



**MEETING OF THE  
TEXAS WORKFORCE COMMISSION**

**DATE**

**JANUARY 28, 2025**

1 Tuesday, January 28, 2025

2 CHAIRMAN DANIEL: Good morning, everyone.

3 This meeting is called to order. Mr. Trobman, has anyone signed  
4 up for public comment?

5 MR. TROBMAN: No, sir.

6 CHAIRMAN DANIEL: Good morning.

7 MS. MILLER: Good morning, sir.

8 CHAIRMAN DANIEL: Thank you. We'll take a  
9 short recess. All right, this is Agenda Item 9, Submission of  
10 Fiscal Year 25 Civilian Workforce Composition report.

11 BRYAN SNODDY: Good morning, Chairman  
12 Daniel, Commissioners Treviño and Esparza, Mr. Serna. For the  
13 record, Bryan Snoddy, Civil Rights Division. Today before you  
14 for discussion, consideration, and possible action is submission  
15 of the fiscal year 2024 Texas Workforce Commission's Civilian  
16 Workforce Composition report to the governor and legislature  
17 pursuant to Texas Labor Code 21.0035. This report provides a  
18 demographic baseline of Texas civilian workforce by job category  
19 in statutorily defined subsets. Further, it allows state  
20 agencies to analyze workforce utilization for action consistent  
21 with Chapter 21 of the Texas Labor Code. Consistent with Rule  
22 819.21, the CWC was prepared pursuant to 21.0035 using the best  
23 available data from all appropriate sources. This morning staff  
24 requests approval of the FY24 TWC Civilian Workforce Composition

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1 report. This concludes my remarks and I'm happy to answer any  
2 questions.

3 CHAIRMAN DANIEL: Comments or questions?

4 COMMISSIONER TREVIÑO: None here.

5 COMMISSIONER ESPARZA: No questions.

6 CHAIRMAN DANIEL: Is there a motion?

7 COMMISSIONER TREVIÑO: Chairman, I move we  
8 approve the fiscal year 2024 Texas Workforce Commission's  
9 Civilian Workforce Composition report for submission to the  
10 governor and the legislature as recommended today by staff.

11 COMMISSIONER ESPARZA: I second.

12 CHAIRMAN DANIEL: It's been moved and  
13 seconded. I'm voting no on the motion, commissioner, solely on  
14 the basis of I think this last part of this report, this  
15 explanation of late filing I don't think does an adequate job of  
16 explaining why the report is late and I think it creates a lot  
17 of ambiguity for what we're doing. The body of the report is  
18 fine. It's a pared down thing. It answers the question that  
19 21.0035 wants to do. I don't really find any fault with the  
20 report but this explanation of late filing here just simply I  
21 think is not adequate. It doesn't do the report justice and, in  
22 my opinion, doesn't really represent kind of what TWC's trying  
23 to do here so regrettably I'll be voting no on your motion. I  
24 assume you'll both be voting yes. We should probably—since I'm  
25 voting no, we should probably just take a vote voice real quick.

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COMMISSIONER TREVIÑO: Yes.

COMMISSIONER ESPARZA: Before I vote is there any action that we can calibrate these reports into the data that comes in? I apologize. I think I was—I thought there was another report that had that paragraph that explained the tardiness of it.

CHAIRMAN DANIEL: I'm sorry, commissioner. Mr. Serna?

MR. SERNA: We can—that particular explanation can be removed from the report if that is acceptable to the commission. It's easy enough to do since the report hasn't been submitted, and then the corrected one will be submitted. I'm sorry to interrupt you, commissioner.

COMMISSIONER ESPARZA: No, that's actually helpful.

MR. SERNA: And then in the future we'll look at making changes to both the collection of the data as well as the report itself and then other changes that we need to make.

BRYAN SNODDY: Mr. Serna and chair, it is my understanding that that has been removed, that explanation of late filing. I'm happy to explain further if necessary but that last page has been removed from the actual report.

1 CHAIRMAN DANIEL: OK, because what was  
2 posted, it was not so that must have happened after the posting.  
3 Is that true for all three reports?

4 BRYAN SNODDY: Yes, sir. All three reports  
5 had removal-

6 CHAIRMAN DANIEL: Then my issues are mooted  
7 if it's been removed.

8 COMMISSIONER ESPARZA: My report is  
9 reflecting that it's no longer in there if this is what's being  
10 provided.

11 CHAIRMAN DANIEL: I went off of the posting  
12 from Friday and it was still on there.

13 MR. SERNA: I understand. It was changed  
14 yesterday. I apologize. My mistake.

15 CHAIRMAN DANIEL: That being the case I'll  
16 withdraw my objection and the vote will pass.

17 MR. SERNA: OK, thank you.

18 COMMISSIONER ESPARZA: I vote in favor  
19 [inaudible].

20 CHAIRMAN DANIEL: Before I do that even  
21 though I just did that, let me turn back that clock two minutes,  
22 Mr. Serna. Does that address your question though about  
23 collection?

24 COMMISSIONER ESPARZA: It did-I believe-I  
25 think it addresses the issuance but if we're still-and, Bryan, I

1 know you guys run a very efficient ship but I think I want to  
2 have some kind of clarity and I think this is what you brought  
3 up last time, chairman, on the report. This is late because the  
4 report is late but if there's any way that we can, like I said,  
5 recalibrate the timing of this despite any legislative help  
6 [inaudible].

7                   CHAIRMAN DANIEL: I think there's a couple  
8 things that need to happen here. On the one hand I would agree  
9 that perhaps the timeframes for data collection and then  
10 reporting can be too tight even though it's a statutory schedule  
11 that we've been given. I think that probably does really warrant  
12 some additional discussion. I also—and I'm in an ongoing  
13 conversation with the general counsel about this but I actually  
14 don't think we're doing this the most efficient way the law  
15 would let us do this. I think actually the reports required of  
16 our Civil Rights Division or at least the reports required of  
17 this commission to report the activities of the Civil Rights  
18 Division I think can actually be contained in one report, one  
19 annual report for the Civil Rights Division. It can come out on  
20 a schedule. It will be different year to year. Odd-numbered  
21 years require certain reports. Even-numbered years require  
22 different reports, and I think if instead of trying to piecemeal  
23 this out, I think instead of trying to put this in TWC's overall  
24 annual report, my understanding from the general counsel on a  
25 very preliminary basis, this is just one conversation, would

1 suggest that the law would let us do that which is just have one  
2 Civil Rights Division report that the commission could approve  
3 and submit annually by deadline and able to do that. I think  
4 what probably really needs to happen is that we need to get  
5 these reports submitted so that we can get this into the  
6 legislature, the governor, the lieutenant governor at the same  
7 time we may want to consider convening a work session just to go  
8 through the report, what our expectations are, and discuss the  
9 implications of legislative changes because if we're going to  
10 change the schedule, if we're going to change the way we collect  
11 the data and report data, we're going to have to have a  
12 legislative change to do that. We need to really decide whether  
13 or not that's something we can surface and, in some way,  
14 reliably submit to the legislature through the proper channels  
15 this legislative session or this is something—remember we're up  
16 for sunset in the next session so TWC's legislation is going to  
17 be wide open. It may be better served to do it next session just  
18 depending on what we think the workload is. I don't really like  
19 to kick the can down the road but I do think a work session here  
20 would help us clarify our thoughts which Mr. Snoddy would  
21 certainly like for us to clarify our thoughts and have some sort  
22 of coherent plan of action here. He's doing what we've always  
23 done and that's probably like one of the worst sins of  
24 government but that's not his sin. That's the sin of government.  
25 We're doing it the way we've always done it. We've never looked

1 for a better way and now we've run into a problem with data  
2 collection which I think is a legitimate problem frankly. I  
3 think there's actually a better way to submit the whole report  
4 and avoid this exercise in the future but I don't think we can  
5 do it today.

6 COMMISSIONER TREVIÑO: I agree.

7 COMMISSIONER ESPARZA: I appreciate your-

8 CHAIRMAN DANIEL: That motion carries. We're  
9 moving to Agenda Item 10 which is the TWC hiring practices  
10 annual report.

11 BRYAN SNODDY: Chairman Daniel,  
12 Commissioners Treviño and Esparza, Mr. Serna. For the record,  
13 Bryan Snoddy, Civil Rights Division. Today before you for  
14 discussion, consideration, and possible action is the submission  
15 of the fiscal year 2024 Texas Workforce Commission hiring  
16 practices annual report to the governor and the Legislative  
17 Budget Board pursuant to Texas Labor Code 21.504. This report  
18 summarizes the annual hiring by state agencies by number hired  
19 in statutorily defined subsets. It provides state agency  
20 transparency for hiring pursuant to Texas Labor Code Chapter 21.  
21 This morning staff requests approval of the FY24 TWC hiring  
22 practices annual report. This concludes my remarks and I'm happy  
23 to answer any questions.

24 CHAIRMAN DANIEL: Is the explanation of late  
25 filing out of this one too?



1                   BRYAN SNODDY: Yes, sir. It's out of all of  
2 them, out of all three.

3                   CHAIRMAN DANIEL: Other comments or  
4 questions, commissioners?

5                   COMMISSIONER TREVIÑO: None here.

6                   COMMISSIONER ESPARZA: No, chairman.

7                   CHAIRMAN DANIEL: Is there a motion?

8                   COMMISSIONER TREVIÑO: Chairman, I move that  
9 we approve the fiscal year 2024 Texas Workforce Commission's  
10 hiring practices annual report for submission to the governor  
11 and the Legislative Budget Board as recommended today by staff.

12                  COMMISSIONER ESPARZA: I second.

13                  CHAIRMAN DANIEL: It's been moved and  
14 seconded and the motion carries. This is Agenda Item 11, fiscal  
15 year 2024 TWC equal employment opportunity report.

16                  BRYAN SNODDY: Thank you, sir. Chairman  
17 Daniel, Commissioners Treviño and Esparza, Mr. Serna. For the  
18 record, Bryan Snoddy, Civil Rights Division. Today before you  
19 for discussion, consideration, and possible action is the  
20 submission of the fiscal year 2024 Texas Workforce Commission  
21 equal employment opportunity report to the governor,  
22 legislature, and the Legislative Budget Board pursuant to Texas  
23 Labor Code 21.553. This report is a biennial analysis ensuring  
24 that the state's agencies' workforces reflect Texas population  
25 and remain in compliance with Texas Labor Code Chapter 21.

1 [Inaudible] from year to year and classification to  
2 classification that's permitted us to conclude that no  
3 demonstrated statistical significance was present. This morning  
4 staff requests approval for the FY24 Texas Workforce Commission  
5 equal opportunity report. This concludes my remarks and I'm  
6 happy to answer any questions.

7 CHAIRMAN DANIEL: Comments or questions?

8 COMMISSIONER TREVIÑO: Just to clarify, this  
9 does have that language of the late filing removed?

10 BRYAN SNODDY: Yes, sir, all three.

11 CHAIRMAN DANIEL: So it's been removed.

12 BRYAN SNODDY: Yes, sir.

13 CHAIRMAN DANIEL: All right.

14 COMMISSIONER ESPARZA: No questions, sir.

15 CHAIRMAN DANIEL: Is there a motion?

16 COMMISSIONER TREVIÑO: Chairman, I move that  
17 we approve the fiscal year 2024 Texas Workforce Commission's  
18 equal employment opportunity report for submission to the  
19 governor, the legislature, and the Legislative Budget Board as  
20 recommended today by staff.

21 COMMISSIONER ESPARZA: I second.

22 CHAIRMAN DANIEL: It's been moved and  
23 seconded and the motion carries. Thank you. This is Agenda Item  
24 12, AEL redistribution of funds.

25 COMMISSIONER ESPARZA: Thanks, Bryan.

1 MAHALIA BALDINI: Good morning, Chairman  
2 Daniel, Commissioner Treviño, Commissioner Esparza, and Mr.  
3 Serna. For the record, Mahalia Baldini with the Workforce  
4 Development Division. On November 19, 2024, the commission  
5 approved the program year 24-25 adult education and literacy  
6 allocations. Those allocations included some carryforward funds  
7 from the previous grant cycle that ended on June 30, 2024. Your  
8 notebook materials outline three grant recipients who declined  
9 the additional carryforward funding citing challenges of  
10 starting a new grant cycle, changes in local service delivery  
11 areas, and the timing of the additional funding and its  
12 potential associated targets. In order to fully utilize the  
13 available funds staff are recommending the declined funds be  
14 reallocated proportionately to all the other grant recipients as  
15 outlined in TWC Rule 800.68. Table 2 in your notebook materials  
16 provides the updated total allocations by AEL provider with the  
17 additional funds that will be added as recommended by staff.  
18 This concludes my remarks and I'm happy to answer any questions  
19 that you may have.

20 CHAIRMAN DANIEL: Any comments or questions?

21 COMMISSIONER TREVIÑO: None here.

22 COMMISSIONER ESPARZA: No questions.

23 CHAIRMAN DANIEL: Is there a motion?

24 COMMISSIONER TREVIÑO: Chairman, I move that  
25 we approve the reallocation of \$408,721 of declined carryforward

1 adult education and literacy grant funds to grant recipients  
2 using the methodology described in the discussion paper as  
3 recommended today by staff.

4 COMMISSIONER ESPARZA: I second.

5 CHAIRMAN DANIEL: The motion carries. This  
6 is Agenda Item 13, AEL advisory committee report.

7 MAHALIA BALDINI: Good morning again,  
8 commissioners, Mr. Serna. For the record, Mahalia Baldini,  
9 Workforce Development Division. Texas Labor Code Chapter 315.005  
10 requires that the Texas Workforce Commission establish an adult  
11 education and literacy advisory committee which is charged with  
12 reporting to the commission annually and advising the commission  
13 on various aspects related to the enhancement of adult education  
14 and literacy in Texas. I want to take a moment to thank all of  
15 our advisory committee members over the last year for their  
16 contributions that led to today's report. Unfortunately, our  
17 presiding officer, Jauneen Maldonado, had a family emergency.  
18 Normally I'd be doing this with a copilot but she had a family  
19 emergency and is unable to attend today and help to present the  
20 report so I will be doing so on her behalf. For your convenience  
21 the report has been included in today's notebook materials. The  
22 committee adopted a practice for looking for best practices  
23 across Texas in order to gain insights as to how TWC's adult  
24 education and literacy programs and initiatives can better  
25 support the state's Adult Education and Literacy Strategic Plan

1 and objectives. The committee's report provides a summary of two  
2 presentations from this year's meetings. First, they heard from  
3 the Manufacturing Institute about building an Ecosystem-Based  
4 Second Chance Hiring Initiative. Jack Trebtoske presented a  
5 toolkit which gives manufacturers—teaches them how to launch  
6 their own second chance hiring initiative. The toolkit provides  
7 several opportunities on how adult education and literacy  
8 programs can support employers who want to launch a similar  
9 second chance initiative including working with employers who  
10 hire second chance individuals to create customized academic  
11 programs focused on literacy, digital literacy, workforce  
12 preparation services, and even workforce training. Second, the  
13 committee heard from the Federation of Advanced Manufacturing  
14 Education also known as FAME. This is a program supported by  
15 manufacturers to train and develop advanced manufacturing  
16 technicians. There are 450 sponsoring companies within the  
17 nation with 45 chapters across 16 states of which four chapters  
18 are here in Texas. FAME addresses three big challenges related  
19 to the manufacturing industry one including not enough  
20 manufacturing workers including those skilled workers, new  
21 technicians are not work ready, and an aging technical  
22 workforce. The committee discussed how many of the desired  
23 professional behaviors sought by the manufacturing employers are  
24 taught in our AEL classrooms across the state and aligned to the  
25 state's AEL content standards, and how AEL could be a meaningful

1 partner for the four chapters here in Texas. The committee's  
2 report also outlines two recommendations for the commission to  
3 consider. First, the committee recommends we continue to  
4 collaborate with Texas employers on projects and partnerships  
5 that provide employability skills and opportunities while  
6 providing robust support for special populations through a no  
7 wrong door approach. The no wrong door approach is a concept  
8 that requires collaboration and coordination between local  
9 agencies and stakeholders including but not limited to adult  
10 education and literacy providers, community-based organizations,  
11 employers, industry organizations such as FAME and the  
12 Manufacturing Institute, and the Workforce Solution offices to  
13 better serve workforce system customers by avoiding service  
14 duplication, providing a continuity of services across partners,  
15 and being more efficient with scarce resources. This approach  
16 allows for individuals to enter through any partner organization  
17 and receive needed services and intentional or direct referrals  
18 to the doors in which they are trying to apply for additional  
19 services. For the second recommendation the committee would like  
20 to see a revision of the AEL strategic plan to incorporate  
21 quantitative metrics for outlined goals. This will allow the  
22 creation of a publicly accessible dashboard for the measurement,  
23 management, and improvement of adult education and literacy  
24 programs. This concludes my remarks as well as the remarks that

1 were shared with me by our presiding officer, and I'm happy to  
2 answer any questions that you may have.

3 CHAIRMAN DANIEL: Any comments or questions?

4 COMMISSIONER TREVIÑO: No questions but I  
5 just wanted to say thank you, Mahalia, and please thank the  
6 nine-member committee for their work on this best practices that  
7 are going to help adult literacy across the state.

8 COMMISSIONER ESPARZA: I support that too.  
9 No questions. Thank you, Mahalia.

10 CHAIRMAN DANIEL: Thank you very much.

11 MAHALIA BALDINI: Thank you.

12 CHAIRMAN DANIEL: All right, this is Agenda  
13 Item 14, updates to statewide parent share of cost methodology.

14 ALLISON WILSON: Good morning, chairman,  
15 commissioners, Mr. Serna. For the record, Allison Wilson with  
16 the Child Care & Early Learning Division. On November 7, 2022,  
17 the commission approved a statewide methodology for assessing  
18 the parent share of cost, a percentage-based sliding scale based  
19 on family size and income. The methodology also scaled parent  
20 copays to higher percentages based on the number of children in  
21 the family receiving subsidies. In the spring of '23 the federal  
22 Office of Child Care published changes to the CCDF regulations  
23 that require states to cap family copays at seven percent of  
24 household income regardless of how many children are in child  
25 care. The commission approved Chapter 809 rule amendments on

1 July 9, 2024, to implement the federal regulations and cap  
2 parent share of costs at seven percent. TWC's approved  
3 methodology and sliding fee scale must now be updated to reflect  
4 these changes. Staff recommends that the commission consider the  
5 methodology described in the discussion paper which is the same  
6 methodology previously approved with the adoption of a seven  
7 percent cap so no family's copay exceeds seven percent. Staff  
8 recommends approving the proposed methodology for assessing  
9 families' parent share of costs as outlined in the discussion  
10 paper, and I'm—that concludes my remarks and I'm happy to answer  
11 any questions.

12 CHAIRMAN DANIEL: Any comments or questions?

13 COMMISSIONER TREVIÑO: None here.

14 COMMISSIONER ESPARZA: No questions.

15 CHAIRMAN DANIEL: Is there a motion?

16 COMMISSIONER TREVIÑO: Chairman, I move that  
17 we approve the methodology for assessing a family's parent share  
18 of costs as described in the discussion paper and recommended  
19 today by staff.

20 COMMISSIONER ESPARZA: I second.

21 CHAIRMAN DANIEL: The motion carries. Thank  
22 you. This is Agenda Item 15, acceptance of donations for the  
23 Greater Dallas Child Care Investments Partnership Project.

24 ALLISON WILSON: Again, for the record,  
25 Allison Wilson with the Child Care & Early Learning Division.



1 Before you today is a donation from the United Way of  
2 Metropolitan Dallas for the Child Care Investments Partnership  
3 Program for a project in Greater Dallas focused on expanding  
4 access to high-quality child care including care offered during  
5 nontraditional hours to shift workers. CCIP allows boards to  
6 partner with local donor organizations with an interest in  
7 improving the quality of child care and early learning in their  
8 community. Through this initiative TWC provides a 100 percent  
9 match of the cash contributions from local board partners. Funds  
10 donated to TWC and accepted by the commission as CCDF funds  
11 allow TWC to leverage the donations for potential drawdown of  
12 additional federal CCDF matching funds. TWC grants the donated  
13 funds plus TWC's 100 percent matching contribution to the board  
14 for administration of the approved CCIP project. Staff  
15 recommends the commission accept the United Way of Metropolitan  
16 Dallas donation of 200,000 and the match agreement associated  
17 with it as required by CCDF rules. That concludes my remarks.  
18 Happy to answer any questions.

19 CHAIRMAN DANIEL: Any comments or questions?

20 COMMISSIONER TREVIÑO: None here.

21 COMMISSIONER ESPARZA: No questions,  
22 chairman.

23 CHAIRMAN DANIEL: Is there a motion?

24 COMMISSIONER TREVIÑO: Chairman, I move that  
25 we approve the acceptance of a donation for the Micro Early

1 Education Programs project in the amount of \$200,000 from the  
2 United Way of Metropolitan Dallas as described in the discussion  
3 paper and recommended today by staff.

4 COMMISSIONER ESPARZA: I second.

5 CHAIRMAN DANIEL: It's been moved and  
6 seconded and the motion carries.

7 ALLISON WILSON: Thank you.

8 CHAIRMAN DANIEL: This is Agenda Item 16,  
9 board nominations.

10 PATRICIA MARTINEZ: Good morning, chairman,  
11 commissioners, Mr. Serna. For the record, Patricia Martinez,  
12 Workforce Development Division. Today for your consideration we  
13 have board nominations for Workforce Solutions Alamo, Golden  
14 Crescent, Greater Dallas, North Texas, and Northeast Texas.  
15 Staff recommends approval of the presented nominees and I'm here  
16 to answer any questions that you have.

17 CHAIRMAN DANIEL: Any comments or questions?

18 COMMISSIONER TREVIÑO: None here.

19 COMMISSIONER ESPARZA: No questions.

20 CHAIRMAN DANIEL: Is there a motion?

21 COMMISSIONER TREVIÑO: Chairman, I move that  
22 we approve the local Workforce Development Board member nominees  
23 presented today for the following: Workforce Solutions Alamo;  
24 Golden Crescent; Greater Dallas; North Texas; and Northeast  
25 Texas.

1 COMMISSIONER ESPARZA: I second.

2 CHAIRMAN DANIEL: It's been moved and  
3 seconded and the motion carries. Thank you. Let's see. I do not  
4 see a legislative report so an executive director's report.

5 MR. SERNA: No, sir. Nothing to report.

6 CHAIRMAN DANIEL: All right, is there any  
7 other order of business to come before the commission?

8 COMMISSIONER TREVIÑO: None here.

9 CHAIRMAN DANIEL: Commissioners, if I could  
10 just two minutes, I just need to clear up a piece of outstanding  
11 business. Mr. Trobman, it would appear that the Kansas City  
12 Chiefs are going to face the Philadelphia Eagles in the Super  
13 Bowl. Is that correct? In 2023 Mr. Trobman, did we have a  
14 friendly wager as to the outcome of that game, and as it  
15 happens, I believe the Chiefs prevailed by a field goal if I  
16 remember correctly. Yes, and if I recall our wager was, I would  
17 wager the only barbeque better than Kansas City barbeque which  
18 is Texas barbeque, I would wager a lunch of Texas barbeque  
19 against whatever we can find that passes for a cheesesteak here  
20 in Austin, Texas. Was that our wager last time? I'm just  
21 curious, I always believe it's a gentleman's responsibility to  
22 give another gentleman an opportunity to recover his lost wager  
23 from the last time. I'm offering a rematch if you choose to  
24 accept it.

25 MR. TROBMAN: [Inaudible].

1 CHAIRMAN DANIEL: That's really bold words.  
2 I appreciate that. I appreciate the confidence. However, so  
3 let's see, there's 11 players on the field but we have the  
4 addition of the seven referees for Kansas City, so that's really  
5 quite the deal. I'm working at a disadvantage, Mr. Trobman. I've  
6 had some new colleagues join me in the office, one of whom is, I  
7 think, charitably, I could describe as—I mean, this is redundant  
8 but a rabid Philadelphia Eagles fan. So, I think you're going to  
9 have some help cheering against it. And, of course, my only  
10 tieback to the Chiefs is the fact that their quarterback played  
11 at Texas Tech, which is all I really need, exactly.

12 COMMISSIONER ESPARZA: And, also, anybody  
13 but the Eagles. Dallas Cowboys fan.

14 CHAIRMAN DANIEL: I don't know the  
15 limitations here of the Open Meetings Act, but commissioner,  
16 would you like to join in our wager?

17 COMMISSIONER ESPARZA: I'll support it.

18 CHAIRMAN DANIEL: OK. Well, that's set.  
19 February 9, I think, two Sundays hence, we'll see where we are  
20 at the commission meeting on February 11. Thank you, Mr.  
21 Trobman. Is there anything else come before the commission?  
22 Hearing nothing, is there a motion to adjourn?

23 COMMISSIONER TREVIÑO: Chairman, I move to  
24 adjourn.

25 COMMISSIONER ESPARZA: Second.

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CHAIRMAN DANIEL: It has been moved and  
seconded to adjourn, and we are adjourned.