

STATE OF WISCONSIN

PERSONNEL COMMISSION

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GEORGE SHOWSH,

Appellant,

v.

Secretary, DEPARTMENT OF  
 AGRICULTURE, TRADE AND  
 CONSUMER PROTECTION,

Respondent,

Case Nos. 89-0043-PC

\* \* \* \* \*

INTERIM  
 DECISION AND  
 ORDER\*

The Commission, having reviewed the Proposed Decision and Order and the parties' objections thereto and having consulted with the hearing examiner, orders that the Proposed Decision and Order be adopted as the final decision and order as to the merits of the instant appeal with the following modifications:

1. The following sentence is added as the final sentence to Finding of Fact 8:

Appellant's written explanation was dated April 13, 1988.

2. The language of Finding of Fact 14 is deleted and the following language substituted:

At the hearing before the Commission, Ms. Nelson testified that, if the Dalebraux incident had not been included in the allegations against appellant, she would have reduced the length of appellant's suspension to some period of time between 6 and 9 days. Ms. Nelson testified that she based this period of time in part on the fact that, at the time of the subject suspension, appellant had a previous 2-day suspension on his employment record for failing to arrange coverage of scheduled slaughters.

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\* Pursuant to §227.485, Stats., this decision is being issued as an interim decision so that the prevailing party may petition for costs.

This 2-day suspension resulted from the Commission's order to reduce a five-day suspension to a 2-day suspension. The record also indicates that Ms. Nelson was of the opinion that neither of the statements described in Findings of Fact 3 and 4 above could reasonably have been interpreted to be literal threats by the appellant to the physical well-being of Mr. Stillings, although she was of the opinion that they were inappropriate from a personnel management perspective.

3. The language of the paragraph which begins on the bottom of page 12 and continues onto page 13 is deleted and the following language substituted:

In regard to the two statements made by appellant, the Commission concludes that neither rises to the level of "threatening, intimidating, or inflicting injury" within the meaning of DATCP Work Rule #10. Neither statement was interpreted by Mr. Stillings or Ms. Nelson as a threat of physical or other retaliation by appellant. Although the statements were certainly "discourteous" and, in certain contexts, could be considered "abusive", the Commission does not conclude on this record that there is just cause for the imposition of discipline on the basis of these statements.

4. The language of the first full paragraph on page 13 is deleted and the following language substituted:

The final question then becomes one of whether the imposed discipline was excessive. Respondent has sustained its burden of proving just cause solely in relation to the Smokey Hollow incident. Ms. Nelson even acknowledged in her testimony that, in the absence of the Dalebraux incident, she would have reduced the length of appellant's suspension to some period of time between 6 and 9 days. It would be a logical extrapolation from this testimony that she would have reduced the length of appellant's suspension even further in the absence of the two statements. The Commission concludes, on the basis of respondent having failed to sustain its burden to show just cause in relation to two out of the three incidents underlying the 10-day suspension, and on the basis of the Commission's conclusion that the incident for which respondent did sustain its burden to show just cause, i.e., the Smokey Hollow incident, was the most serious of the incidents underlying the 10-day suspension, that a 10-day suspension is excessive and that a 5-day suspension would be appropriate.

5. The following sentence is added to the end of the paragraph which begins on the bottom of page 13 and continues onto page 14:

In addition, it is disingenuous of the appellant to assert that he had no knowledge of the fact of or the substance of the Koslo investigation until the investigation had been ongoing for some time. The record indicates that, at least in relation to the Smokey Hollow incident, appellant was aware in April of 1988, as a result of the request from Mr. Dennison that he provide a written explanation, that respondent was gathering information relating to the incident.

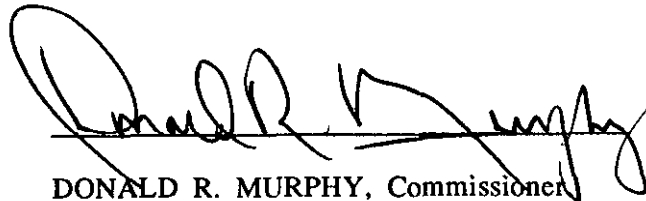
Dated: April 17, 1990

STATE PERSONNEL COMMISSION

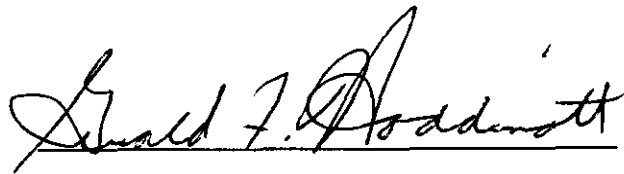


LAURIE R. McCALLUM, Chairperson

LRM:lrn



DONALD R. MURPHY, Commissioner



GERALD F. HODDINOTT, Commissioner

STATE OF WISCONSIN

PERSONNEL COMMISSION

\* \* \* \* \*

GEORGE SHOWSH, \*

Appellant, \*

v. \*

Secretary, DEPARTMENT OF \*

AGRICULTURE, TRADE AND CONSUMER\*  
PROTECTION, \*

Respondent. \*

Case No. 89-0043-PC \*

\* \* \* \* \*

PROPOSED  
DECISION  
AND  
ORDER

Nature of the Case

This is an appeal, pursuant to §230.44(1)(c), Stats., of a suspension without pay for ten working days. A hearing was held on November 7 and 8, 1989, before Laurie R. McCallum, Commissioner. The parties were permitted to file briefs and the briefing schedule was completed on January 31, 1990.

Findings of Fact

1. At all times relevant to this appeal, appellant has been employed as a Veterinarian Supervisor 2 in the Green Bay regional office of respondent's Food Division. Respondent's Food Division administers and enforces Wisconsin's meat inspection program which requires that meat sold for human consumption be inspected both before and after an animal is slaughtered, that meat processing procedures be periodically inspected, and that facilities of meat processors and slaughterers be periodically inspected. At the time of the subject 10-day suspension, appellant supervised 7 subordinate meat inspectors responsible for carrying out such inspections.

2. At the time of the subject 10-day suspension, DATCP Policy Number 10 was in effect. This policy stated as follows:

All employees including supervisors shall record the time they arrive at a plant and the time they leave. Also record the next destination. Many times we need to find an inspector in an emergency and it is helpful if we know his next destination.

This reporting form will help correct a deficiency in time reporting cited by the Office of the Inspector General. It will also help us verify the amount of inspection coverage given each plant.

The best place to keep this form would be taped to the locker door. Sign out when you leave for lunch or other reasons even though you are coming back. Sign in when you return.

This policy had been in effect since July 17, 1972.

3. Daniel Stillings has been a DATCP meat inspector for 16 years. For 13 of these years, appellant has been his supervisor. In 1985, as a result of a disagreement, appellant told Mr. Stillings, "For me, you are dead." or a statement to this effect. Mr. Stillings did not report the fact of this statement to any other supervisor. Mr. Stillings did not feel threatened or intimidated by this statement but interpreted it to mean that appellant didn't want to have a personal relationship with him any longer. Since appellant made this statement in 1985, appellant has communicated with Mr. Stillings only when necessary to carry out the duties and responsibilities of his position. Mr. Stillings does not feel that appellant retaliated against him in regard to his performance evaluations since that time except in one evaluation where appellant stated that Mr. Stillings should improve his attitude toward management. At one point in time after 1985, Mr. Stillings was transferred to the supervision of Ryan Priest but later requested transfer back to appellant's supervision.

4. Some time early in 1988, Rose Runge, a meat inspector under appellant's supervision, heard appellant say that he "should get a gun and shoot Dan Stillings." Mr. Stillings was not aware that appellant had made this statement until some time after the subject 10-day suspension had been imposed. When advised of this statement, Mr. Stillings did not interpret it literally, i.e., did not conclude that appellant wanted to physically harm him.

5. Mr. Stillings was the meat inspector assigned to the Smokey Hollow meat plant in March of 1988. Since Mr. Stillings was on vacation on March 31, 1988, appellant, who was his supervisor at the time, assigned himself to inspect the animals scheduled for slaughter that day beginning at 8:00 a.m. Slaughter could not begin until the animals had been inspected by appellant.

6. On March 31, 1988, appellant was in his office from 8:00 a.m. until 9 a.m. Appellant then left his office and drove toward Smokey Hollow. When he was driving through Bonduel, Wisconsin, appellant noticed Ms. Runge's car parked outside the Hans Lawrenz meat plant and stopped there. While he was there, appellant talked to the plant operator about making sausage and to Ms. Runge about an upcoming hearing before the Commission in another matter. Appellant was aware that it was 11:00 a.m. when he left the Hans Lawrenz meat plant because he asked Ms. Runge for the time as he was leaving. Appellant was also aware at that time that it took 30 minutes to drive from there to Smokey Hollow.

7. Upon arrival at Smokey Hollow and while still seated in his car, appellant wrote in his personal log that he had arrived at Smokey Hollow at 11:30 a.m. Upon entering the plant, appellant hurried to perform the necessary inspections. The slaughter was not and could not be commenced until appellant arrived. After completing these inspections, appellant entered

his arrival and departure times on the plant sign-in sheet. Appellant indicated that he had arrived at the plant at 10:45 a.m. and departed at 3:00 p.m. When he returned to his car, appellant changed the arrival time on his personal log to 10:30 a.m. When appellant filled out his daily work report, he wrote that he had arrived at Smokey Hollow at 10:30 a.m.

8. When appellant failed to arrive at Smokey Hollow at 8:00 a.m., George Graper, the owner of this meat plant, called respondent's Green Bay office to inquire whether an inspector had been assigned to cover the slaughter and when and if such inspector would arrive. When appellant returned to the Green Bay office after inspecting the slaughter at Smokey Hollow, Byron Dennison, appellant's supervisor, advised appellant of the call from Mr. Graper and asked appellant for an explanation. Appellant explained that he arrived at Smokey Hollow late because his visit to the Lawrenz meat plant had taken longer than expected. Mr. Dennison counseled appellant not to let such an incident happen again. Subsequently, Mr. Dennison requested that appellant prepare a written explanation of the fact that an inspector was not present at 8:00 a.m. for the scheduled slaughter at Smokey Hollow. The written explanation prepared by appellant in response to Mr. Dennison's request stated as follows:

I was scheduled to Smokey Hollow, #135, in Pella, for kill, on 3/31/88.

On my way to Smokey Hollow, I stopped in Bonduel to give some information to a new plant (Lanz Meat). (sic) In answering questions, I spent more time in Bonduel than I expected to. I did not have Smokey Hollow's phone number or I would have called G. Graper and inform him I was running late.

I arrived after 9:30; there was 1 cow and 5 hogs to kill. These animals received proper AM and PM inspection.

9. Appellant testified at the hearing that he did not recall that he was scheduled to cover the slaughter at Smokey Hollow until he was in his car driving from Bonduel to Smokey Hollow. Appellant also testified that he wrote 10:45 a.m. as his arrival time in the Smokey Hollow sign-in sheet as he was preparing to leave Smokey Hollow because he had asked Mr. Graper to estimate the time of appellant's arrival at the meat plant and Mr. Graper had told him that it had been 10:30 or 10:45. Mr. Graper denies that appellant ever asked him for the time on that date.

10. On April 13, 1988, Mr. Stillings arrived at the Dalebraux meat plant at 8:00 a.m. to perform inspection duties for a scheduled slaughter. Mr. Stillings did not observe appellant's presence at this meat plant until 9:30 a.m. Appellant indicated his arrival time on the meat plant sign-in sheet as 8:30 a.m. and on his daily work report as 8:30 a.m. Appellant was not scheduled to be present at the Dalebraux plant at a specific time that day. Appellant explained the discrepancy by stating that, although he couldn't recall specifically, he probably had spent 45 minutes to an hour in the processing room reviewing Mr. Stillings' sanitation report and answering questions put to him by the meat plant owner before proceeding to the kill floor where Mr. Stillings was located. Appellant also explained that it would not be unusual for appellant or any other inspection supervisor to follow such a procedure. Mr. Stillings was later questioned about this incident by William Mathias, the Administrator of respondent's Food Division. Mr. Stillings indicated to Mr. Mathias that it was unlikely that appellant could have been at the Dalebraux meat plant for an hour without Mr. Stillings noticing his presence. At the hearing, Mr. Stillings testified that it was possible that appellant could have been at the Dalebraux meat plant for an hour without Mr. Stillings noticing



his presence. Respondent relied upon Mr. Stillings' representations that appellant had misrepresented his sign-in time at the Dalebraux meat plant on April 13, 1988, in reviewing this incident, and did not seek additional information from other sources such as other individuals who may have been present in the Dalebraux meat plant on that date.

11. In response to information provided by Mr. Stillings and Ms. Runge and in response to his supervisors' concerns regarding appellant's work performance, respondent assigned Wallace Koslo, a DATCP Regulation Compliance Investigator 4, to investigate certain work-related incidents involving appellant. Mr. Koslo interviewed 30 witnesses, including meat plant operators and employees, and devoted 500 hours to the investigation. Most of the allegations of misconduct against appellant could not be substantiated by Mr. Koslo. Subsequent to Mr. Koslo's completion of his investigation, respondent conducted two separate fact-finding conferences with appellant and his attorney, one on August 19, 1988, and one on December 13, 1988. In addition, respondent conducted a pre-disciplinary conference relating to the incidents which were the subject of the investigation, including those described in the above Findings of Fact, and made available to appellant prior to such conference a written statement of the specific allegations against him, a summary of the evidence supporting these allegations, and a copy of the investigative report completed by Mr. Koslo. At this pre-disciplinary conference, appellant was given an opportunity to respond to any of these allegations, to present evidence, and to submit a written statement in his behalf.

12. In a letter to appellant dated April 17, 1989, Helene Nelson, Deputy Secretary of DATCP, stated as follows, in pertinent part:

This is notification, that pursuant to the authority vested in me, you are suspended without pay from your position as a Veterinarian 2 - Supervisor in the Food Division, Green Bay Regional office, for ten (10) work days. This suspension begins at the beginning of the work day on May 8, 1989, and ends at the end of the work day on May 19, 1989. You are to return to work on May 22, 1989, and report to your supervisor, Mr. John Guler at the Green Bay regional office at 7:45 a.m. for work assignment.

This action is being taken for violation of Department work rules #1, #4, #6, and #10 arising out of the following incidents.

1. While employed by the department as a Meat Inspection Supervisor, you were scheduled to arrive at the Smokey Hollow Meat Plant in Pella at 8:00 a.m. on March 31, 1988, to provide ante-mortem and post-mortem meat inspection. You did not arrive at that meat plant until 11:30 a.m. but signed in at 10:45 a.m. When you were asked by your supervisor, Byron Dennison, to explain the circumstances of your late arrival at Smokey Hollow on March 31, 1988, you replied in writing that you arrived "after 9:30 a.m.", but did not give a more accurate or specific time. Your failure to report timely for an ante-mortem and post-mortem slaughter assignment is a violation of work rules #1 and #6. Your failure to log in correctly at the plant is a violation of work rule #4.

2. While employed by the department as a Meat Inspection Supervisor, you signed in at Dalebraux Meat Plant on April 13, 1988 at 8:30 a.m., although you did not arrive at the Meat Plant until 9:30 a.m. This is a violation of work rule #4.

3. While employed by the department as a Meat Inspection Supervisor, you told department Meat Inspector Dan Stillings that you wished he were dead. You also told Meat Inspector Rose Runge in February or March of 1988, at Hujet's Meat Plant, that you should get a gun and shoot Dan Stillings. This is a violation of work rule #10.

These are very serious violations of Department Work Rules. Such actions have a diminishing effect on the Meat Inspection Program. Your behavior in these matters has been a direct violation of the procedures and work rules that you as a supervisor are in charge of to enforce with your staff.

13. Respondent's Work Rules state as follows, in pertinent part:

**POLICY:**

All employees of the department are expected to conduct themselves in a professional and business-like manner. The following acts are considered as unacceptable and could result in disciplinary action.

WORK RULES:

#1. Disobedience, insubordination, negligence or refusal to carry out written or oral instructions or assignments.

#4. Falsifying records or giving false information to the department, other governmental agencies or the public.

#6. Failure to report promptly at the starting time or leaving before quitting time, or failure to notify the proper authority of impending absence or tardiness.

#10. Threatening, intimidating, inflicting injury, use of abusive language or otherwise discourteous actions toward fellow employees or the general public.

14. At the hearing before the Commission, Ms. Nelson testified that, if the Dalebraux incident had not been included in the allegations against appellant, she would have reduced the length of appellant's suspension to some period of time between 6 and 9 days. Ms. Nelson testified that she based this period of time in part on the fact that, at the time of the subject suspension, appellant had a previous 5-day suspension on his employment record for failing to arrange coverage of scheduled slaughters. This 5-day suspension was later ordered by the Commission to be reduced to a 2-day suspension.

15. Appellant filed a timely appeal of the subject 10-day suspension with the Commission on April 27, 1989.

Conclusions of Law

1. This matter is properly before the Commission pursuant to §230.44(1)(c), Stats.

2. Respondent has the burden to prove that there was just cause for the discipline imposed.

3. Respondent was required to have provided appellant with a predisciplinary hearing adequate under the standards set forth in Cleveland

Board of Education v. Loudermill, 470 U.S. 532, 105 S. Ct. 1487, 84 L.Ed. 2d 294 (1985).

4. Respondent sustained its burden to prove there was just cause for the imposition of discipline for the Smokey Hollow charge but failed to sustain its burden to prove there was just cause for the imposition of discipline for the other charges.

5. The ten-day suspension imposed by respondent is excessive and should be modified to a five-day suspension without pay.

6. Respondent provided an adequate predisciplinary hearing.

#### Decision

The underlying questions in an appeal of a disciplinary suspension under §230.44(1)(c), Stats., are: (1) whether the greater weight of the credible evidence shows that appellant committed the conduct alleged by respondent in its letter of suspension; (2) whether the greater weight of credible evidence shows that such chargeable conduct, if true, constitutes just cause for the imposition of discipline; and (3) whether the imposed discipline was excessive. (See Mitchell v. DNR, Case No. 83-0228-PC (8/30/84).

In regard to the Smokey Hollow incident, it is clear from the record that appellant was aware of his assignment to cover the slaughter scheduled to begin at 8:00 a.m. on March 31, 1988, at Smokey Hollow meat plant because he had given himself this assignment; that he knew that it was 11:30 a.m. when he arrived at Smokey Hollow in view of his testimony that he had asked Ms. Runge for the time when he left the Lawrenz meat plant in Bonduel, she had told him that it was 11:00 a.m., and he knew that it took 30 minutes to drive from Bonduel to Smokey Hollow; and that, despite this knowledge, he entered

his arrival time as 10:45 a.m. on the Smokey Hollow sign-in sheet, as 10:30 a.m. on his personal log, as 10:30 a.m. on his daily work report, and, in his written report to his supervisor relating to the incident, as "after 9:30". Appellant's actions in regard to this incident appear most consistent with the scenario that appellant forgot that he was assigned to inspect the slaughter at Smokey Hollow scheduled to begin at 8:00 a.m. until he arrived at the meat plant and he then tried to minimize the incident by misrepresenting his time of arrival at Smokey Hollow. This scenario would explain appellant's failure to contact Mr. Graper prior to his arrival at Smokey Hollow; his initial indication in his personal log, prior to entering the meat plant, that he arrived at 11:30 a.m.; and his modification of this entry to 10:30 a.m. after leaving the meat plant. The Commission concludes that respondent has shown that appellant committed the conduct alleged by respondent in regard to the Smokey Hollow incident.

In regard to the Dalebraux incident, the Commission concludes that respondent has failed to prove that appellant misrepresented his time of arrival at the Dalebraux meat plant on April 13, 1988. In imposing discipline for this incident, respondent relied solely upon statements by Mr. Stillings that he did not see appellant in the Dalebraux meat plant on that date until 9:30 a.m. and that it was unlikely that appellant could have been present in the meat plant for an hour without Mr. Stillings being aware of his presence. In view of the fact that Mr. Koslo spent 500 hours on his investigation of appellant, including his investigation of this incident, and interviewed 30 individuals, it is surprising that evidence substantiating Mr. Stillings' representations in this regard wasn't solicited. It is also surprising, in view of respondent's knowledge that appellant and Mr. Stillings had a strained

relationship and that appellant tried to avoid contact with Mr. Stillings, that respondent would rely solely on information presented by Mr. Stillings in reaching a conclusion to impose discipline for this incident. At the hearing, Mr. Stillings testified that it was possible that appellant could have been at the Dalebraux meat plant for an hour without Mr. Stillings being aware of his presence. Respondent did not successfully rebut this evidence or appellant's testimony that it would not be unusual for appellant or any other inspection supervisor to spend an hour in another part of the meat plant before going to the kill floor. In addition, in view of the fact that appellant was not required to be at the Dalebraux meat plant at a particular time or for a particular period of time, it is not possible for the Commission to conclude that appellant had any motive to misrepresent his time of arrival there.

In regard to the "For me, you are dead." statement, appellant does not dispute that he uttered it to Mr. Stillings. In regard to the "I should get a gun and shoot Dan Stillings." statement, appellant does dispute that he uttered it to Ms. Runge. However, Ms. Runge made an entry to this effect in her personal journal not long after appellant allegedly made the statement to her and this statement, as interpreted by Mr. Stillings and others at DATCP, is consistent with appellant's personal feelings about Mr. Stillings at that time. The Commission concludes that respondent has shown that appellant uttered these statements as alleged by respondent.

In regard to the second question, the general framework for analysis of just cause for disciplinary action is provided by Safransky v. Personnel Board, 62 Wis. 2d 464, 215 N.W. 2d 379 (1974):

" . . . one appropriate question is whether some deficiency has been demonstrated which can reasonably be said to have a tendency to impair his performance of the duties of his position or the efficiency of the group with which he works . . . "

In regard to the Smokey Hollow incident, appellant did neglect to properly carry out his assignment to inspect the scheduled slaughter in violation of DATCP Work Rule #1, did intentionally falsify agency records and did give false information to his supervisors relating to his time of arrival at Smokey Hollow in violation of DATCP Work Rule #4, and did fail to report promptly to Smokey Hollow for the scheduled slaughter in violation of DATCP Work Rule #6. This certainly impaired the performance of the duties of appellant's position and the efficiency of the group with which he works, particularly since appellant is a supervisor and, as such, is held to a higher standard than his subordinates and is expected to set an example for them. It is clearly negligent to fail to report as scheduled for a slaughter. Not only did this inconvenience the meat plant owner involved in the incident but it had a negative impact on the relationship between the DATCP and the industry it serves, a negative impact on the image of the office to which appellant is assigned, and set a poor example for the subordinate meat inspectors. Even more serious, however, was appellant's attempt to minimize his negligence by misrepresenting his arrival time at Smokey Hollow through the falsification of agency records. This not only undermines the "honor system" under which agencies allow supervisors to function but also sets a very bad example for subordinate staff. The Commission concludes there was just cause for the imposition of discipline for the Smokey Hollow incident.

In regard to the two statements made by appellant, the Commission does not conclude that either or both rise to the level of "threatening, intimidating, inflicting injury, use of abusive language or otherwise discourteous actions toward fellow employees or the general public." in violation of DATCP Work Rule #10. Neither statement was interpreted by Mr. Stillings as a threat of

physical or other retaliation by appellant and Mr. Stillings acknowledges that the only effect these statements has had on him has been appellant's lack of interaction with him. Although this may be "discourteous" and is certainly an inappropriate personnel management tool, the Commission does not conclude on this record that there is just cause for the imposition of discipline on the basis of these statements.

The final question then becomes one of whether the imposed discipline was excessive. Respondent has sustained its burden of proving just cause solely in relation to the Smokey Hollow incident. Ms. Nelson even acknowledged in her testimony that, in the absence of the Dalebraux incident, she would have reduced the length of appellant's suspension to some period of time between 6 and 9 days. She based this conclusion in part on the fact that, at the time the subject 10-day suspension was imposed, appellant had a previous 5-day suspension on his record. This 5-day suspension was later ordered by the Commission to be reduced to a 2-day suspension. The Commission concludes on this basis that a 10-day suspension is excessive and that a 5-day suspension would be appropriate.

Finally, appellant takes issue with the predisciplinary procedure followed by respondent. Respondent accurately points out that appellant agreed prior to hearing in correspondence between the parties that a due process issue would not be raised. However, it is clear, in view of the standards enunciated in Cleveland Bd. of Education v. Loudermill, 470 U.S. 532, 105 S. Ct. 1487, 84 L.Ed. 2d 494 (1985) and Showsh v. DATCP, Case No. 87-0201-PC (11/28/88), that the predisciplinary procedure followed by respondent satisfied the requirements of procedural due process, i.e., respondent conducted two separate fact-finding conferences as well as a predisciplinary



conference with appellant; appellant was afforded an opportunity prior to the predisciplinary conference to review a written statement of the specific allegations against him, a summary of the evidence supporting these allegations, and a copy of Mr. Koslo's investigative report; and appellant was afforded an opportunity at the conferences to respond to the allegations, to present evidence, and to submit a written statement on his behalf.

Finally, appellant argues that he was disciplined twice for the Smokey Hollow incident by receiving both an "oral reprimand" from Mr. Dennison and later a 10-day suspension and this was both without just cause and excessive. This is not a convincing argument since Mr. Dennison was unaware of certain details of the incident, including appellant's falsification of time records, when he first discussed the incident with appellant.

Order

Respondent's action suspending appellant for ten days without pay is modified by changing it to a five-day suspension without pay, and this matter is remanded to respondent for action consistent with this decision.

Dated: \_\_\_\_\_, 1990

STATE PERSONNEL COMMISSION

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LAURIE R. McCALLUM, Chairperson

\_\_\_\_\_  
DONALD R. MURPHY, Commissioner

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