

MEMORANDUM

Agenda Item No. 7(B)

TO: Honorable Chairwoman Audrey M. Edmonson
and Members, Board of County Commissioners

DATE: October 3, 2019

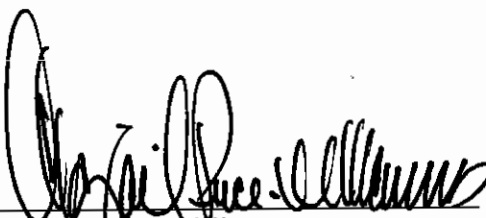
FROM: Abigail Price-Williams
County Attorney

SUBJECT: Ordinance creating the Miami-Dade County Lesbian, Gay, Bisexual, Transgender, Queer ("LGBTQ") Advisory Board; creating article CLXII of chapter 2 of the Code; providing for the composition and duties of the board and other related matters

Ordinance No. 19-94

A substitute was presented and forwarded to the BCC with a favorable recommendation at the 9-12-19 Health Care and County Operations Committee. The substitute differs from the original in that it makes revisions to provisions relating to the compensation, tenure, removal, and attendance of LGBTQ Advisory Board members; the duties of officers of the LGBTQ Advisory Board; staff support of the LGBTQ Advisory Board; and the powers and duties of the LGBTQ Advisory Board. The substitute also makes technical changes.

The accompanying ordinance was prepared and placed on the agenda at the request of Prime Sponsor Commissioner Eileen Higgins and Co-Sponsors Commissioner Esteban L. Bovo, Jr., Commissioner Daniella Levine Cava, Commissioner Jose "Pepe" Diaz, Chairwoman Audrey M. Edmonson, Commissioner Sally A. Heyman, Commissioner Jean Monestime, Commissioner Dennis C. Moss, Vice Chairwoman Rebeca Sosa and Commissioner Xavier L. Suarez.


Abigail Price-Williams
County Attorney

APW/lmp

Memorandum



Date: October 3, 2019

To: Honorable Chairwoman Audrey M. Edmonson
and Members, Board of County Commissioners

From: Carlos A. Gimenez
Mayor

A handwritten signature in black ink, appearing to read "Carlos A. Gimenez".

Subject: Fiscal Impact Statement for Ordinance Creating the Miami-Dade County Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ) Advisory Board

The substitute item changes staff support from the Office of the Mayor to the Office of Community Advocacy, as a result, there would be a fiscal impact associated with the implementation of this ordinance. The Office of Community Advocacy supports various boards, however, due to increased workload associated with the support required for the LGBTQ Advisory Board, as outlined in the ordinance, the Office will require an additional Program Officer 1 position.

The cost for the first year of implementation is estimated at \$66,370 this includes one position (\$53,600) and corresponding operating expenditures associated annual software licenses, telephones services, office supplies, etc. and the one-time purchase of computer equipment and office space configuration (\$12,745). Five-year estimated costs assume a five percent (5%) growth in personnel related expenditures and a three percent (3%) growth in other operating expenditures every year thereafter.

A handwritten signature in black ink, appearing to read "Maurice L. Kemp".

Maurice L. Kemp
Deputy Mayor

Attachment

Fis05519

Item No. 192155

Fiscal Impact Table

Use Existing Resources

Revenue Category	Value	Year 1	Future Yr 1	Future Yr 2	Future Yr 3	Future Yr 4	Future Yr 5	Yes	No
General Fund	\$ 84,245	\$ 66,370	\$ 74,245	\$ 77,902	\$ 81,741	\$ 85,770	\$ 89,998		X
Proprietary									
Federal Funds									
State Funds									
Interagency Transfers									
Subtotal	\$ 84,245	\$ 66,370	\$ 74,245	\$ 77,902	\$ 81,741	\$ 85,770	\$ 89,998		
Expenditure Category									
Operating									X
Salary	\$ 55,000	\$ 41,250	\$ 55,000	\$ 57,750	\$ 60,638	\$ 63,669	\$ 66,853		X
Fringes	\$ 16,500	\$ 12,375	\$ 16,500	\$ 17,325	\$ 18,191	\$ 19,101	\$ 20,056		
Court Costs	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
Contractual Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
Charges for County Services	\$ 2,025	\$ 2,025	\$ 2,025	\$ 2,086	\$ 2,148	\$ 2,213	\$ 2,279		
Other Operating	\$ 720	\$ 720	\$ 720	\$ 742	\$ 764	\$ 787	\$ 810		
Grants to Outside Organization	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
Capital	\$ 10,000	\$ 10,000	\$ 10,000	\$ -	\$ -	\$ -	\$ -		
Subtotal	\$ 84,245	\$ 66,370	\$ 74,245	\$ 77,902	\$ 81,741	\$ 85,770	\$ 89,998		
Non-Operating									
Debt Services									
Distribution of Funds In Trust									
Transfers									
Depreciation, Amortization, and Deletions									
Subtotal	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
Grand Total	\$ 84,245	\$ 66,370	\$ 74,245	\$ 77,902	\$ 81,741	\$ 85,770	\$ 89,998		

Note: Fiscal impact narrative (paragraph above the table) should contain the following, if applicable:

1. Description of the anticipated increase or decrease of expenditures listed above and current and subsequent fiscal years, if any.
2. Description of projected dollar value of anticipated expenditures that will be absorbed within existing resources within the current fiscal year.
3. Description of subsequent governmental action that will be required in order to determine anticipated revenues and expenditures, including new revenues (federal, state, or the need to increase existing fees)
4. Any long-term fiscal implications as a result of the implementation of the proposed legislation, if any, in cases where risk factors or other variables that may impact future revenues or expenditures are uncertain, volatile, or difficult to project, a description of risk factors or variables and estimate or projection of anticipated or projected impacts to revenues and expenditures
5. Description of all assumptions used to project the fiscal impact of the proposed legislation and include estimate anticipated revenues and expenditures
6. In the cases where the Mayor has determined a "no fiscal impact", a description of the assumptions and analysis used to reach that conclusion

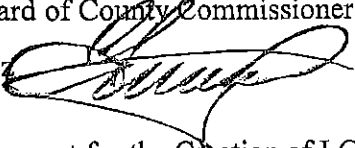
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Memorandum



Date: October 3, 2019

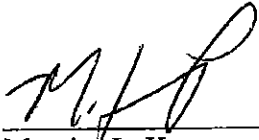
To: Honorable Chairwoman Audrey M. Edmonson
and Members, Board of County Commissioners

From: Carlos A. Gimenez 
Mayor

Subject: Social Equity Statement for the Creation of LGBTQ Advisory Board

The proposed ordinance creates article CLXII of chapter 2 of the Code creating the Miami-Dade County Lesbian, Gay, Bisexual, Transgender, and Queer Advisory Board.

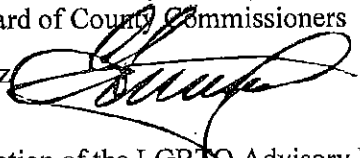
The proposed ordinance to create the LGBTQ Advisory Board will further increase the involvement of Miami-Dade County (County) with the LGBT community to ensure that local businesses and governments promote LGBT-friendly policies to create an LGBT-friendly County that will attract residents and professionals alike to come and live and work in this jurisdiction. Thus, this will have a positive impact on the County residents.



Maurice L. Kemp
Deputy Mayor

Date: October 3, 2019

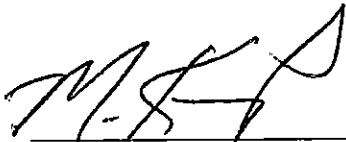
To: Honorable Chairwoman Audrey M. Edmonson
and Members, Board of County Commissioners

From: Carlos A. Gimenez 
Mayor

Subject: Report on the Creation of the LGBTQ Advisory Board

The following items listed in this report are provided pursuant to Section 2-11.37 of the County Code regarding the creation of a new advisory board:

- 1) The proposed ordinance to create the LGBTQ Advisory Board will further increase the involvement of Miami-Dade County (County) with the LGBT community to ensure that local businesses and governments promote LGBT-friendly policies to create an LGBT-friendly County that will attract residents and professionals alike to come and live and work in this jurisdiction.
- 2) Several Boards, such as the Domestic Violence Oversight Board, the Miami-Dade HIV/AIDS Partnership, and the Miami-Dade County Community Action Agency Board, have addressed LGBTQ issues throughout their existence. However, no particular board or taskforce is solely focused on the LGBTQ community.
- 3) The creation of this board will require the addition of a new position in the Office of Community Advocacy at an estimated cost of \$66,370.
- 4) The creation of the LGBTQ Advisory Board would not enable the County to obtain state and federal grants, or other financing.
- 5) The LGBTQ Advisory Board will not have bonding authority.
- 6) The LGBTQ Advisory Board will only be advisory in nature and will not have any contracting authority.
- 7) As the only Board solely dedicated to LGBTQ issues, the LGBTQ Advisory Board would allow this particular demographic the opportunity to have a stronger voice in local government and everyday policies.



Maurice L. Kemp
Deputy Mayor



MEMORANDUM
(Revised)

TO: Honorable Chairwoman Audrey M. Edmonson
and Members, Board of County Commissioners

DATE: October 3, 2019

FROM: Abigail Price-Williams
County Attorney

SUBJECT: Agenda Item No. 7(B)

Please note any items checked.

- "3-Day Rule" for committees applicable if raised
- 6 weeks required between first reading and public hearing
- 4 weeks notification to municipal officials required prior to public hearing
- Decreases revenues or increases expenditures without balancing budget
- Budget required
- Statement of fiscal impact required
- Statement of social equity required
- Ordinance creating a new board requires detailed County Mayor's report for public hearing
- No committee review
- Applicable legislation requires more than a majority vote (i.e., 2/3's present ____, 2/3 membership ____, 3/5's ____, unanimous ____, CDMP 7 vote requirement per 2-116.1(3)(h) or (4)(c) ____, CDMP 2/3 vote requirement per 2-116.1(3)(h) or (4)(c) ____, or CDMP 9 vote requirement per 2-116.1(4)(c)(2) ____) to approve
- Current information regarding funding source, index code and available balance, and available capacity (if debt is contemplated) required

Approved _____ Mayor
Veto _____
Override _____

Agenda Item No. 7(B)
10-3-19

ORDINANCE NO. 19-94

ORDINANCE CREATING THE MIAMI-DADE COUNTY LESBIAN, GAY, BISEXUAL, TRANSGENDER, QUEER (“LGBTQ”) ADVISORY BOARD; CREATING ARTICLE CLXII OF CHAPTER 2 OF THE CODE OF MIAMI-DADE COUNTY, FLORIDA; PROVIDING FOR THE COMPOSITION AND DUTIES OF THE BOARD AND OTHER RELATED MATTERS; PROVIDING SEVERABILITY, INCLUSION IN THE CODE, AND AN EFFECTIVE DATE

WHEREAS, a 2017 Gallup poll concluded that 4.5 percent of adult Americans identified as lesbian, gay, bisexual or transgender (“LGBT”), with 5.1 percent of women identifying as LGBT, compared with 3.9 percent of men; and

WHEREAS, a different survey in 2016, from the Williams Institute, estimated that 0.6 percent of adults in the United States identify as transgender; and

WHEREAS, through activism and the arts, the lesbian, gay, bisexual, transgender, and queer (“LGBTQ”) community in Miami has a long track record of leading restoration and revitalization efforts in several of Miami’s historic communities; and

WHEREAS, this Board continues to establish policies designed to promote inclusiveness and diversity in the County, including but not limited to the adoption of the County’s Human Rights Ordinance, which promotes fairness and equal opportunity in employment, housing, public accommodations, credit and financing practices, family leave and domestic violence leave without regard to race, color, religion, ancestry, national origin, pregnancy, age, disability, marital status, familial status, veteran status, source of income, sexual orientation, and gender identity or expression; and

WHEREAS, because of this diversity and inclusiveness, Miami-Dade County continues to attract more than one million LGBTQ visitors each year as well as individuals, businesses, and professionals seeking to relocate to the area; and

WHEREAS, notwithstanding the strides the County has made to be more inclusive since the passage of the Human Rights Ordinance, this Board recognizes that more needs to be done to include the LGBTQ community at the highest levels of government; and

WHEREAS, the Human Rights Campaign Foundation, which is the nation's largest civil rights organization working to achieve equality for LGBTQ Americans, and which represents more than 3 million members and supporters nationwide, and the Equality Federation Institute, which is a movement builder and strategic partner to state-based organizations advocating for LGBTQ people, published the 2018 "Municipal Equality Index: A Nationwide Evaluation of Municipal Law" ("MEI"), which examines how inclusive municipalities' laws, policies, and services are of LGBTQ people who live and work in those municipalities; and

WHEREAS, for example, the MEI rates municipalities on how extensively their non-discrimination laws protect LGBTQ individuals; how fairly and equally the municipality, as an employer, treats its LGBTQ employees and their families; how justly law enforcement performs its duties with respect to the LGBTQ community; and the city's leadership's public position on LGBTQ equality; and

WHEREAS, although certain Florida municipalities such as Orlando, Tampa, Wilton Manors, Oakland Park, and Fort Lauderdale have scored, on a scale from zero to 100, between 98 to 100, some municipalities in Miami-Dade County have not scored as well, such as Miami Shores and Miami, which scored 81 and 55, respectively; and

WHEREAS, however, Miami Beach, which was not rated by MEI, but volunteered to be rated, in the past scored 100; and

WHEREAS, according to the MEI, by self-reporting, these municipalities “have demonstrated their commitment to equality and sending a message to their LGBTQ citizens that they are welcome and an important part of the community”; and

WHEREAS, this Board wishes to continue to promote Miami-Dade County as a place where LGBTQ and LGBTQ-friendly businesses and professionals and LGBTQ residents and visitors are welcome to work, live, and play in our community; and

WHEREAS, recent studies, such as those conducted by the National LGBT Chamber of Commerce, which is the largest advocacy organization dedicated to expanding economic opportunities and advancements for LGBT people, and the exclusive certifying body for LGBT-owned businesses, have shown that localities which have inclusive policies that embrace and promote the LGBTQ community, are more likely to attract more businesses, visitors and LGBTQ individuals and families willing to move, live and work in such localities; and

WHEREAS, other localities, including but not limited to Miami Beach, Florida; City of West Hollywood, California; Washington, D.C.; San Francisco, California; Westchester County, New York; San Antonio, Texas; Houston, Texas; Essex County, New Jersey; Atlanta, Georgia; Chicago, Illinois; and Philadelphia, Pennsylvania, have created advisory boards to advise such localities on an array of LGBTQ issues; and

WHEREAS, accordingly, this Board wishes to create an advisory board to be known as the Miami-Dade County Lesbian, Gay, Bisexual, Transgender, Queer (“LGBTQ”) Advisory

Board, which would advise this Board [~~the County Mayor, County departments, and other County governmental entities~~]¹ on issues that relate to the LGBTQ community and which would promote Miami-Dade County as an LGBTQ-inclusive and -friendly community; and

WHEREAS, this Board believes that such an advisory board would be beneficial to the residents of Miami-Dade County;

BE IT ORDAINED BY THE BOARD OF COUNTY COMMISSIONERS OF MIAMI-DADE COUNTY, FLORIDA:

Section 1. Article CLXII of Chapter 2 of the Code of Miami-Dade County, Florida, is hereby created to read as follows:

ARTICLE CLXII

MIAMI-DADE COUNTY LESBIAN, GAY, BISEXUAL, TRANSGENDER, QUEER (“LGBTQ”) ADVISORY BOARD

Sec. 2-2391. Creation.

There is hereby created and established the Miami-Dade County Lesbian, Gay, Bisexual, Transgender, Queer (“LGBTQ”) Advisory Board.

Sec. 2-2392. Composition; membership.

- (a) *Composition.* The LGBTQ Advisory Board shall be composed of 15 voting members appointed by the Board of County Commissioners and the County Mayor. Each member of the Board of County Commissioners may appoint one person to the LGBTQ Advisory Board and the County Mayor may appoint two members.
- (b) *Qualifications.* Each member of the LGBTQ Advisory Board shall be a permanent resident and duly qualified elector of Miami-Dade County, unless

¹ The differences between the substitute and the original item are indicated as follows: Words double stricken through and/or [[double bracketed]] are deleted, words double underlined and/or >>double arrowed<< are added.

the Board of County Commissioners waives the residency requirement by a two-thirds (2/3) vote of its membership, and shall be of an outstanding reputation of integrity, responsibility, and commitment to serving the community. Members shall be appointed in accordance with sections 2-11.38 and 2-11.38.1 of the Code ~~[[of Miami-Dade County]].~~ The membership of the LGBTQ Advisory Board shall be broadly representative of the various social, racial, religious, linguistic, cultural, economic, national origin and geographic groups comprising the population of Miami-Dade County. Each member shall have an outstanding reputation for community pride, interest, integrity, responsibility, and business or professional ability and a documented commitment to the LGBTQ community.

- (c) *Compensation.* LGBTQ Advisory Board members shall serve without compensation but shall be entitled to reimbursement for ~~[[necessary expenses incurred in the discharge of their duties]]~~ >>parking in a County leased or owned parking facility<<.
- (d) *Vacancies.* Vacancies shall be filled in the same manner by which the original members were appointed, with a special emphasis on choosing persons who represent the demographic composition of the entire community.
- (e) *Tenure ~~[[and Removal]]~~ of Members.* All members shall serve terms of three years>>, except the two board members initially appointed by the County Mayor, who shall serve staggered terms of one and two years, respectively. In the event the County Mayor reappoints an initial board member or appoints a new board member to replace an initial board member, such board members shall serve no more than two consecutive and complete terms of three years each<<. ~~[[No member shall be permitted to serve more than two consecutive and complete terms of three years each. Members may be removed in accordance with the provisions of Section 2-11.38 of the Code of Miami-Dade County for good cause as determined by the Board of County Commissioners, in its sole discretion]].~~ >>Further, the term limits of board members who are appointed to the LGBTQ Advisory Board by a County

Commissioner shall be in accordance with section 2-11.38.2 of the Code, as may be amended from time to time.<<

- (f) *Attendance.* Attendance requirements for members shall be in accordance with section 2-11.39 >>of the Code<< [~~], except that five absences, excused or unexcused, in any fiscal year shall also constitute grounds for removal~~]. If a member [~~appointed to fill one of the seats fails to maintain the qualifications for membership set forth in Section 2-11.38,~~] fails to [~~maintain~~] >>comply with the<< attendance requirements, >>or<< voluntarily resigns[~~, or for other good cause is removed,~~] the member shall forfeit their membership.

Sec. 2-2393. Organization.

- (a) *Bylaws, Rules, and Regulations.* The LGBTQ Advisory Board shall establish, adopt, and amend bylaws, rules, and regulations for its own governance.
- (b) *Officers.* The LGBTQ Advisory Board shall elect a chairperson and a vice-chairperson [~~from~~] >>from<< among its members, who shall serve at the will of the LGBTQ Advisory Board. The chairperson shall preside at all meetings [~~at which they are present~~]. The [~~chair-elect~~] >>vice-chairperson<< shall act as chairperson in the absence [~~or inability~~] of the chairperson.
- (c) *Staff Support.* [~~The LGBTQ Advisory Board shall have assistance from staff designated by the County Mayor or the County Mayor's designee. The staff shall.~~] >>The Office of Community Advocacy, an office that is under and reports directly to the Board of County Commissioners, or its successor office, shall provide to the LGBTQ Advisory Board adequate staff and support services to enable the board to carry out its duties and responsibilities. Among such other duties and responsibilities, the Office of Community Advocacy shall:
 - (i) maintain and keep the records of the LGBTQ Advisory Board>>, including ensuring the LGBTQ Advisory Board's roster is current<<;

- (ii) prepare, in cooperation with the chairperson, the agenda for each meeting;
- (iii) be responsible for the preparation of such reports, ~~[[minutes]]~~ documents, resolutions, or correspondences as the LGBTQ Advisory Board may direct; ~~[[and]]~~
- >>(iv) take minutes and make such minutes available on the Miami-Dade County website; and<<
- (v) generally administer the business and affairs of the LGBTQ Advisory Board, subject to budgetary limitations.

>>The Chairperson of the Board of County Commissioners shall have the power to appoint, employ, remove and supervise such staff as deemed necessary to provide appropriate staff and support to the LGBTQ Advisory Board, who shall serve at the will of the Chairperson of the Board of County Commissioners.<<

- (d) *Quorum.* To transact any business or exercise any power vested in the LGBTQ Advisory Board, a quorum consisting of no less than eight voting members shall be present. The LGBTQ Advisory Board shall not transact business or exercise its powers unless a majority of the quorum in attendance agrees to the activity.
- (e) *Committees.* The LGBTQ Advisory Board may appoint committees to accomplish its tasks.

Sec. 2-2394. Meetings.

The LGBTQ Advisory Board shall hold regular monthly meeting and such other meetings, as it deems necessary. The chairperson, or a minimum of eight LGBTQ Advisory Board members upon written request to the chairperson, may call for a special meeting.

Sec. 2-2395. Powers and duties.

The LGBTQ Advisory Board shall have the following powers, duties, functions, and responsibilities:

- (a) To serve as a vehicle for a systematic and periodic assessment of the quality of life of LGBTQ residents of and visitors to the County;
- (b) To foster mutual understanding, tolerance, and respect for the LGBTQ community in the County[[~~]>>:<<~~
- (c) To cooperate in the development of educational programs dedicated to the improvement of the lives of LGBTQ residents and visitors by eliciting support from public and private entities engaged in the inculcation of ideals of tolerance, mutual respect and understanding for the LGBTQ community[[~~]>>:<<~~
- (d) To make recommendations to the Board of County Commissioners[[~~, the County Mayor and other governmental entities~~]] with respect to all issues affecting or relating to the LGBTQ community;
- (e) To recommend solutions to the social, economic, cultural and political problems in the LGBTQ community, as well as to serve as liaison between the LGBTQ community and the County community at large;
- (f) To >>make recommendations to the Board of County Commissioners as to steps that can be taken to<< encourage and attract LGBTQ businesses to the County, to assist LGBTQ businesses located in the County, and to promote economic development[[~~, especially job creation in the County.~~]] >>in the LGBTQ community;<<
- (g) To >>make recommendations to the Board of County Commissioners as to steps that can be taken to<< promote positive images and concepts of the LGBTQ community as well as promote their many contributions to our society;
- (h) To conduct studies through fact-finding and analysis of problems encountered by the LGBTQ community>>, provided, however, any study that requires an appropriation of funds

to cover the cost associated with the study shall be subject to the Board's approval<<;

- (i) To ~~[[examine and]]~~ recommend revisions in County policies and procedures having potentially negative consequences for LGBTQ individuals;
- (j) To serve as a forum to which individuals and groups can express concerns related to issues of homophobia and transphobia;
- (k) To continue to strengthen ties with the larger County community;
- (l) To conduct outreach to other entities and the community, including but not limited to the County's LGBTQ community;
- (m) To work closely with other County boards, including, but not limited to, the Miami-Dade Commission on Human Rights, Miami-Dade HIV/AIDS Partnership, Miami-Dade Community Relations Board, and similar boards; and
- (n) To perform such other duties as may from time to time be assigned to it by the Board of County Commissioners.

Sec. 2-2396. Applicability of County rules and procedures.

The LGBTQ Advisory Board shall at all times operate under all applicable provisions of Florida's open government laws, including but not limited to the Government in the Sunshine Law and the Public Records Act, section 286.0114, Florida Statutes>><< which requires that the public be given reasonable opportunity to be heard on any proposition before the LGBTQ Advisory Board. Additionally, the LGBTQ Advisory Board shall be governed by all State and County conflict of interest laws, as applicable, including the Miami-Dade County Conflict of Interest and Code of Ethics Ordinance, Section 2-11.1 of the Code of Miami-Dade County.

Sec. 2-2397. Reports.

The chairperson~~[[=chair-elect]]~~ or >>vice<<chairperson~~[[=designee]]~~ shall present to the Board of County Commissioners on

an annual basis a written report describing the LGBTQ Advisory Board's activities and shall appear as needed before the Board of County Commissioners to present any matters pertinent to the LGBTQ Advisory Board. The completed reports required by this section shall be placed on an agenda of the Board of County Commissioners pursuant to Ordinance No. 14-65.

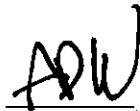
Section 2. If any section, subsection, sentence, clause or provision of this ordinance is held invalid, the remainder of this ordinance shall not be affected by such invalidity.

Section 3. It is the intention of the Board of County Commissioners, and it is hereby ordained that the provisions of this ordinance, including any sunset provision, shall become and be made a part of the Code of Miami-Dade County, Florida. The sections of this ordinance may be renumbered or relettered to accomplish such intention, and the word "ordinance" may be changed to "section," "article," or other appropriate word.

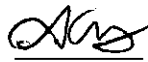
Section 4. This ordinance shall become effective ten (10) days after the date of enactment unless vetoed by the Mayor, and if vetoed, shall become effective only upon an override by this Board.

PASSED AND ADOPTED: October 3, 2019

Approved by County Attorney as
to form and legal sufficiency:



Prepared by:



Terrence A. Smith
Christopher J. Wahl

Prime Sponsor: Commissioner Eileen Higgins
Co-Sponsors: Commissioner Esteban L. Bovo, Jr.
Commissioner Daniella Levin Cava
Commissioner Jose "Pepe" Diaz
Chairwoman Audrey M. Edmonson
Commissioner Sally A. Heyman
Commissioner Jean Monestime
Commissioner Dennis C. Moss
Vice Chairwoman Rebeca Sosa
Commissioner Xavier L. Suarez