources Departments of any action affecting employees, including effective date of appointment where certification has been made from an original employment or promotion list.

Changes in rate of pay, suspension, termination, leave of absence and lay-off are examples of other actions to be recorded on this form.

In cases, of discharge, suspension, demotion or other action adversely affecting the employee, a full statement explaining the action should accompany this form.

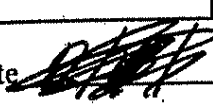

Forward original to the Finance Department

To the FINANCE DIRECTOR:

_____ (OFFICE/DEPT) reports the personnel action(s) indicated below in accordance with the Town of Cromwell's various contracts and/or employment practices.

EMPLOYEES NAME AND ADDRESS	ACTION TAKEN	REASON	EFFECTIVE DATE
	REPLACES HR 1-6-10		
G.F.F. BENTAMIN CHASE	STEP INCREASE (6.0%)	C.B.A.	1-31-10
	RECOUP FUNDS	ARBITRATION	
	\$120.64	AWARD 1-22-10	
	\$5.48 (WEEKLY) (22)		

Approved 
Department Head

Date  2/1/10


For Finance Department- Are Funds Available? Yes _____ No _____

Finance Director Date _____

Approved _____
Human Resources/Risk Manager Date _____

Approved _____
First Selectman Date _____

TOWN OF CROMWELL

REPORT OF PERSONNEL ACTION

This form is to be used to notify the Payroll and Human Resources Departments of any action affecting employees, including effective date of appointment where certification has been made from an original employment or promotion list.

Changes in rate of pay, suspension, termination, leave of absence and lay-off are examples of other actions to be recorded on this form.

In cases; of discharge, suspension, demotion or other action adversely affecting the employee, a full statement explaining the action should accompany this form.

Forward original to the Finance Department

To the FINANCE DIRECTOR:

_____ (OFFICE/DEPT) reports the personnel action(s) indicated below in accordance with the Town of Cromwell's various contracts and/or employment practices.

EMPLOYEES NAME AND ADDRESS	ACTION TAKEN	REASON	EFFECTIVE DATE
	RETRACT 12-4-09		
OFF. BOGUSLAN BIALKO	SER INCREASE (4.5)	C. B. A.	1-31-10
	RECOUP FUNDS: \$467.44	ARBITRATION	
	21.24 WKLY (32)	AWARD 1-22-10	

Approved [Signature] Date 2/1/10
Department Head

For Finance Department- Are Funds Available? Yes _____ No _____

Finance Director Date _____

Approved _____ Date _____
Human Resources/Risk Manager

Approved _____ Date _____
First Selectman

TOWN OF CROMWELL

REPORT OF PERSONNEL ACTION

This form is to be used to notify the Payroll and Human Resources Departments of any action affecting employees, including effective date of appointment where certification has been made from an original employment or promotion list.

Changes in rate of pay, suspension, termination, leave of absence and lay-off are examples of other actions to be recorded on this form.

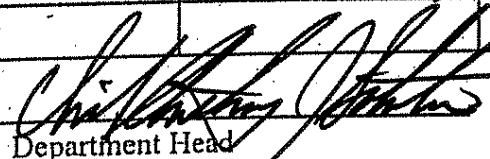
In cases of discharge, suspension, demotion or other action adversely affecting the employee, a full statement explaining the action should accompany this form.

Forward original to the Finance Department

To the FINANCE DIRECTOR:

_____ (OFFICE/DEPT) reports the personnel action(s) indicated below in accordance with the Town of Cromwell's various contracts and/or employment practices.

EMPLOYEES NAME AND ADDRESS	ACTION TAKEN	REASON	EFFECTIVE DATE
	REFUND 9-29-09 USAF		
OFF. MATTHEW H. CARTER	INCREASE (5-6)	C.B.A.	1-31-10
	RECOUP FUNDS	ARBITRATION	
	1,048. ¹⁸	AWARD 1-22-10	
	47.64 WKLY (22)		

Approved:  Date: 2/1/10
 Department Head

For Finance Department- Are Funds Available? Yes _____ No _____

 Finance Director Date _____

Approved _____ Date _____
 Human Resources/Risk Manager

Approved _____ Date _____
 First Selectman

TOWN OF CROMWELL

REPORT OF PERSONNEL ACTION

This form is to be used to notify the Payroll and Human Resources Departments of any action affecting employees, including effective date of appointment where certification has been made from an original employment or promotion list.

Changes in rate of pay, suspension, termination, leave of absence and lay-off are examples of other actions to be recorded on this form.

In cases of discharge, suspension, demotion or other action adversely affecting the employee, a full statement explaining the action should accompany this form.

Forward original to the Finance Department

To the FINANCE DIRECTOR:

_____ (OFFICE/DEPT) reports the personnel action(s) indicated below in accordance with the Town of Cromwell's various contracts and/or employment practices.

EMPLOYEES NAME AND ADDRESS	ACTION TAKEN	REASON	EFFECTIVE DATE
	RETIRE 10-16-09		
OFF. RYAN PARSONS	(3-4) STEP INCREASE	C.B.A.	1-31-10
	RECOUP FUNDS	ARBITRATION	
	\$937.09	AWARD 1-22-10	
	38.04 WKLY (22)		

Approved _____

Department Head

Date

2/1/10

For Finance Department- Are Funds Available? Yes _____ No _____

Finance Director

Date _____

Approved _____

Human Resources/Risk Manager

Date _____

Approved _____

First Selectman

Date _____

TOWN OF CROMWELL

REPORT OF PERSONNEL ACTION

This form is to be used to notify the Payroll and Human Resources Departments of any action affecting employees, including effective date of appointment where certification has been made from an original employment or promotion list.

Changes in rate of pay, suspension, termination, leave of absence and lay-off are examples of other actions to be recorded on this form.

In cases, of discharge, suspension, demotion or other action adversely affecting the employee, a full statement explaining the action should accompany this form.

Forward original to the Finance Department

To the FINANCE DIRECTOR:

_____ (OFFICE/DEPT) reports the personnel action(s) indicated below in accordance with the Town of Cromwell's various contracts and/or employment practices.

EMPLOYEES NAME AND ADDRESS	ACTION TAKEN	REASON	EFFECTIVE DATE
	RETIRE 10-4-09 STPA		
OFF. RYAN BENGTSON	INCREASE (6-7)	C.B.A.	1-31-10
	RECOUP FINOS	ARBITRATION	
	1,281. ⁹²	AWARD 1-22-10	
	59. ²⁶ WKLY (22)		

Approved 
Department Head

Date 2/1/10

For Finance Department- Are Funds Available? Yes _____ No _____

Finance Director

Approved _____ Date _____
Human Resources/Risk Manager

Approved _____ Date _____
First Selectman

TOWN OF CROMWELL

REPORT OF PERSONNEL ACTION

This form is to be used to notify the Payroll and Human Resources Departments of any action affecting employees, including effective date of appointment where certification has been made from an original employment or promotion list.

Changes in rate of pay, suspension, termination, leave of absence and lay-off are examples of other actions to be recorded on this form.

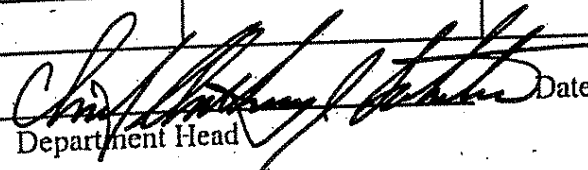
In cases of discharge, suspension, demotion or other action adversely affecting the employee, a full statement explaining the action should accompany this form.

Forward original to the Finance Department

To the FINANCE DIRECTOR:

_____ (OFFICE/DEPT) reports the personnel action(s) indicated below in accordance with the Town of Cromwell's various contracts and/or employment practices.

EMPLOYEES NAME AND ADDRESS	ACTION TAKEN	REASON	EFFECTIVE DATE
	RETRACT 11-7-09 6168		
567. JAMES KELLY	INCREASE (2-3)	C.B. A.	1-31-10
	RECOUP FUNDS \$405.53	ACQUISITION	
	18.43 WKLY (22)	AWARDED 1-22-10	

Approved  Date 2/1/10
Department Head

For Finance Department- Are Funds Available? Yes _____ No _____

Finance Director Date _____

Approved _____
Human Resources/Risk Manager Date _____

Approved _____
First Selectman Date _____

TOWN OF CROMWELL

REPORT OF PERSONNEL ACTION

This form is to be used to notify the Payroll and Human Resources Departments of any action affecting employees, including effective date of appointment where certification has been made from an original employment or promotion list.

Changes in rate of pay, suspension, termination, leave of absence and lay-off are examples of other actions to be recorded on this form.

In cases, of discharge, suspension, demotion or other action adversely affecting the employee, a full statement explaining the action should accompany this form.

Forward original to the Finance Department

To the FINANCE DIRECTOR:

_____ (OFFICE/DEPT) reports the personnel action(s) indicated below in accordance with the Town of Cromwell's various contracts and/or employment practices.

EMPLOYEES NAME AND ADDRESS	ACTION TAKEN	REASON	EFFECTIVE DATE
	RETIRE 9-24-09 STCP		
Sgt. EDWIN KOVINSKI	INCREASE (2-3)	C.B.A.	1-31-10
	RECOUP FUNDS:	ADJUTANT	
	#661.62	AWARD 1-22-10	
	30.07 WKLY (22)		

Approved [Signature] Date 2/1/10
 Department Head

For Finance Department- Are Funds Available? Yes _____ No _____

 Finance Director Date _____

Approved _____ Date _____
 Human Resources/Risk Manager

Approved _____ Date _____
 First Selectman

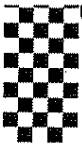
Chief Salvatore

From: Roohr, Thomas
Sent: Monday, January 10, 2011 8:47 AM
To: Sgt. Mantel; Chief Salvatore; Dellafiore, Margie

Sgt. Mantel,

As far as I can see, McCarter went from step 5 to 6 on 9-29-09. On 1-31-10 he went back to step 5, as a result of arbitration. The step due on 9-29-10 (5 back to 6) was delayed 3 months to 12-29-10.

Tom



TOWN OF CROMWELL

FACSIMILE TRANSMITTAL SHEET

TO: Chief Salvatore	FROM: Marianne Sylvester
FAX NUMBER:	DATE: February 1, 2011
COMPANY: Cromwell Police	TOTAL NO. OF PAGES INCLUDING COVER:
PHONE NUMBER: 860-635-2256	SENDER'S REFERENCE NUMBER:
RE:	YOUR REFERENCE NUMBER:

- URGENT
 FOR REVIEW
 PLEASE COMMENT
 PLEASE REPLY
 PLEASE RECYCLE

NOTES/COMMENTS:

Information from the binder presented to the arbitrators as supporting documentation for management's position. I believe the union was also provided with a binder. These pages are from Section 8D.

Marianne

ISSUE 8D**Article 25 – RATES OF PAY
Section 2
2010-2011 - Step increase
Moving Party – Town
¶151**

CURRENT CONTRACT LANGUAGE:

Employees not at the maximum shall advance annually on the anniversary date of their employment, as indicated in the above schedule.

* * *

Sergeants not at maximum shall advance annually on the anniversary of their promotion, as indicated in the above schedule.

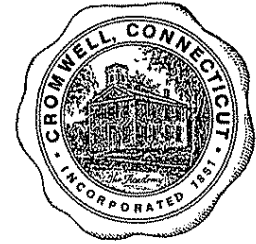
TOWN PROPOSED LANGUAGE:

Patrol Officers not at the maximum shall advance annually on the anniversary date of their employment and Sergeants not at the maximum shall advance annually on the anniversary of their promotion, as indicated in the above schedule, however such step increase shall be deferred for three (3) months after the respective applicable anniversary date.



CROMWELL POLICE DEPARTMENT

5 WEST STREET
CROMWELL, CT 06416



ANTHONY J. SALVATORE, SR.
CHIEF OF POLICE

PHONE: (860) 635-2256
FAX: (860) 635-8248

TO: John Flanders
First Selectman

FROM: Chief Anthony J. Salvatore

SUBJECT: Investigation Hours

- CPD Case #10-7095
Cider Hill Investigation
- CPD Case #10-8982
Senator Drive/Monnes Farm Investigation

DATE: February 2, 2011

Based on a request by Mrs. Halibozek, at the January Police Commission meeting, asking for hours spent on the above investigations, I am providing you with the following:

**CPD Case #10-7095
Cider Hill Investigation**

Sergeant Denise Lamontagne spent approximately 110 hours on this investigation. None of this was Departmental Overtime.

**CPD Case #10-8982
Senator Drive/Monnes Farm Investigation**

Detective Kevin Vandersloot spent approximately 336 hours on this investigation, of which 15 hours was Departmental Overtime.

Sergeant Denise Lamontagne spent approximately 120 hours on this investigation of which 5 hours was Departmental Overtime.

AJS/md

cc: Captain Edwin Kosinski

Richard Newton, Chairman
Cromwell Police Commission

Cromwell Police Commissioners