

**REGULAR MEETING
OF THE
COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES
THURSDAY, SEPTEMBER 14, 2006, 2:00 P.M.
21 GRAND STREET
HARTFORD, CT 06106
4th FLOOR CONFERENCE ROOM**

MINUTES

COMMISSIONERS PRESENT

Andrew M. Norton, Chair
Edward Mambruno, Secretary
Cheryl Lynn Clarke
Larry Conaway
Jimmie L. Griffin
John Lobon
Lillian H. Brown
George Marshall

COMMISSIONERS ABSENT

Gloria Mengual

STAFF PRESENT

R. Hamisi Ingram, Executive Director
Raymond P. Pech, Assistant Director
Robert Brothers, Jr., Managing Director & Commission Attorney
Donald Newton, Field Operations Manager
Zenaida Colon, Fiscal Administrative Supervisor
Pekah Wallace, HRO Regional Manager
James Flynn, HRO Regional Manager
Lena Ferguson, Legislative Regulations Specialist
Alvin Bingham, Contract Compliance Supervisor
Neva Vigezzi, Affirmative Action Program Analyst
Valerie Kennedy, HRO Representative
Paula Ross, HRO Representative
Rebecca Johnson, HRO Representative

I. CONVENE MEETING:

Chairman Norton convened the meeting at 2:05 p.m. and welcomed all guests.

II. SECRETARY:

Review and Approval of Minutes of August 10, 2006 Regular Commission Meeting:

It was moved by Commissioner Griffin and seconded by Commissioner Marshall to approve the Minutes of the August 10, 2006 Regular Commission meeting as presented. The motion carried with Commissioners Lobon, Griffin, Marshall, Mambruno, Clarke and Conaway voting in the affirmative. Commissioner Brown abstained and Chairman Norton did not vote on the motion.

Review and Approval of Minutes of August 17, 2006 Special Commission Meeting:

It was moved by Commissioner Griffin and seconded by Commissioner Brown to approve the minutes of the August 17, 2006 Special Commission meeting as presented. The motion carried with Commissioners Griffin, Brown, Mambruno and Clarke voting in the affirmative. Commissioner Marshall, Lobon and Conaway abstained, Chairman Norton did not vote on the motion.

III. EXECUTIVE DIRECTOR'S REPORT: R. Hamisi Ingram

A. Agencies Proposed Affirmative Action Plans:

Staff Recommendation: ***Approval***

1. Connecticut State University System
2. Office of the Chief Medical Examiner
3. Office of the State Comptroller
4. Central Connecticut State University

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1. Connecticut State University System

Mr. Bingham gave a brief overview of the affirmative action plan and introduced the staff present from Connecticut State University. It was moved by Commissioner Lobon and seconded by Commissioner Griffin to accept the staff recommendation to approve the affirmative action plan. A motion having been made and properly seconded to accept the staff recommendation, the Chairman called for a vote. The motion carried with Commissioner Marshall, Brown, Mambruno, Griffin, Lobon, Conaway and Clarke voting to accept the motion. Chairman Norton did not vote on the motion.

Commissioner Brown identified an error in the Connecticut State University System's affirmative action plan on page one pertaining to the next filing date, which read June 30, 2006. Mr. Bingham agreed that it was a typographical error and it should read 2007. Mr. Bingham also pointed out an additional typographical error on page five of five, set-aside goals for 2006 MBE goal should read 25.6% and not 369%.

2. Office of the Chief Medical Examiner

Mr. Bingham gave a brief overview of the affirmative action plan and introduced the staff present. It was moved by Commissioner Clarke and seconded by Commissioner Marshall to accept the staff recommendation to approve the affirmative action plan. A motion having been made and properly seconded to accept the staff recommendation to approve the Chief Medical Examiner's affirmative action plan, the Chairman called for a vote. The motion carried with Commissioner Marshall, Mambruno, Griffin, Lobon, Conaway, Brown and Clarke voting to accept the motion. Chairman Norton did not vote on the motion.

Mr. Pech identified a typographical error on page 4 of 6 under section 46a-68-59(b)(3) it starts off by saying the name of the plan is the Office of the State Comptroller which is not before you at this time. However, it will be before you next. We are currently reviewing the Office of the State Medical Examiner. Mr. Bingham has agreed to correct the error.

3. Office of the State Comptroller

Mr. Bingham gave a brief overview of the affirmative action plan and introduced the staff present from the Comptroller's office. It was moved by Commissioner Mambruno and seconded by Commissioner Brown to accept the staff recommendation to approve the affirmative action plan. A motion having been made and properly seconded to accept the staff recommendation to approve the affirmative action plan, the Chairman called for a vote. The motion carried with Commissioner Marshall, Mambruno, Brown, Griffin, Lobon, Conaway and Clarke voting to accept the motion. Chairman Norton did not vote on the motion.

Mr. Bingham pointed out a typographical error on page 8 of 8. The MBE set-aside goals for 2005 percentage shows 163% and it should be 194%.

Chairman Norton reiterated a discussion from the last Commission meeting when it was decided that Mr. Bingham would not be reading the numbers of the MBE and SBE goals because several of the Commissioners felt that since those numbers were not taken into consideration for approval or disapproval of a plan that including that information would not be beneficial.

Commissioner Brown said that she appreciates Mr. Bingham pointing out the corrections to the Commissioners if there are errors in the MBE and SBE goals.

4. Central Connecticut State University

Mr. Bingham gave a brief overview of the affirmative action plan and introduced the staff. It was moved by Commissioner Griffin and seconded by Commissioner Marshall to accept the staff recommendation to approve the affirmative action plan. A motion having been made and properly seconded to accept the staff recommendation to approve the affirmative action plan, the Chairman called for a vote. The motion carried with Commissioner Marshall, Brown, Mambruno, Griffin, Lobon, Conaway and Clarke voting to accept the motion. Chairman Norton did not vote on the motion.

Commissioner Lobon pointed out an error on the last page of the plan, which had the title of the plan as Connecticut State University System when it should have been Central Connecticut State University. Mr. Bingham

agreed to correct the error.

A. Fiscal Report

Nandi Colon, Fiscal Administrative Supervisor gave a brief explanation of the Comprehensive Financial Status Report and an extensive overview of the vacant positions, transfers and newly established positions. Ms. Colon dialogued with several of the Commissioners regarding the number of employees in each regional office due to transfers and new hires referring many of the questions posed to her either to Mr. Ingram, Mr. Newton or Ms. Alphonse because she was not privy to some of the information. Chairman Norton, Mr. Ingram, Mr. Newton, Mr. Pech and Ms. Colon had a discussion clarifying many of the questions from the Commissioners including but not limited to their concerns regarding the number of complaints and the number of employees at the West Central Regional Office.

B. Field Operations Report

Donald Newton, Field Operations Manager gave a brief synopsis of his written report. He expounded on the changes in his report regarding the current and prior months numbers and identified an error on page 4 where it indicates "Total Pending Caseload" the current caseload number should have read 2,221. Mr. Newton expounded on page 3 of his report, which clarifies the number of cases in each office.

Commissioner Griffin reiterated to Mr. Newton what he just explained regarding the current caseload numbers in each regional office asking for further clarification on the number of HRO Rep's located in each office and how the decision was made. Mr. Newton referred his question to Mr. Ingram to obtain the rationale. However, Mr. Newton did explain the two transfers from Waterbury will be filling vacancies in the Capitol Regional Office. If those two individuals did not transfer from Waterbury, the Capitol regional Office would have had to hire from outside. The West Central regional Office will receive one additional person. They will have a net loss of one employee.

Commissioner Griffin continued to dialogue with Mr. Newton asking him if he thought it would be a good idea to have two employees transfer from the West Central Regional Office since his job is to oversee all of the regional

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offices.

Mr. Newton said that he agreed that there is a need for additional staff in that regional office in order to manage the caseload. Commissioner Griffin asked for further clarification from Mr. Newton regarding the transfer process. Mr. Newton explained the transfer process of the P-2 collective bargaining agreement. The dialogue continued regarding transfers and new hires. Mr. Newton explained that the HUD liaison called to let him know that seeing as the agency was so successful in sending employees to the Fair Housing Training Academy in Washington, the agency will be receiving a \$10,597.00 bonus, which will amend last years contract. HUD will probably earmark that money for training.

C. Legislative Report

Lena Ferguson, Regulations & Legislative Specialist gave a very brief report regarding what legislative proposals CHRO would like to submit for the 2007 session in October. Once the legislative committee has met a report will given to the Commissioners by either one of the members of the legislative committee or staff probably at the October meeting.

D. Managing Director Report

Robert Brothers, Jr., Managing Director & Commission Attorney, was excited to report that the legal department is current with all pending reopening requests. Mr. Brothers advised the participants present for the reopening request, that they might not have an opportunity to go before the Commissioners, as the process will convene in executive session. Written notice will follow after a decision is reached.

IV. OLD BUSINESS:

1. Clarification of the vote taken at the August 10, 2006 regular meeting with respect to the Affirmative Action Plan of the Department of Transportation.

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Mr. Pech expounded on the vote that was taken at the August meeting for the Department of Transportation's affirmative action plan and explained the reason the vote needed to be clarified.

It was moved by Commissioner Griffin and seconded by Commissioner Mambruno to reconsider the vote for the Department of Transportation's affirmative action plan. A motion having been made and properly seconded, the Chairman called for a vote. The motion carried with Commissioner Marshall, Mambruno, Brown, Griffin, Lobon, Conaway and Clarke voting to accept the motion. Chairman Norton did not vote on the motion

It was moved by Commissioner Lobon and seconded by Commissioner Conaway to disapprove the Department of Transportation's affirmative action plan allowing them to retain their annual filing status. A motion having been made and properly seconded the Chairman called for a vote. The motion carried with Commissioner Marshall, Mambruno, Brown, Griffin, Lobon, Conaway and Clarke voting to accept the motion. Chairman Norton did not vote on the motion.

2. Clarification of the vote taken at the August 10, 2006 regular meeting with respect to the petition for annual filing submitted by Middlesex Community College.

Mr. Pech expounded on the vote that was taken at the August meeting with respect to the petition for annual filing status submitted by Middlesex Community College. A motion was made at the August meeting to amend the agenda to add Middlesex's request to the agenda to consider their petition. However, the Commissioners voted in favor of that motion to amend the agenda and not to grant their request to return to an annual filing status.

It was moved by Commissioner Clarke and seconded by Commissioner Griffin to grant annual filing status to Middlesex Community College. A motion having been made and properly seconded the Chairman called for a vote. The motion carried with Commissioner Marshall, Mambruno, Brown, Griffin, Conaway and Clarke voting to accept the motion. Commissioner Lobon abstained and the Chairman Norton did not vote on the motion.

A.
B.

V. EXECUTIVE SESSION:

It was moved by Commissioner Brown and seconded by Commissioner Marshall that the Commission go into executive session for the purposes of discussing pending litigation and personnel matters. The motion carried with Commissioner Marshall, Brown, Mambruno, Griffin, Lobon, Conaway and Clarke voting to accept the motion. The Chairman did not vote. All members of the public were excused from executive session.

A. Report on Pending Claims or Pending Litigation:

1. Leonyer Richardson v. CT Commission on Human Rights and Opportunities, Docket No. 3:02CV625AVC
2. Jewel E. Brown v. CT Commission on Human Rights and Opportunities, Docket No. 3:02CV223CFD
3. Femi Bogle Assegai v. CT Commission on Human Rights and Opportunities, Docket No. 3:02CV2292JCH
4. Such Other Claims As May Arise

B. Reopening Request:

Bagot v. Glastonbury Board of Education. No. 0640209

C. Personnel Matters: Discussion of Annual Evaluation of Executive Director

VI. RETURN TO REGULAR SESSION:

It was moved by Commissioner Griffin and seconded by Commissioner Marshall to return to regular session. The motion carried with Commissioner Brown, Marshall, Griffin, Lobon, Conaway and Clarke voting to accept the motion. Chairperson Norton did not vote on the motion. The Chairperson noted for the record that Assistant Attorney General David Teed, Executive Director R. Hamisi Ingram, Assistant Director Raymond Pech and Managing Director & Commission Attorney Robert Brothers, Jr., participated in a portion of Executive Session. Commissioner Mambruno departed during executive session. No votes were taken in executive session.

VII. VOTE ON EXECUTIVE SESSION ITEMS:

A. Pending Litigation:

Report on Pending Federal Court Litigation: No Discussion, No vote.

1. Leonyer Richardson v. CT Commission on Human Rights and Opportunities, Docket No. 3:02CV625AVC
2. Jewel E. Brown v. CT Commission on Human Rights and Opportunities, Docket No. 3:02CV223CFD
3. Femi Bogle Assegai v. CT Commission on Human Rights and Opportunities, Docket No. 3:02CV2292JCH
4. Such Other Claims As May Arise

B. Reopening Request:

Bagot v. Glastonbury Board of Education. No. 0640209

It was moved by Commissioner Griffin and seconded by Commissioner Marshall to accept staff's recommendation to deny the reopening in the matter of Bagot v. Glastonbury Board of Education. The motion carried with Commissioner Griffin, Marshall, Brown, Lobon, Conaway and Clarke voting to accept the motion. Chairman Norton did not vote on the motion.

Chairman Norton announced that Neva Vigezzi filed a grievance and OLR handed out a decision today in Ms. Vigezzi's favor. Chairman Norton passed out a copy of the decision to the Commissioners.

Chairman Norton announced that a Special Commission Meeting will be held to discuss personnel matters, litigation and the annual evaluation of the Executive Director on Thursday, September 28, 2006 at 3:30 at the Legislative Office Building. Chairman Norton indicated that the entire meeting might be held in Executive Session.

VIII. ADJOURNMENT:

There being no further business before the Commission, it was moved by Commissioner Griffin and seconded by Commissioner Mambruno to adjourn the meeting at approximately 5:17 p.m. The motion carried with Commissioners Conaway, Clarke, Brown, Marshall, Griffin and Lobon voting in the affirmative. Chairman Norton did not vote on the motion.

IX. CERTIFICATION:

I hereby certify that the foregoing is the official record of the Commission's September 14, 2006 Regular Commission Meeting, and that these minutes were adopted as true, accurate, and authentic by majority vote of the Commissioners present and voting at the October 12, 2006 regular meeting of the Commission.

Attest: _____
Edward Mambruno
Secretary

_____ Date