

**LONG BEACH COMMUNITY  
COLLEGE DISTRICT**

The Long Beach Community College  
(LBCCD) District was established in 1927 for the

## PERSONNEL COMMISSION MEMBERS

Personnel Commission members are appointed for three-year staggered terms – one member is appointed by the Governing Board, one member is appointed by the classified bargaining unit and the third member is appointed by the other two members.

**Richard Gaylord** is the Board of Trustees' appointee. Mr. Gaylord is a licensed real estate broker who has been active in both professional organizations and in community service. In addition to his current service, Mr. Gaylord has served as the Chair of the Long Beach Civil Service Commission, the Long Beach Planning Commission, and the state's Board of Behavioral Science Examiners. He served as the 2008 President of the National Association of Realtors.

**Jeannine McManigal-Ball**, is the Board of Trustees' and Classified Employees Union's appointee. Ms. McManigal-Ball graduated from Lakewood High School and Long Beach City College before receiving her Bachelor's Degree from the University of Southern California and Master's Degree from Cal State University Long Beach. She is currently a teacher at Los Alamitos High School.

**Darwin Thorpe** is the Classified Employee Union's appointee. Mr. Thorpe is a retired professor of Biology at Compton Community College, He has served as past President of the Long Beach Community College District's Board of Trustees and Personnel Commission, Personnel Commissioner's Association of Southern California, and State Faculty Association of the California Community Colleges.

## STATEMENT OF ETHICS

We, members of the Long Beach Community College District Personnel Commission and Staff believe:

We exercise our responsibilities within all applicable Federal and State Law.

Equal opportunity should be provided to ALL and ALL shall be allowed to present their qualifications under a system of merit selection.

Efficiency of the classified service begins with individual responsibility to a shared ethical and work-related commitment by all employees in the workplace.

As leaders in support of the Merit System, we set the ethical tone by our personal conduct and our institutional leadership.

Implicit in our support of the Merit System is our obligation to administer state and federal laws honestly in the mutual interest of the citizens, elected representatives, management, and employees.

We should continue to seek, through state legislation and local policies, rules and processes which will further the interests of efficiency and fairness under the Merit System guidelines.

We should conduct ourselves both on and off the job in such a manner as to create faith in the objectivity and impartiality of our decisions.

### Personnel Commission Website

The Personnel Commission website provides meeting schedules, agendas, minutes, annual reports, rules and regulations, and current job openings.

<http://commission.lbcc.edu/meetings.cfm>

