



P.O. Box 1749
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Item No. 15.1.3
Halifax Regional Council
November 19, 2024

TO: Mayor and Members of Halifax Regional Council

FROM: Cathie O'Toole, Chief Administrative Officer

DATE: November 8, 2024

SUBJECT: 2024 Councillor Appointments to Boards, Committees and Commissions

ORIGIN

The requirement to fill Councillor positions on Boards, Committees and Commissions

EXECUTIVE SUMMARY

Halifax Regional Council has several Boards, Committees and Commissions on which members of Council serve in accordance with the Terms of Reference of those bodies. Current appointments expired at the end of Council term, and new appointments are required to fill vacancies as outlined in this report.

RECOMMENDATION

It is recommended that Halifax Regional Council:

1. Suspend the rules of procedures in Administrative Order One, the *Procedures of the Council Administrative Order*, requiring Standing Committees to make recommendations or nominations to Regional Council respecting the appointments to various Boards, Committees and Commissions
 - (a) by the Executive Standing Committee under section 4 of Schedule 6 – Executive Standing Committee Term of Reference, and
 - (b) by the remaining Standing Committees, as outlined in Attachment 1;
2. Appoint the Members of Council to Boards, Committees and Commissions for a term to November 2026, as outlined in Attachment 2; and
3. Appoint the Members of Council, who are the successful candidates receiving the most votes after a vote by secret ballot, to the various Boards, Committees and Commissions as outlined in Attachment 3, for the following terms:
 - (a) a term to November 2026, except for two appointments to Halifax Water Board of Commissioners, and
 - (b) for two Members of Council appointed to the Halifax Water Board of Commissioners, for a

terms to November 2027.

BACKGROUND

Halifax Regional Council has several Boards, Committees and Commissions on which Members of Council serve in accordance with the Terms of Reference of those bodies. Current appointments expired at the end of Council term, and new appointments are required to fill vacancies.

DISCUSSION

An expression of interest was issued from the Office of the Municipal Clerk to all Members of Council regarding serving on various Boards, Committees and Commissions. The results have been compiled into two attachments. Attachment 2 outlines where there are sufficient vacancies to accommodate each Councillor, and Attachment 3 outlines where there are insufficient vacancies to accommodate each Councillor. In accordance with Administrative Order One, clause 120 (3)(c) states “where more than the number required for the committee of Council stand for election, a vote shall be taken by secret ballot”.

It is customary for the appointments of Members of Council to be presented to various Standing Committees for nominations. Due to timing considerations following the election, it is recommended that the sections of Administrative Order One (AO 1) outlined in Attachment 1 be suspended for the following bodies: the Heritage Advisory Committee, the Halifax Regional Water Commission Board, the Active Transportation Advisory Committee, and the Halifax Dartmouth Bridge Commission.

This report does not reflect the full slate of appointments required by Regional Council. Some committee appointments must be made by recommendation from Community Councils or Standing Committees once they receive new membership, and then be ratified by Regional Council if required.

Halifax Regional Water Commission Appointments

In 2020, it was determined that Councillor appointments to the Halifax Regional Water Commission should be staggered to allow for some continuity on the board. As set out in Schedule 5 of AO1 and section 12 of the *Halifax Regional Water Commission Administrative Order*, one of the four Councillors appointed to the Halifax Regional Water Commission Board of Directors is to be nominated by the Environment and Sustainability Standing Committee (ESSC), and the remaining three appointments are nominated by the Executive Standing Committee. To follow the same approach for other appointments, it is recommended that only the requirement for the three nominations by the Executive Standing Committee be suspended, as outlined in Attachment 1.

The *Halifax Regional Water Commission Act* states:

4(4) Each commissioner appointed pursuant to clause (1)(a) holds office for a term of two or three years at the discretion of council.

Accordingly, it is recommended that Regional Council:

- Appoint two (2) Councillors at large to the Halifax Water Board for terms until November 2027;
- Appoint one (1) Councillor to the Halifax Water Board for a term to November 2026; and
- Following nomination by the ESSC at their December 2024 meeting, appoint one (1) Councillor from ESSC to the Halifax Regional Water Commission for a term to November 2026. This appointment will be coming forwarding to Council at a future meeting.

Ex-Officio Appointments

Several bodies include Members of Council in their composition by right of their office. Since the membership is defined by the office of the Member, a motion of Council is not required. Ex-Officio appointments involving Members of Council include:

- Alderney Landing Board (District 5) – Councillor Austin
- Chain of Lakes Trails Association (District 9 and 10) – Councillor Cleary and Councillor Morse
- Cole Harbour Place (District 4) – Councillor Purdy
- Community Monitoring Committee (District 12) – Councillor Janet Steele
- Community Liaison Committee – Ragged Lake (District 13) – Councillor Nancy Hartling
- Halifax Forum Community Association (District 8) – Councillor Virginia Hinch
- Peggy’s Cove Commission (District 13) – Councillor Nancy Hartling; and
- Point Pleasant Park Advisory Committee (District 7) – Councillor Laura White

FINANCIAL IMPLICATIONS

No financial implications at this time.

RISK CONSIDERATION

A delay in considering and making appointments could result in additional delays for other meeting schedules and business of Committees as they would be formed at a later date.

COMMUNITY ENGAGEMENT

No community engagement was required.

ENVIRONMENTAL IMPLICATIONS

No environmental implications were identified.

ALTERNATIVES

It may be determined that the rules of procedure should not be suspended in order to expedite Councillor appointments. This approach is not recommended as delays in appointments will result in significant delays to the composition of other boards, committees and commissions.

Regional Council may consider nominations from the floor, with a mover and seconder, outside of the names submitted through the expression of interest process outlined in this report.

A Councillor who had expressed interest in serving on a Board, Committee or Commission may also remove their name from consideration at the meeting.

LEGISLATIVE AUTHORITY

Administrative Order One – *The Procedures of the Council Administrative Order.*

4. (2) Notwithstanding subsection (1), any one or more of the rules of procedures contained herein except for sections 5 and 41 and subsections 12(5) and 59(3) may be suspended by Council, Committee of the Whole, Community Council or a Standing Committee by the affirmative vote of two thirds (2/3rds) of the Members present and voting.

119. A report with recommendations for nomination and appointment shall be brought forward to the appropriate nominating or appointing body in accordance with the HRM Charter, the Public Appointment Policy and Terms of Reference adopted by the Council.

120. (1) The motion for the election of Members by the Council to Standing Committees shall be made in November of every second year.

The Halifax Water Regional Commission Act

4 (1) The Commission Board consists of (a) seven residents of the Regional Municipality, up to four of whom may be members of the Council, appointed by the Council;

The Halifax Water Regional Commission Administrative Order

12 (4) The Executive Committee, in accordance with its Terms of Reference as found in Schedule 6 of Administrative Order One, shall review the expression of interests and shall make a report and recommendation to Council respecting which member or members of Council to appoint to the Commission Board.

ATTACHMENTS

Attachment 1 – Rules of Procedures Recommended to be Suspended

Attachment 2 – Boards, Committees and Commissions with Sufficient Vacancies to accommodate each Councillor

Attachment 3 – Boards, Committees and Commissions with More Applications than Vacancies

Attachment 4 – Board, Committee and Commission Meeting Frequency

Report Prepared by: Iain MacLean, Municipal Clerk, Office of the Municipal Clerk, Phone: 902.490.4210

Attachment 1 (Rules of Procedures Recommended to be Suspended)

| SUSPENSIONS OF NOMINATION PROVISIONS | | | | | | | |
|---|---|-----------------------------------|------|-------------|--|---|-----------------------------------|
| Appointment to Board or Committee | Nominating Rules of Procedure Being Suspended | | | | | | |
| Heritage Advisory Committee | <p>Schedule 3: Community Planning and Economic Development Standing Committee - Terms of Reference</p> <p>6. The Community Planning and Economic Development Standing Committee shall have an active interest in the Agencies and Initiatives that support Community and Economic development throughout the municipality by:</p> <p>...</p> <p>(c) recommending to the Council the Municipality's appointments and reviewing service agreements of the agencies, boards and commissions under the mandate of the Standing Committee; and</p> <p>12. The following Committees shall be advisory committee to the Community Planning and Economic Development Standing Committee:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: center;">COMMITTEE</th> <th style="text-align: center;">TYPE</th> <th style="text-align: center;">APPOINTMENT</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">Heritage Advisory.</td> <td>Advisory on policy only. On heritage planning matters, the Committee reports directly to the Council pursuant to the <i>Heritage Property Act</i>.</td> <td style="text-align: center;">Recommend Members to the Council.</td> </tr> </tbody> </table> | COMMITTEE | TYPE | APPOINTMENT | Heritage Advisory. | Advisory on policy only. On heritage planning matters, the Committee reports directly to the Council pursuant to the <i>Heritage Property Act</i> . | Recommend Members to the Council. |
| COMMITTEE | TYPE | APPOINTMENT | | | | | |
| Heritage Advisory. | Advisory on policy only. On heritage planning matters, the Committee reports directly to the Council pursuant to the <i>Heritage Property Act</i> . | Recommend Members to the Council. | | | | | |
| Halifax Regional Water Commission Board | <p>Schedule 6: Executive Standing Committee- - Terms of Reference</p> <p>4. The Executive Standing Committee shall act as the Membership Selection Committee of the Council with a mandate to function as the nomination committee for appointment to Boards and Committees, including at large nomination to Standing Committees, except as delegated to other Standing Committees by the Council</p> | | | | | | |
| Active Transportation Advisory Committee | <p>Schedule 7: Transportation Standing Committee - Terms of Reference</p> <p>14. The following Committees shall be advisory committee or liaison with the Transportation Standing Committee:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: center;">COMMITTEE</th> <th style="text-align: center;">TYPE</th> <th style="text-align: center;">APPOINTMENT</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">Active Transportation Advisory Committee</td> <td style="text-align: center;">Advisory</td> <td style="text-align: center;">Recommend Members to the Council.</td> </tr> </tbody> </table> | COMMITTEE | TYPE | APPOINTMENT | Active Transportation Advisory Committee | Advisory | Recommend Members to the Council. |
| COMMITTEE | TYPE | APPOINTMENT | | | | | |
| Active Transportation Advisory Committee | Advisory | Recommend Members to the Council. | | | | | |
| Halifax Dartmouth Bridge Commission | <p>Schedule 7 : Transportation Standing Committee - Terms of Reference</p> <p>14. The following Committees shall be advisory committee or liaison with the Transportation Standing Committee:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: center;">COMMITTEE</th> <th style="text-align: center;">TYPE</th> <th style="text-align: center;">APPOINTMENT</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">Halifax-Dartmouth Bridge Commission</td> <td style="text-align: center;">Liaison only.</td> <td style="text-align: center;">Recommend Members to the Council.</td> </tr> </tbody> </table> | COMMITTEE | TYPE | APPOINTMENT | Halifax-Dartmouth Bridge Commission | Liaison only. | Recommend Members to the Council. |
| COMMITTEE | TYPE | APPOINTMENT | | | | | |
| Halifax-Dartmouth Bridge Commission | Liaison only. | Recommend Members to the Council. | | | | | |

Attachment 2
Boards, Committees and Commissions with Sufficient Vacancies to Accommodate
Each Councillor Based on Expression of Interest

| 2024-2026 Appointments with Sufficient Vacancies to Accommodate Councillor Interest | | | | | | |
|---|-----------------------|----------------------|-----|---|--|--|
| Name of Body that is Subject to Appointment | Composition | Required Nominations | Qty | Councillor Expression of Interest 1 st or 2 nd Choice | Councillor Expression of Interest 3 rd + Choice | Recommended Action |
| Acadian and Francophone Community Liaison | 1 Councillor at large | Member of Council | 1 | | Councillor St-Amand | Appoint Councillor St-Amand to serve as the Acadian and Francophone Community Liaison for a term to November 2026. |
| Zatzman Sportsplex Board | 1 Councillor at large | Member of Council | 1 | Councillor Austin | | Appoint Councillor Austin to the Zatzman Sportsplex Board for a term to November 2026. |

Attachment 3
Boards, Committees and Commissions with More Applications than Vacancies
Based on Expression of Interest

| 2024-2026 Councillor Appointments to Standing Committees | | | | | | |
|---|---|--|-----|--|--|---|
| Standing Committee | Composition | Required Nominations | Qty | Councillor Expression of Interest 1 st or 2 nd Choice | Councillor Expression of Interest 3 rd + Choice | Recommended Action |
| Appeals Standing Committee | Six (6) members: Two (2) members shall be appointed by the Council from HEMDCC, HWCC, NWCC. | Harbour East-Marine Drive Community Council (HEMDCC) | 2 | Councillor Kent (HEMDCC) | Councillor Purdy (HEMDCC) | Appoint Councillors Kent, Purdy as the HEMDCC representatives to Appeals Standing Committee for a term to November 2026. |
| | | | 2 | -- | Councillor Morse (HWCC) | Appoint Councillor Morse and another Councillor as the HWCC representatives to Appeals Standing Committee for a term to November 2026. |
| | | | 2 | -- | Councillor Hartling (NWCC) | Appoint Councilor Hartling and another Councillor as the NWCC representatives to Appeals Standing Committee for a term to November 2026. |
| | | Halifax and West Community Council (HWCC) | | | | |
| | | North West Community Council (NWCC) | | | | |
| Audit & Finance Standing Committee | Six (6) members: (a) One (1) member appointed from HEMDCC, HWCC, NWCC; and (b) three (3) Council members appointed at large | HEMDCC | 1 | Councillor Hendsbee (HEMDCC) | Councillor Purdy (HEMDCC) | Appoint Councillors Hendsbee as the HEMDCC representative, Cleary as the HWCC representative, and Deagle Gammon as the NWCC representative to Audit and Finance Standing Committee for a term to November 2026. |
| | | HWCC | 1 | Councillor Cleary (HWCC) | Councillor White (HWCC) Councillor Hinch (HWCC) Councillor Steele (HWCC) | Appoint three (3) Councillors at large to Audit and Finance Standing Committee for a term to November 2026. |
| | | NWCC | 1 | Councillor Deagle Gammon (NWCC) | Councillor Gillis (NWCC) Councillor St-Amand (NWCC) | |
| | | Councillors at Large | 3 | | | |
| Community Planning and Economic Development Standing Committee | Six (6) members: (a) One (1) member appointed from HEMDCC, HWCC, NWCC; and (b) three (3) Council members appointed at large | HEMDCC | 1 | Councillor Kent (HEMDCC) Councillor Purdy (HEMDCC) Councillor Austin (HEMDCC) Councillor Mancini (HEMDCC) | | Appoint one (1) Councillor from each: HEMDCC, HWCC, and NWCC to Community Planning and Economic Development Standing Committee for a term to November 2026. |
| | | HWCC | 1 | Councillor Hinch (HWCC) Councillor Morse (HWCC) Councillor Cuttell (HWCC) Councillor Steele (HWCC) | Councillor White (HWCC) | Appoint three (3) Councillors at large to Community Planning and Economic Development Standing Committee for a term to November 2026. |
| | | NWCC | 1 | Councillor Hartling (NWCC) Councillor Young (NWCC) Councillor Gillis (NWCC) Councillor St-Amand (NWCC) | Councillor Deagle Gammon (NWCC) | |
| | | Councillors at Large | 3 | | | |

| 2024-2026 Councillor Appointments to Standing Committees | | | | | | |
|--|---|----------------------|-----|---|---|--|
| Standing Committee | Composition | Required Nominations | Qty | Councillor Expression of Interest 1 st or 2 nd Choice | Councillor Expression of Interest 3 rd + Choice | Recommended Action |
| Environment and Sustainability Standing Committee | Six (6) members: (a) One (1) member appointed from HEMDCC, HWCC, NWCC; and (b) three (3) Council members appointed at large | HEMDCC | 1 | Councillor Mancini (HEMDCC) | Councillor Austin (HEMDCC) | Appoint one (1) Councillor from each: HEMDCC, HWCC, and NWCC to Environment and Sustainability Standing Committee for a term to November 2026. |
| | | HWCC | 1 | Councillor White (HWCC) Councillor Hinch (HWCC) | Councillor Morse (HWCC) Councillor Steele (HWCC) | |
| | | NWCC | 1 | Councillor Deagle Gammon (NWCC) Councillor Hartling (NWCC) | Councillor Gillis (NWCC) Councillor St-Amand (NWCC) | Appoint three (3) Councillors at large to Environment and Sustainability Standing Committee for a term to November 2026. |
| | | Councillors at Large | 3 | | | |
| Transportation Standing Committee | Six (6) members: (a) One (1) member appointed from HEMDCC, HWCC, NWCC; and (b) three (3) Council members appointed at large | HEMDCC | 1 | Councillor Purdy (HEMDCC) Councillor Austin (HEMDCC) | Councillor Hendsbee (HEMDCC) Councillor Mancini (HEMDCC) | Appoint one (1) Councillor from each: HEMDCC, HWCC, and NWCC to Transportation Standing Committee for a term to November 2026. |
| | | HWCC | 1 | Councillor White (HWCC) Councillor Cleary (HWCC) Councillor Morse (HWCC) Councillor Cuttell (HWCC) Councillor Steele (HWCC) | Councillor Hinch (HWCC) | |
| | | NWCC | 1 | Councillor Gillis (NWCC) Councillor Young (NWCC) Councillor St-Amand (NWCC) | Councillor Deagle Gammon (NWCC) | Appoint three (3) Councillors at large to Transportation Standing Committee for a term to November 2026. |
| | | Councillors at Large | 3 | | | |

Attachment 3
Boards, Committees and Commissions with More Applications than Vacancies
Based on Expression of Interest

| 2024-2026 Required Board, Committee and Commission Appointments | | | | | | |
|---|--|----------------------|-----|--|--|--|
| Board, Committee or Commission | Composition (Seats Allocated to Council Members that are Appointed by Regional Council) | Required Nominations | Qty | Councillor Expression of Interest 1 st or 2 nd Choice | Councillor Expression of Interest 3 rd + Choice | Recommended Action |
| Active Transportation Advisory Committee | 1 Councillor at large | Member of Council | 1 | Councillor Young | Councillor Deagle Gammon Councillor White Councillor Steele Councillor Gillis Councillor St-Amand | Appoint one (1) Councillor to the Active Transportation Advisory Committee for a term to November 2026. |
| Canada Games Centre Board | 1 Councillor at large | Member of Council | 1 | | Councillor Steele Councillor St-Amand | Appoint one (1) Councillor to the Canada Games Centre Board for a term to November 2026. |
| Halifax Partnership Board | 2 Councillors at large | Member of Council | 2 | Councillor Kent Councillor Cleary Councillor Morse Councillor Cuttell Councillor Steele Councillor St-Amand | Councillor Deagle Gammon Councillor Mancini Councillor White Councillor Gillis | Appoint two (2) Councillors to the Halifax Partnership Board for a term to November 2026. |
| Halifax Regional Library Board | 2 Councillors at large | Member of Council | 2 | | Councillor Mancini Councillor White Councillor Hinch Councillor Steele | Appoint two (2) Councillors to the Halifax Library Board for a term to November 2026. |
| Halifax Regional Water Commission | 3 Councillors at large (1 Additional appointment will be nominated by ESSC and forwarded to Council at a later date.) | Member of Council | 3 | Councillor Deagle Gammon Councillor Steele | Councillor Purdy Councillor Morse Councillor Cuttell Councillor Young Councillor Gillis Councillor St-Amand | Appoint two (2) Councillors at large to serve on the Halifax Regional Water Commission for a term to November 2027. Appoint one (1) Councillor to serve on the Halifax Regional Water Commission for a term to November 2026. |
| Heritage Advisory Committee | 2 Councillors at large | Member of Council | 2 | Councillor Hendsbee Councillor Hartling | Councillor Morse | Appoint two (2) Councillors to the Heritage Advisory Committee for a term to November 2026. |
| Indigenous Community Liaison | 1 Councillor at large | Member of Council | 1 | Councillor White | Councillor Hinch Councillor Steele | Appoint one (1) Councillor to serve as the Indigenous Community Liaison for a term to November 2026. |

Attachment 3
Boards, Committees and Commissions with More Applications than Vacancies
Based on Expression of Interest

| 2024-2026 Discretionary Board, Committee and Commission Appointments | | | | |
|--|---|--|--|---|
| Board, Committee or Commission | Composition (Seats Allocated to Council Members that are Appointed by Regional Council) | Councillor Expression of Interest 1 st or 2 nd Choice | Councillor Expression of Interest 3 rd + Choice | Recommended Action |
| Canadian Capital Cities Organization | Up to 3 Councillors at large | Councillor Deagle Gammon Councillor Kent Councillor Hinch Councillor Morse Councillor Cuttell Councillor Steele Councillor Gillis | Councillor Purdy Councillor White | Appoint up to three (3) Councillors to serve as the Regional Council Representatives to the Canadian Capital Cities Organization for a term to November 2026. |
| Discover Halifax Board of Directors | Up to 1 Councillor at large | Councillor Deagle Gammon Councillor Mancini Councillor White Councillor Cuttell Councillor Steele Councillor Hartling Councillor Gillis Councillor St-Amand | Councillor Purdy Councillor Hinch | Appoint one (1) Councillor to the Discover Halifax Board of Directors for a term to November 2026. |
| Halifax Harbour Bridges Board of Commissioners | Up to 2 Councillors at large | Councillor Hendsbee Councillor Purdy Councillor Austin | Councillor White Councillor Hinch Councillor Morse Councillor Steele Councillor St-Amand | Appoint up to two (2) Councillors to the Halifax Harbour Bridges Board of Commissioners for a term to November 2026. |
| Shubenacadie Canal Commission | Up to 2 Councillors | Councillor Mancini Councillor Austin | Councillor Deagle Gammon | Appoint up to two (2) Councillors to the Shubenacadie Canal Commission for a term to November 2026. |

Attachment 4

Board, Committee and Commission Meeting Frequency

Please note that these are the general meeting times of each meeting body, but may be subject to change

| Community Councils | |
|--|--|
| Meeting Body | Meeting Frequency |
| Harbour East-Marine Drive Community Council | First Thursday of each month - 6:00-8:00 p.m. |
| Halifax and West Community Council | Monthly, on a Tuesday when Council is not meeting - 6:00-8:00 p.m. |
| North West Community Council | 3rd Monday of the Month - 7:00-9:00 p.m. |
| Regional Centre Community Council | 4th Wednesday of the Month - 6:00-8:00 p.m. |

| Standing Committees | |
|---|--|
| Meeting Body | Meeting Frequency |
| Appeals Standing Committee | 2nd Thursday of the Month - 10:00 a.m.-12:00 p.m. |
| Audit & Finance Standing Committee | 3rd Wednesday of the Month - 10:00 a.m.-12:00 p.m. |
| Community Planning and Economic Development Standing Committee | 3rd Thursday of the Month - 10:00 a.m.-12:00 p.m. |
| Environment and Sustainability Standing Committee | 1st Thursday of the Month - 1:00-3:00 p.m. |
| Transportation Standing Committee | 4th Thursday of the Month - 1:00-3:00 p.m. |
| Executive Standing Committee | 4th Monday of the Month - 10:00 a.m.-12:00 p.m. |

| Advisory Boards, Committees and Commissions | |
|--|---|
| Meeting Body | Meeting Frequency |
| Accessibility Advisory Committee | 3rd Monday of the Month - 4:00-6:00 p.m. |
| Active Transportation Advisory Committee | 3rd Thursday of the Month - 4:30-6:30 p.m. |
| African Descent Advisory Committee | 2nd Thursday of the Month - 6:00-8:00 p.m. |
| Board of Police Commissioners | 1st Wednesday of the Month - 1:00-6:00 p.m. |
| Grants Committee | 4th Wednesday of the Month - 10:00 a.m.-12:00 p.m. |
| Heritage Advisory Committee | 4th Wednesday of the Month - 3:00-5:00 p.m. |
| Point Pleasant Park Advisory Committee | 1st Thursday of the Month (Bi-Monthly) - 4:30-6:30 p.m. |
| Special Events Advisory Committee | 2nd Wednesday of the Month – 9:30 a.m.-11:30 a.m. |
| Women and Gender Equity Advisory Committee | 1st Thursday of the Month - 4:30-6:30 p.m. |

External Boards, Committees and Commissions set and manage their own meeting schedules. For information about these meeting bodies, refer to their website linked under the External Board section at: <https://www.halifax.ca/city-hall/boards-committees-commissions>