Bicycle/Pedestrian Advisory Committee (BPAC)
Meeting Minutes
August 14, 2019

Members Present:
Doug Hall
Joan Sandler
Ted Wendler
Paul Eik, Chairperson
Larry Coletti, Vice Chairperson
Gilles Blais
Nic Mostert
Bob Storke
Patrick McCallister
Nancy Burgess-Hall
Jason Aufdenberg

Non-Voting Technical Appointees Present:
Gwen Perney
Edie Biro
Terri Bergeron

Members/Technical Appointees Absent:
Scott Leisen
Wendy Hickey (excused)
Heidi Petito
Gayle Belin (excused)
Danielle Anderson
Jeff Martindale
Christy Gillis (excused)
Eric Kozielski

Others Present:
Debbie Stewart, Recording Secretary
Stephan Harris
Lois Bollenback
Pamela Blankenship
Colleen Nicoulin
Crystal Mercedes
Rachael Maney
Carsten Georg
Kimberly Dixon
Andrew Dodzic
Steve Bodnaruk
Kristi Bodnaruk
Chris Daun
Sheriff Mike Chitwood

Representing:
Daytona Beach
DeBary
Deland
Flagler Beach
Flagler County
Holly Hill
New Smyrna Beach
Orange City
Volusia County, District 1
Volusia County, District 2
Volusia County at Large Alternate

Representing:
Port Orange
Volusia County

Representing:
Deltona
Flagler County
Flagler County Public Transportation
Ormond Beach
Palm Coast
Port Orange
South Daytona
Volusia County School Board

Representing:
TPO Staff
TPO Staff
TPO Staff
TPO Staff
TPO Staff
Bike Law
Bike Law
Daytona Beach
Flagler County Alternate
The Hub Cycling
The Hub Cycling
Volusia County, District 2 Alternate
Volusia County Sheriff's Office

I. Call to Order / Roll Call / Determination of Quorum / Pledge of Allegiance

The meeting of the River to Sea Transportation Planning Organization (TPO) Bicycle/Pedestrian Advisory Committee (BPAC) was called to order at 2:00 p.m. by Chairperson Paul Eik. The roll was called and it was determined that a quorum was present.
II. Public Comment/Participation

There were no public comments.

III. Action Items

A. Review and Approval of June 12, 2019 BPAC Meeting Minutes

*MOTION: A motion was made by Mr. Storke to approve the June 12, 2019 BPAC meeting minutes. The motion was seconded by Mr. Blais.

*A vote was taken later in the meeting to approve the minutes

B. Review and Recommend Approval of Resolution 2019-## Amending the FY 2019/20 to 2023/24 Transportation Improvement Program (TIP)

Ms. Nicoulin stated each year at this time the TPO receives a report from FDOT listing projects that were intended to be committed in the prior fiscal year but were not. They automatically roll-forward in FDOT’s Work Program but not in the Transportation Improvement Program (TIP) so a roll-forward amendment must be made. A link was provided yesterday via email to the roll-forward report as well as a link to the draft TIP.

Mr. Daun referred to the report and commented that some of the projects listed seemed to be completed; specifically, the paving of Seabreeze Boulevard from SR A1A to the bridge.

Ms. Nicoulin replied the paving may be completed but FDOT may not yet have closed out the project; funds have carried over for the close-out.

Mr. Daun stated Oakridge Boulevard is currently three lanes; he asked if it was going to be narrowed.

Ms. Nicoulin replied that Mr. Harris will discuss that during staff comments.

*MOTION: A motion was made by Mr. Coletti to recommend approval of Resolution 2019-## amending the FY 2019/20 to 2023/24 Transportation Improvement Program (TIP). The motion was seconded by Mr. Storke and passed unanimously.

C. Appointment of Complete Streets Subcommittee Members

Mr. Harris gave a PowerPoint presentation of complete streets and stated complete streets are streets where the entire right-of-way is planned, designed and operated for all modes of transportation and all users, regardless of age or ability. It includes motorized vehicles, pedestrians, bicycles, mass transit, etc. He reviewed the benefits of complete streets. He discussed how complete streets can increase safety. He reviewed the definition of complete streets and stated it was developed by the Walkability Action Institute Team. The consultant, Kittleson and Associates, facilitated the development of the draft Complete Streets Policy beginning with this definition. A street needs to accommodate the user in a specific context; therefore, a complete street in an urban area may look different than a complete street in a suburban or rural area. He reviewed the vision and goals of the Complete Street Policy and stated the TPO hopes to adopt a regional Complete Streets Policy for local governments to emulate and adopt a policy specific to their community. The TPO will develop outreach and training materials and revise the project prioritization process to incentivize complete streets projects; extra points may be given to project sponsors when a complete streets project application is submitted. It will also be addressed in the upcoming 2045 Long Range Transportation Plan (LRTP). As part of the vetting process for the Complete Streets Policy, volunteers for a subcommittee are being requested from the BPAC, CAC and TCC. The subcommittee will meet once later this month or next month to review the draft policy and provide feedback. The draft will then be presented to the advisory committees and TPO Board; the TPO anticipates adoption in October.
Mr. McCallister volunteered for the subcommittee.

Mr. Mostert asked how often the subcommittee would meet.

Mr. Harris replied once.

Mr. Mostert, Mr. Aufdenberg and Mr. Blais volunteered for the subcommittee.

Chairperson Elk announced a vote was not taken to approve the June 12, 2019 BPAC minutes; a motion and second were made but there was no vote. He asked members to vote to approve Action Item A, Review and Approval of the June 12, 2019 BPAC minutes.

*The motion to approve the June 12, 2019 BPAC meeting minutes passed unanimously.*

**MOTION:** A motion was made by Mr. Storke to appoint Mr. McCallister, Mr. Mostert, Mr. Aufdenberg and Mr. Blais to the Complete Streets Subcommittee. The motion was seconded by Mr. Wendler and carried unanimously.

Mr. Daun commented that this is an awesome program and it coincides with the Dangerous by Design Report. It will be an asset to the local communities once they adopt their own policies.

Mr. Aufdenberg commented Orange City already has a Complete Streets policy; they installed many sidewalks as part of that policy.

Mr. Mostert commented that there may be other cities like that who might have input so we are not reinventing the wheel.

Mr. Hall and Ms. Burgess-Hall joined the meeting; Chairperson Elk asked if they would be interested in the Complete Streets Subcommittee; if so, the motion can be amended.

They agreed.

**MOTION:** A motion was made by Mr. Daun to amend the motion appointing Mr. McCallister, Mr. Mostert, Mr. Aufdenberg and Mr. Blais to the Complete Streets Subcommittee to also include Mr. Hall and Ms. Burgess-Hall. The motion was seconded by Mr. Storke and carried unanimously.

**IV. Presentation and Discussion Items**

**A. Presentation and Discussion of Bicycle and Pedestrian Safety**

Chairperson Elk introduced Volusia County Sheriff Mike Chitwood to give the presentation and offered condolences on behalf of the BPAC for the loss of Deputy Scofield in June; Deputy Scofield was struck and killed while riding his bicycle.

Sheriff Chitwood stated most of the Sheriff's Office traffic enforcement is run by a “STEP” program; Strategic Traffic Enforcement Plan. This means that the people that complain the most are where their resources are directed. In 2017, the Sheriff's Office received a grant from FDOT and the University of South Florida; it was a $30,000 high visibility grant to conduct pedestrian operations in crosswalks. They issued 323 warnings and 135 citations in addition to several arrests. This past April, the Volusia County Sheriff's Office participated with the Florida Sheriff's Association in a grant that targeted school zone and bicycle lane safety; he reviewed the citations issued. The Sheriff's Office dedicated 200 hours to that operation. When they have the funding, they are very proactive. The Volusia County Sheriff's Office is present at every school backpack giveaway and they donate bicycle helmets to students that bike to school. Florida is the deadliest state in the country for bicyclists. The Sheriff's Office conducts operations as a group, like Mr. Hall and Ms. Burgess-Hall do with White...
Cane Awareness Day for the visually impaired; these are several hours well spent at an intersection pulling over motorists and issuing warnings. The purpose is education and if this committee would like to do an operation of that sort, they will get the resources to do so.

Mr. McCallister thanked Sheriff Chitwood and also offered condolences on the loss of Deputy Scofield. He stated he was bicycling in Stuart in 2015 and was struck by a motorist. After the accident, Mr. William Snyder put together public education through the Martin County Sheriff’s Office Facebook page. He asked if it would be possible for the Volusia County Sheriff’s Office to have a public education campaign on its Facebook, Instagram, Twitter, etc. if the BPAC coordinated it. He would like drivers and cyclists to be educated on things such as the three-foot law and other rules of the road including that drivers are permitted to pass cyclists.

Sheriff Chitwood replied absolutely; normally, they do short 30-second videos. He suggested getting in touch with the Sheriff’s Office Public Information Officer and they would come out and shoot a video. They are all for it whatever will help get the message out.

Mr. Coletti stated he bicycles approximately 9,000 miles per year and recently rode from Palm Coast to Daytona Beach. The most dangerous part of the ride is crossing at crosswalks because when he gets the okay to cross, drivers also get the green light; it is very dangerous. He has gone to the Palm Coast City Commission and their response was they do not want to impede the flow of traffic. He asked what can be done about this issue.

Sheriff Chitwood replied that unfortunately, that is the attitude that permeates everywhere. After Deputy Scofield was struck and killed, posts were made on Facebook that bicycles do not belong on the roadways. That is the attitude amongst the population and the elected officials. It is the same at every crosswalk.

Discussion continued.

Ms. Burgess-Hall stated a former member of the BPAC and FDOT representative, Ms. Deborah Tyrone, had stated traffic control could do a five-second delay on the green light versus the walk light; that would help because the pedestrian or cyclists have a lower chance of being struck. She announced October is White Cane Awareness Month and they are in the process of planning it; she would like to coordinate with the Sheriff’s Office and perhaps Daytona Beach Police Chief Capri and others to set up awareness activities. The Halifax Council for the Blind is considering doing some public service announcements (PSA). She asked if members knew of an intersection that they could address with police support.

Sheriff Chitwood replied that she should send him an email to schedule it.

Mr. Aufdenberg echoed Ms. Burgess-Hall’s comments regarding the delayed green, leading pedestrian signal, and commented the only one in Volusia County is at Seabreeze Boulevard and US 1. These are an inexpensive remedy if the technology already exists at the control box.

Sheriff Chitwood replied the Traffic Engineering Department would have to make that call.

Mr. Aufdenberg asked if seized drug money could be used to fund bicycle/pedestrian activities.

Sheriff Chitwood replied yes, some of the money could be used to pay for overtime to conduct certain activities. The legislature has cut the amount that is available; when he gets to the end of the budget year, which they are now and are under budget, they try to siphon funds off to do proactive police work such as ramping up traffic enforcement which they will be doing in September. Currently, they are out in force with students going back to school and monitoring the rural areas such as Pierson where students walk and bike to school more.

Discussion continued.
Chairperson Eik commented this committee stays active in finding ways to get information to the public so that they understand bicycle and pedestrian laws and safety.

Mr. McCallister stated that since he works with the Sheriff’s Office media team he will follow up on the Sheriff’s suggestion and send an email regarding PSAs that could be done through the Sheriff’s Office social media. He asked any suggestions be sent to him.

Sheriff Chitwood stated he appreciates the opportunity to work with this committee and perhaps they can do an activity to enforce the three-foot rule on the Ormond Loop.

B. Presentation and Discussion of Amending the 2040 Long Range Transportation Plan (LRTP)

Mr. Harris stated programming of the right-of-way phase of the SR 40 widening project has necessitated the need for an amendment to the current 2040 Long Range Transportation Plan (LRTP); this requires a 30-day public notice period.

Ms. Bollenback stated when the Transportation Improvement Program (TIP) was recently updated for the new five-year period there were a couple of projects on SR 40 that are in the 2040 Long Range Transportation Plan (LRTP) but funding for those projects is out in the second ten-year band. Because the right-of-way has moved into the TIP, the Federal Highway Administration (FHWA) requires the TPO to amend the LRTP. It is not programmed until year four or five of the TIP so there is time to process an amendment. There will be a presentation next month from the consultant who is helping update the 2045 LRTP. The TPO will have to amend the LRTP to keep these funds in the TIP and be able to utilize them. There is discussion regarding SunRail and the possibility of Phase 2 North but it does not look like it will progress enough in detail to include it. Performance measures will also have to be included in the amendment as well as interchange improvements on I-95 at US 1 in Ormond Beach. She expects to have the details to present a draft amendment at the September meeting and to move forward with approval in October.

C. Presentation and Discussion of the Annual Call for Projects and Priority Project Ranking Process of the River to Sea TPO

Mr. Harris stated the TPO’s priority process has three guiding resolutions; the first delineates the local match and establishes the policy for cost increases; the second establishes project categories and ranking; and the third allocates the TPO’s set aside (SU) funds. The TPO reaffirms these resolutions each year; there are no changes to the resolutions this year. These resolutions reflect the rules that the TPO and project sponsors follow when submitting project applications. He reviewed the priority process and stated this is the time of year the TPO reviews the previous call for projects and discusses what went well and what can be improved. This year the TPO accepted project applications via its file transfer site rather than on flash drives. Some project sponsors addressed the subcommittee during the evaluation and ranking of applications but most didn’t. The TPO encourages project sponsors to come and support their project applications; projects can be complicated and the applications are not always easy to understand. It is helpful for the sponsors to attend and explain their projects.

Ms. Biro asked if that could be a requirement.

Mr. Harris replied the TPO cannot make project sponsors attend. The subcommittee had to meet three times this year to finish the evaluation and ranking of project applications. There needs to be a way to get this done with fewer meetings.

Mr. Aufdenberg commented that his concern is that bike lanes fall through the cracks; when FDOT resurfaces a road they could restripe it and make it friendlier for bicycles. He asked if a city wants to resurface a road could they ask for funds to install bicycle infrastructure through the TPO.

Mr. Harris replied this TPO has chosen not to use federal funds for resurfacing projects which are generally maintenance. SU funds are dedicated to new projects; this is a policy decision.
Mr. Aufdenberg stated it frustrates him that FDOT chose to resurface Nova Road but this committee had no input and no one knew about it. He understands this is a maintenance issue but it could be proactive to install bike infrastructure when resurfacing a road. He used the example of when they narrowed the lanes in front of Mainland High School to add bike lanes several years ago. He would like the leaders to think of these things.

Mr. Harris replied that TPO staff works with FDOT staff to coordinate work that can be done during upcoming repaving projects. Staff recently met with FDOT to discuss this; one project was a shared use path on SR 442 in Edgewater. It is on Tier B of the List of Priority Projects (LOPP) awaiting funding; however, there is an upcoming repaving project and the city wanted to advance this project to build a sidewalk and trail along the roadway. The TPO did not have the funds but FDOT stepped in to help fund this project. One of the reasons it is getting funded is because it was coordinated with the repaving project.

Mr. Daun asked if a component could be added to the Complete Streets Policy draft for municipalities to ask that complete streets be considered when repaving or restriping a roadway.

Mr. Harris replied that is a good idea and they will discuss that at the subcommittee meeting.

Mr. Daun asked if projects that focus on safety and capacity are spelled out in the priority process; what to focus the funding on. He asked if communities are asked to submit projects specific to safety or capacity or if it is just an open call.

Mr. Harris replied yes; there are a number of safety projects on the LOPP. Capacity projects have to be in the Long Range Transportation Plan (LRTP). There will be significant public outreach for the 2045 LRTP.

Mr. Blais stated the lack of communication between FDOT and this group is frustrating; there should be a representative here from FDOT.

Mr. Harris stated there usually is a representative from FDOT but Mr. Mike Ziarnek recently resigned. His position has not yet been filled but a representative from FDOT is expected to attend next month.

Mr. Mostert referred to the recent priority process subcommittee meetings and stated some project sponsors did come and present their projects but suggested having a hard cut off time for presentations. By encouraging more cities to come and present their projects it will lengthen the meetings.

V. Staff Comments

→ Grand Opening for Orange City’s Skate Park

Mr. Harris stated the TPO attend the opening of the new skate park in Orange City on Saturday; over 50 bike helmets were fitted and donated. He thanked Mr. Storke for his help.

→ Lane Reduction on Oakridge Boulevard in Daytona Beach

Mr. Harris showed the map of the lane reduction project on Oakridge Boulevard; the Seabreeze Bridge consists of two spans. The south span is one-way east bound; this project will start at the foot of the bridge and run east to SR A1A. FDOT intends to resurface the road. Currently, there are three east bound lanes; the right lane will be converted to a 7’ wide buffered bike lane. The current speed limit is 45 miles per hour (mph); information received from FDOT has the new posted speed at 35 mph. The idea is to improve safety, calm traffic and improve the flow especially around the parking garage on the corner of Oakridge Boulevard and SR A1A. A public meeting regarding this project will be held August 20, 2019 at the Peabody Auditorium from 5:00 pm to 7:00 pm. FDOT will also be providing a presentation to the CAC and TCC meetings next week.

Mr. Daun commented that he lives in that area and the only issue he sees with this project is when you come over the bridge and approach Halifax Avenue, two of the three lanes are used for turn lanes. He believes the
proposed bike lane should begin immediately east of Halifax Avenue as opposed to the foot of the bridge; it could impede traffic turning onto Halifax Avenue.

Mr. McCallister commented that the Roosevelt Bridge in Stuart has a bike lane that disappears at the end of the bridge. He covered one fatality for a newspaper there and after doing some research discovered it was the third or fourth bicyclist fatality since the bridge opened. The issue is coming off the downsize of the bridge both bikes and vehicles have a tendency to pick up speed. The bicyclist is trying to move into the traffic lane going at a good rate of speed but is encountering vehicles that have also sped up; if a bike lane ends at the base of a bridge, it causes fatalities.

→ Update of FDOT’s Proposed Local Agency Program (LAP) Policy

Mr. Harris stated FDOT has proposed changes to the Local Agency Program (LAP) that include limiting full LAP certification to counties only; limiting project specific certification to local governments with limited experience defined as successful administration of three or less federal aid projects within a three-year period; requiring local governments to fund PD&E, design and right-of-way acquisition with local funds; and placing an arbitrary minimum threshold of $250,000 for project funding. Last month, this TPO adopted a resolution opposed to all of those. FDOT has not yet responded to that resolution but they intend to hold public workshops to receive more comments. The TPO will inform members when those workshops are scheduled.

Mr. Daun asked if the comments that were made could be emailed to members.

Mr. Harris replied yes and he will also send the resolution.

Mr. Mostert asked why FDOT would want to do these things that the TPO opposes; and with the county providing LAP services, it seems it will hurt the small cities.

Mr. Harris replied he did not know but will find out.

Mr. Storke pointed out that this is only for District 5 and no other districts in Florida are doing this.

Mr. Harris announced the 2019 Bicycle Suitability Maps are now available.

VI. Information Items
   → BPAC Attendance Record
   → June – July TPO Outreach and Activities
   → Save the Date for Central Florida Mobility Week: October 25 – November 1, 2019

Chairperson Elk reminded members to review the information items in particular the “Save the Date” for Mobility Week, October 25 – November 1, 2019.

VII. BPAC Member Comments

Mr. McCallister stated he works with the Volusia County Sheriff’s Office media team and will take the initiative to work out a possible public education and awareness project that they can do. If anyone has suggestions please let him know. He will follow up with Sheriff Chitwood’s suggestion to work with a group of cyclists through JC’s Bikes in DeLand that will allow the Sheriff’s Office to operate an awareness project regarding the three-foot law.

Mr. Aufdenberg stated Ms. Courtney Reynolds, ReThink Your Commute, and he are trying to get a film shown during Mobility Week called “Motherlode” which is about families using cargo bikes to commute. He is hoping to work with a local theater to schedule. He just returned from Europe and was able to see from the air the bicycle infrastructure in Amsterdam. He hopes to pass out the 2019 Bicycle Suitability Maps to Embry-Riddle Aeronautical University students during orientation next week. He was happy to see in the TIP the express bus to the DeBary SunRail station; he does not know if that is funding the existing bus service or if this is a new express bus.
Ms. Biro replied it is existing buses; no new ones.

Mr. Aufdenberg commented in order to catch the express bus now he has to leave at 6:00 am; he was hoping there would be a later bus. He referred to the Navy Canal Shared Use Path project numbers and asked if Daytona Beach was in a hole regarding the budget.

Mr. Harris replied it is underfunded.

Mr. Blais referred to the new shopping center and apartments at LPGA Boulevard and commented how sad it is that provisions for bicycles and pedestrians were not considered. Quite a few people ride bikes to the shopping center; he is waiting on a fatality to happen there.

Mr. Hall stated he, along with many others, are very concerned about the lack of sidewalks, bicycle lanes and bus service to the new LPGA Boulevard shopping area and Tanger Outlet Mall. It was a dumb idea for the county to allow that to happen. He has not heard any updates regarding the proposed roundabout at International Speedway Boulevard (ISB) and SR A1A; we need to follow up on that project and ensure they design for bikes and pedestrians. He announced White Cane Pedestrian/Bicycle Awareness Month is October; they are making plans on what to do for this activity. He wants to do several activities and incorporate bike safety with it.

Mr. Harris asked if that would be part of Mobility Week.

Mr. Hall replied he thinks it would be a great idea to incorporate it with Mobility Week but it is up to the group that plans it. October 15, 2019 is White Cane Awareness Day but the whole month is for awareness.

Ms. Burgess-Hall commented they are running late for planning for White Cane and Pedestrian Awareness; they have included bicycles sometimes in the past. There are two major consumer groups in the Daytona Beach area; the Halifax Council of the Blind and the National Federation of the Blind. Last year the National Federation of the Blind took leadership in the public awareness crossing at White Street and International Speedway Boulevard (ISB) and may do so again this year. The Halifax Council of the Blind is looking to do several smaller activities with one being the “Alert Today, Alive Tomorrow” chain mail on Facebook. She would like to incorporate some of the PSAs that Mr. McCallister is considering.

Mr. McCallister asked if White Cane Awareness was specific to raising motorist’s awareness of blind individuals or does it include attention to people with disabilities as well.

Ms. Burgess-Hall replied it was originally intended for the blind but was amended to include the mobility impaired. Daytona Beach has expanded awareness activities to include all pedestrians because it is such a critical need here.

Mr. McCallister commented that there are a significant number of those in the autism community that cannot drive because of sensory processing problems. His point is that people with developmental disabilities depend on bicycles and buses for transportation; if White Cane Awareness Day is expanded to include people with disabilities and he would like them to be considered.

Ms. Burgess-Hall replied yes and added a group will be getting together to brainstorm ideas about what can be done; this is a real concern. That population has not been looked at before.

Mr. Dodzik referred to complete streets asked if there was a definition of what constitutes a street trying to become a complete street; not every street can become a complete street.

Mr. McCallister replied the complete streets concept goes back to the 1980s and is a conceptual guide over time and with experience and engineering some best practices have been developed.

Mr. Dodzik he understands that; his street could never be a complete street but major arterials seem to the goal.
Mr. Harris replied if a street has a sidewalk, bike lane, and/or travel lanes that can accommodate transit vehicles, it is a Complete Street; to be able to accommodate all of those types of users.

Mr. Daun commented that now that he is aware of the Signal Four Analytics, he thinks it is important that the word gets out for everyone to use them so everyone is on the same page. The Dangerous by Design report is another set of statistics, and FDOT has other statistics. He suggested getting the word out to the Sheriff’s Office, etc.; Signal Four will also identify intersections that are dangerous for bicycles and pedestrians. When SR A1A washed out in Flagler Beach and the rebuilding of that road did not include a trail. That is a serious issue for SUN Trail because there is nowhere for people to go through Flagler Beach. The Southeast Greenways and Trails Summit will occur in April and they are requesting speakers. A lot of our issues have to do with urban trail design and many of the systems in place have to do with how many miles of trails we have built. Some like to focus on rural trails because they are easier and cheaper to build, but the fact is we have urban areas. That is an important component of this summit as well as getting partners to invest in urban trails. This would also include pedestrian bridges. He thanked the TPO for a great job on the bike map.

Mr. Mostert agreed that the bike map is great and reminded members of students going back to school and to be aware.

Chairperson Elk thanked members for helping him get through his first meeting as Chairperson; there is so much good work that comes out of this committee and he is glad to be a part of it.

VIII. Adjournment

The BPAC meeting adjourned at 3:38 p.m.

River to Sea Transportation Planning Organization

Mr. Paul Elk, Chairperson
Bicycle/Pedestrian Advisory Committee (BPAC)

CERTIFICATE:

The undersigned duly qualified and acting Recording Secretary of the River to Sea TPO certifies that the foregoing is a true and correct copy of the minutes of the August 14, 2019 regular meeting of the Bicycle/Pedestrian Advisory Committee (BPAC), approved and duly signed this 11th day of September 2019.

Debbie Stewart, Recording Secretary
River to Sea Transportation Planning Organization