

**State of Connecticut
Commission on Human Rights and Opportunities
Special Commission Meeting
Telephonic
Hartford, CT 06106
Monday, January 26, 2015
2:30 P.M.**



**Minutes
Special Telephonic Commission Meeting**

Commissioners Present

Gary H. Collins, Chairman
Edward Mambruno, Secretary
Edith Pestana
Andrew Norton

Commissioners Absent

Dawn Niles

STAFF PRESENT

Tanya Hughes, Executive Director	
Cheryl Sharp, Deputy Director	Valerie Kennedy, HRO Rep
David Teed, Assistant Attorney General	Sue Hom, HRO Rep
Alvin Bingham, AA/CC Supervisor	Neva Vigezzi, HRO Rep

Attendance – Department of Emergency Services and Public Protection (DESPP)

Commissioner Schiro	Daphne Lewis
Ms. Cordula, Retired EEO, Consultant	

I. Chairperson: Gary H. Collins, Presiding

Chairman Collins convened the meeting at 2:40 p.m. He stated there was a quorum with the entrance of Commissioners, Edith Pestana, Andrew Norton, and Ed Mambruno. This telephonic meeting was being held regarding the affirmative action plan of the Department of Emergency Services and Public Protection.

II. Review and Approval of Minutes of the January 14, 2015 Regular Commission Meeting.

Chair Collins asked for an approval of the minutes from January 14, 2015. It was decided the approval of the minutes would be tabled until the February Regular Commission meeting.

III. Affirmative Action Recommendation – Vote Required

The plan was presented to the Commissioners by Alvin Bingham.

Staff Recommendation: Disapproved

1. Department of Emergency Services and Public Protection

Representing the agency were Commissioner Schriro, Daphne Lewis, and Ms. Cordula.

The Affirmative Action plan of the Department of Emergency Services and Public Protection was recommended for disapproval based on the following: It did not contain the elements required; the agency did not demonstrate good faith efforts to achieve its goals; the agency has not met all or substantially all of its hiring goals at 39.8%. Their promotion goals were not met at 37.4 %. There were no deficiencies in the prior plan review. The five year filing history is as follows: 2012, approved and 2013, a conditional approval.

Commissioner Schriro reported that a fair and equitable workforce is of great importance and she will continue to make advancements within the agency.

Ms. Cordula addressed the Response submitted by DESPP and discussed points in which Commissioner Schriro expanded upon:

- Lack of staff since 2010, in which time Daphne Lewis came to DESPP, has affected status of their AA plan.
- A narrative of job postings from the previous plan, specifically, the *Dispatcher Trainee position, the EEO Manager position, and the Trooper Trainee position.*

Chair Collins asked for clarification on the position of the EEO Manager. He noted that from the perspective of the Commission, they have to deal with the information put before them.

Daphne Lewis explained that the EEO Manger must have prior experience, namely as an EEO1, an EEO2, and having done an affirmative action plan. DESPP has not been able to hire a candidate with these qualifications.

Commissioners Norton, Pestana, and Mambruno strongly recommended DESPP hire the staff they need.

A motion was made by Commissioner Pestana to accept the recommendation to disapprove the affirmative action plan for the Department of Emergency Services and Public Protection and they retain their annual filing status. It was seconded by Commissioner Mambruno. Chair Collins did a roll call vote – all three said yes. The motion carried unanimously.

IV. Adjournment

A motion was made by Commissioner Norton to adjourn the meeting and seconded by Commissioner Pestana. The motion to adjourn carried unanimously. The meeting ended at 3:55 p.m.

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