

**MINUTES OF THE REGULAR COMMISSION MEETING OF THE COMMISSION ON
HUMAN RIGHTS AND OPPORTUNITIES
THURSDAY, MARCH 13, 2008, 2:00 P.M.
21 GRAND STREET, HARTFORD, CONNECTICUT 06106
LARGE CONFERENCE ROOM**

COMMISSIONERS PRESENT

Andrew Norton, Chairperson
Edward Mambruno, Secretary
Cheryl Lynn Clarke (joined the meeting in progress)
Larry Conaway
Alexia E. Cruz
Jimmie L. Griffin
John Lobon
George A. Marshall (participated telephonically)
Gloria F. Mengual

STAFF PRESENT

Raymond P. Pech, Executive Director
Robert J. Brothers, Jr., Managing Director and Commission Attorney
Alvin Bingham, Affirmative Action and Contract Compliance Supervisor
Donald Newton, Chief of Field Operations
James O'Neill, Legislative and Regulations Specialist
Michelle Provost, Fiscal Administrative Supervisor
David Teed, Assistant Attorney General
Linda Civitillo, Executive Secretary

I. CHAIRPERSON

A. Convene Meeting

Chairperson Andrew Norton convened the March 13, 2008 Regular monthly meeting of the Commission on Human Rights and Opportunities at 2:08 p.m. He noted for the record that Commissioner George Marshall would be participating in the meeting telephonically.

II. SECRETARY

A. Review and Approval of Minutes of February 14, 2008 Regular Commission Meeting

Prior to seeking approval of the minutes, Secretary Mambruno commented that he had a brief discussion with Executive Director Raymond Pech before the meeting regarding the issue in Plainfield concerning the alleged discriminatory actions of some students directed at an African-American student who attends Plainfield High School. He requested that this discussion continue as part of the Executive Director's report.

Secretary Mambruno requested a motion approving the minutes of the February 14, 2008 Regular Commission meeting. A motion was made by Commissioner Marshall and seconded by Commissioner Griffin to approve the minutes of the February 14, 2008 Regular Commission meeting. The motion carried with Commissioners Conaway, Cruz, Griffin, Lobon, Mambruno, Marshall and Mengual voting in favor of the motion. Chairperson Norton did not vote on the motion and Commissioner Clarke was not present for the vote.

B. Review and Approval of Transcript of February 29, 2008 Special Commission Meeting

The Secretary requested a motion approving the transcript of the February 29, 2008 Special Commission meeting. A motion was made by Commissioner Conaway and seconded by Commissioner Marshall to approve the transcript of the February 29, 2008 Special Commission meeting. The motion carried with the following Commissioners voting in the affirmative: Conaway, Cruz, Griffin, Mambruno and Marshall. Commissioners Lobon and Mengual abstained and Chairperson Norton did not vote. Commissioner Clarke was not present for the vote.

Chairperson Norton called the Commissioners' attention to their folders containing the supplemental information for today's meeting, including the most up to date agenda. The agenda contains several changes, including moving New Business (now Item IV.) before the Division Reports (now Item V.). In addition, two additional contract compliance exemption requests were added under Item IV., as well as a new Item IV.J., Discussion and Action on the Appointment of an Executive Director Search Committee.

III. **AFFIRMATIVE ACTION RECOMMENDATIONS**

A. Agencies Proposed Affirmative Action Plans

Staff Recommendations: **Approvals**

1. Department of Public Utility Control
2. Insurance Department
3. Department of Correction

Chairperson Norton requested a motion accepting the staff recommendations to approve the affirmative action plans for the Department of Public Utility Control, Insurance Department and Department of Correction with retention of annual filing status for each agency. A motion was made by Commissioner Mambruno and seconded by Commissioner Griffin to approve the noted affirmative action plans as recommended by staff. The Chair invited Alvin Bingham, Affirmative Action and Contract Compliance Supervisor, to introduce the representatives in

attendance from the various agencies and provide an overview regarding each approval recommendation. Mr. Bingham introduced William Palomba, Executive Director, and Alicia Nuñez, Equal Employment Opportunity Specialist, who were in attendance representing the Department of Public Utility Control. The plan is being recommended for approval based on compliance with the (b)(3) standard, demonstration of good faith efforts. During the reporting period, short-term goal achievement was 2 out of 5 or 40%, long-term goal achievement was 1 out of 2 or 50% and total goal achievement was 3 out of 7 or 43%. The plan was approved for each of the past five years. There was no discussion on this Item.

Mr. Bingham read a short note from Commissioner Thomas Sullivan of the Insurance Department indicating he was unable to attend today's meeting due to a prior commitment. He extended his regrets and stated his support of affirmative action. Mr. Bingham introduced Leah Glende who was in attendance representing the Insurance Department. The plan is recommended for approval based on compliance with the (b)(3) standard, demonstration of good faith efforts. Short-term goal achievement was 2 out of 7 or 29%, long-term goal achievement was 2 out of 3 or 67%, total goal achievement was 4 out of 10 or 40%, promotion goal achievement was 1 out of 3 or 33.3% and program goal achievement was 1 out of 2 or 50%. The affirmative action plan was approved in 2003 and 2004, approved by default in 2005 and approved in 2006 and 2007. There was a short discussion concerning the workforce analysis for the Insurance Department for the categories of Administrator/Official, Professional Accounting Positions, Professional Remainder, Professional Insurance Accredited Financial Examiner, Professional Insurance Associate Examiner and Office/Clerical. The Chairperson noted there are no Black or Hispanic males in the top three categories as they appear on the table. Ms. Glende explained the agency has 25 or more employees in the professional classes so they have been broken out separately on the workforce analysis chart. She indicated the positions typically utilized in the Insurance Department are Insurance Examiners, Principal Examiners and Associate-level Examiners. Two of the professional classes where there are some Black males and one Hispanic male -- Professional Insurance Accredited Financial Examiner and Professional Insurance Associate Examiner -- are the higher level and higher paying positions, which carry certification requirements. Ms. Glende described some additional outreach conducted this year including posting examination announcements on monster.com and Career Builder, however, only 70 individuals took the examinations and not many minorities were in the pool of candidates. The Chairperson thanked Ms. Glende and stated the hope that these numbers could improve. There was no further discussion on this Item.

Mr. Bingham introduced the following individuals in attendance from the Department of Correction: Theresa Lantz, Commissioner; Robert Jackson, Director of Equal Opportunity; Christian Moore, Equal Employment Opportunity Specialist; Debbie Sass, Equal Employment Opportunity Assistant; and Daniel

Callahan, Director of Human Resources. The plan is being recommended for approval based on compliance with the following: the plan contains all the elements required, the agency has demonstrated every good faith effort to achieve its goals and the agency has substantially addressed deficiencies noted by the Commission in the prior plan review. All hiring goals were established with long-term timetables. Long-term goal achievement was 182 out of 330 or 55%, total goal achievement was 182 out of 330 or 55% and promotion goal achievement was 50 out of 102 or 49%. The plan was approved in 2002 and 2003, disapproved in 2004 and approved in 2005 and 2006. The Chair noted this agency employs a greater number of Black males than Black females in some of the higher level positions as compared to other state agencies. Commissioner Griffin asked if someone from the Department could explain the racial composition of warden positions. Commissioner Theresa Lantz indicated there are two African-American males, two African-American females, one Hispanic female – the first ever appointed in the history of the Department of Correction, and one Hispanic male out of a total of 22. There are White female wardens as well. Commissioner Lantz thanked Neva Vigezzi for her assistance and cooperation in working with the agency, which conducts thousands of interviews and hires hundreds of staff each year. She congratulated Executive Director Pech on his upcoming retirement. She thanked him for his support and efforts in working with the Department over the years. There was no further discussion this Item. The Chairperson called for a vote. The motion accepting staff recommendations for approval and retention of annual filing status for the three agencies carried with Commissioners Conaway, Griffin, Mambruno, Marshall and Mengual voting in favor of the motion. Commissioner Cruz abstained and Commissioner Lobon opposed the motion. Chairperson Norton did not vote and Commissioner Clarke was not present for the vote.

Staff Recommendation: **Disapproval**

1. Manchester Community College

The Chair requested a motion to accept the staff recommendation for disapproval with semi-annual filing status for Manchester Community College. Executive Director Pech confirmed the College is currently on semi-annual filing as the last plan was disapproved six months ago. A motion was made by Commissioner Marshall and seconded by Commissioner Mambruno to accept the staff recommendation for disapproval with retention of semi-annual filing status for Manchester Community College (MCC). Mr. Bingham introduced the following individuals in attendance from MCC: Dr. Jonathan Daube, President; Deborah Wilson, HR Director and Affirmative Action Officer; Tom Bavier, Dean; David Nielsen, Director of Planning, Research and Assessment; and Duncan Harris, Associate Dean of Academic Affairs. The plan is being recommended for disapproval based on non-compliance with the following: the workforce, considered as a whole and by occupational category, is not in parity with the

relevant labor market area, the agency has not met all or substantially all of its hiring, promotion and program goals, the agency has not demonstrated every good faith effort to achieve its goals and the agency has not substantially addressed deficiencies noted by the Commission in the prior plan review. Short-term goal achievement was 3 out of 5 or 60%, long-term goal achievement was 0 out of 2 or 0% and total goal achievement was 3 out of 7 or 43%. The plan was approved in 2003, 2004, 2005 and 2006 and was disapproved in 2007. (Commissioner Clarke joined the meeting) Chairperson Norton asked for discussion. Both Dr. Daube and Ms. Wilson addressed the Commission regarding the disapproval recommendation. Dr. Daube gave a brief statement and Ms. Wilson distributed a letter to the Commissioners which discussed the disapproval recommendation in greater detail. Dr. Daube highlighted his accomplishments since serving as MCC's President for over 20 years. He indicated that during his tenure his goal has been to not only change the number of minority staff, but the culture and core values of the College as well. He stated his concern with the disapproval recommendation in light of the fact that notice of the recommendation was received less than a week ago and it was not discussed in advance. Dr. Daube went on to say the College has demonstrated good faith effort in hiring, having met 60% of their possible short-term goals. All the goals not met were minority hires. In addition, the College exceeded both its small and minority business enterprise goals. Ms. Wilson offered further discussion, specifically regarding the justifications required. She noted that MCC staff met with Valerie Kennedy, who reviewed the plan, on September 21 in order to get further clarification as to what kind of justifications were expected. Following the meeting, it was her understanding that the College could give a more general explanation for classified hires, rather than a goal-by-goal candidate explanation. Valerie Kennedy also addressed the Commission regarding the disapproval recommendation. She indicated she met with the College after the disapproval in September. The prior plan was submitted 87 days late due to staff turnover, specifically, the College's affirmative action officer was no longer there. Because of the late filing, the submission dates were changed for the next two filings. When Ms. Kennedy met with the College, she reviewed several of the problems that were present. The miscommunication noted by Ms. Wilson related to discussion of goal candidates, however, detailed explanation is not required for non-goal candidates. Ms. Kennedy also stated she contacted the College when she found some problems with the data used. Additional data was received from the College to help explain some of the numbers Ms. Kennedy could not follow. CHRO staff may ask for additional information when questions arise regarding the information contained in the plan, however, agencies cannot change their explanations for unmet goals. Although many of the individuals hired by the College during the reporting period were minorities, it is not the reason why a plan is approved or disapproved. The goal in Connecticut is to reach parity. Ms. Kennedy added she recalculated all the availability data to make sure the College will have all the correct goals for the June filing. Commissioner Lobon asked Ms. Wilson if she believed the College

received adequate guidance from the Commission following the previous disapproval. Ms. Wilson stated that although they were in communication with Ms. Kennedy, their discussions were on the technical aspects of the plan, not on the goals analysis. In closing, Dr. Daube stated his personal commitment to the Commission that if they choose to give a conditional approval to the plan, he will make sure they are back in June with a plan that everybody thinks is okay. No further discussion followed. Chairperson Norton called for a vote on the motion to accept the staff recommendation to disapprove the plan. Commissioner Mambruno voted in favor of the motion. Commissioners Clarke, Conaway, Cruz, Griffin, Lobon, Marshall and Mengual opposed the motion. The Chair did not vote. The motion failed. A motion was made by Commissioner Griffin to conditionally approve the plan with retention of semi-annual filing status. Commissioner Lobon seconded the motion. The motion carried with the following Commissioners voting in favor of the motion: Clarke, Conaway, Cruz, Griffin, Lobon, Marshall and Mengual. Commissioner Mambruno opposed the motion and the Chairperson did not vote.

IV. NEW BUSINESS

- A. Request for Contract Compliance Exemption Between Board of Trustees of Connecticut Community Technical Colleges and International Business Machines Corporation (IBM Corporation)
- B. Request for Contract Compliance Exemption Between University of Connecticut and Intelliworks, Inc. (Maryland)
- C. Request for Contract Compliance Exemption Between University of Connecticut and Misys Healthcare Systems, LLC (North Carolina)
- D. Request for Contract Compliance Exemption Between University of Connecticut and Environmental Systems Research Institute, Inc. (California)
- E. Request for Contract Compliance Exemption Between Department of Mental Health and Addiction Services and the National Association of Mental Health Program Directors Research Institute, Inc.
- F. Request for Contract Compliance Exemption Between the Connecticut Judicial Branch and Policy Research, Inc. (New York)
- G. Request from the Office of Policy and Management for an Extension of Blanket Exemption Regarding Contracts between State Agencies and other Non-Federal Governmental Entities

H. Requests for Contract Compliance Exemptions Regarding Contracts Between UCONN Health Center and the University of Rochester (New York) and Pennsylvania State University

Chairperson Norton noted most of the New Business items are requests for contract compliance exemptions. Items IV.A.-H. are requests for contracts between state agencies and other entities, with the exception of Item IV.G., which is a request from the Office of Policy and Management (OPM) for an extension of a blanket exemption granted at a previous meeting. Executive Director Pech offered to explain Items IV.G. and H. in greater detail as they were not in the Commissioners' original packet. The Chair requested a motion to accept the contract compliance exemption requests for Items IV.A.-H. It was moved by Commissioner Mambruno and seconded by Commissioner Clarke to accept the contract compliance exemption requests for Items IV.A.-H. Executive Director Pech noted the more proper form of the motion would be to vote to approve staff recommendations on the requests, rather than the request itself. Commissioner Mambruno agreed to revise the motion to accept staff recommendations on contract compliance exemption requests IV.A.-H. Commissioner Clarke seconded the motion as revised. Executive Director Pech provided explanation with respect to Item IV.G. At the December 27, 2007 Commission meeting, the Commission granted two blanket exemptions to OPM. One involved contracts between any state agency and a federal agency, which was for six months, to expire on June 30, 2008. The other involved contracts between any state agency and other governmental entities, other than federal agencies, which expires March 31, 2008. The blanket exemption was given for three months during which time OPM was asked to compile and provide data regarding the number and nature of the contracts. OPM submitted a request last week indicating that although they are in the process of compiling the data, additional time is needed. Executive Director Pech is recommending the exemption involving other (non-federal) governmental entities be extended to June 30, 2008 to coincide with the other exemption, as well as the conclusion of the Legislative Session. Mr. Pech added there are some bills pending, which may also address some of these issues.

The other additional request, Item IV.H., involves two requests from UCONN Health Center regarding research grants from the U.S. Public Health Service, which would be sub-contracted to the University of Rochester and Pennsylvania State University. This is a sole source provider issue. Mr. Pech is recommending the request be granted.

There was no further discussion. The motion accepting staff recommendations on contract compliance exemption requests IV.A.-H. carried unanimously, with the exception of Chairperson Norton, who did not vote.

I. Petition for Declaratory Ruling in the matter of The Salvation Army Regarding Civil Unions, as they relate to Public Act 07-142

Managing Director and Commission Attorney Robert Brothers provided background information on this Item. A declaratory ruling may be requested by someone where a legal opinion is being sought when a statute or regulation concerning a certain circumstance is either not clear in the statute or regulation or is not identified at all. In this case, The Salvation Army has made a request concerning a specific statute dealing with employment practices, Sec. 46a-81p, as it relates to Public Act 07-142. The statute exempts out sexual orientation for religious entities in employment practices. Public Act 07-142 requires a resolution by a board of directors for every contract that's entered into with the state of Connecticut. The Salvation Army is asking if the sexual orientation/civil union exemption applies to P.A. 07-142. Attorney Brothers explained the timeframes which must be adhered to regarding a declaratory ruling. He is recommending the Commission vote to issue the declaratory ruling as requested by The Salvation Army. A motion was made by Commission Mambruno and seconded by Commissioner Conaway to issue the declaratory ruling as requested by The Salvation Army. The motion carried unanimously. Chairperson Norton did not vote. Mr. Brothers indicated that his staff will research and analyze the request, and make a recommendation for a substantive response to the Commissioners within the applicable time frame.

J. Discussion and Action on the Appointment of an Executive Director Search Committee

Chairperson Norton reported he learned earlier in the week that Executive Director Pech will be retiring as of June 1. Discussion followed regarding the need to establish an Executive Director Search Committee, as well as whether a contingency plan should be put in place. The Chair recommended that if the Commission votes to create an Executive Director Search Committee, the Committee could meet briefly either at the conclusion of today's meeting or during a recess of the meeting. If the Committee's discussions result in an assessment that a contingency plan is needed, then one can be established. The Chair noted that there is a standing Assistant Director Search Committee consisting of the entire Commission, and that Committee could also meet at the end of the meeting. A motion was made by Commissioner Griffin and seconded by Commissioner Conaway to establish an Executive Director Search Committee whose membership shall be all nine Commissioners. Commissioner Clarke stated she would like to be allowed to opt of the search process unless all nine members of the Commission are in agreement that they want to be a part of the process. The Chair stated if, as the Committee proceeds, a smaller group decides to devote its energy to the detailed work of the search, then the Committee could be reformed or the membership changed. The motion carried

unanimously with the exception of Chairperson Norton, who did not vote. Commissioner Clarke restated her desire to not serve on the Committee.

V. DIVISION REPORTS

A. Affirmative Action Program Manager's Report

Executive Director Pech stated Ms. Sparveri left earlier in the day due to illness and was not available to provide her report.

B. Fiscal Report

Michelle Provost, Fiscal Administrative Supervisor, indicated there were no significant changes to report for this month. The fiscal and personnel status reports were provided to the Commissioners in their mailing packet. Commissioner Mambruno requested an update regarding the status of the Bridgeport and Central Office moves. Ms. Provost reported the Bridgeport Office move is scheduled for March 29. They will be in their new location, 350 Fairfield Avenue, on April 1. Executive Director Pech offered to provide an update on the Central Office move during his report. Commissioner Conaway asked if the Bridgeport Office could accommodate a Commission meeting. Ms. Provost indicated the conference room seats 12, but would not be able to accommodate the members of the public who typically attend the meetings.

C. Field Operations Report

Donald Newton, Chief of Field Operations, indicated a copy of the *Report on Caseload Statistics* was included in the Commission mailing. In response to an inquiry from Chairperson Norton, Mr. Newton updated the Commissioners regarding staffing levels in the regional offices. The Southwest Regional Office (Bridgeport) is in the process of interviewing for an additional HRO Representative to replace someone who left, which will give them a total of nine investigative staff. The West Central Regional Office (Waterbury) also has nine investigators, the Capitol Region Office (Hartford) has eight investigators and the Eastern Regional Office (Norwich) also has eight. In addition, interviews are scheduled to take place next week for two HRO Representative positions in contract compliance.

D. Legislative Report

James O'Neill, Legislative and Regulations Specialist, provided the Legislative update. Mr. O'Neill noted he has been providing electronic copies of the report to the Commissioners. The agency commented on a number of pieces of legislation, including a couple regarding the Metropolitan District Commission, affirmative action plans and minority set-asides. He also mentioned CHRO

spoke in support of a bill prohibiting discrimination on the basis of mental disability. In addition, the agency stated its support of a bill which would charge CHRO with conducting a study to determine whether there should be a separate affirmative action officer ombudsman. Lastly, there was a proposal to change the law regarding the provisions under Public Act 07-142, which include that contracts between the state and federal government and contracts between the state and municipalities would not fall under Sections 4a-60 or 4a-60a.

E. Managing Director's Report

Managing Director and Commission Attorney Brothers indicated there are two reopening requests on today's agenda. He confirmed there was one person present for the Ansari v. DOC request. Attorney Brothers stated the caseload within the Legal Division is starting to increase with currently over 100 cases. Of the 100 cases, 42 are housing cases, of which over 50% are housing election cases. The housing election cases require an attorney in the Legal Division to go to Superior Court as opposed to going through the administrative proceedings. With respect to reconsideration requests, there are 53 requests pending. In addition to the attorneys in the Legal Division, Robert Zamlowski, Assistant Attorney General David Teed and some of the Human Rights Referees assisted with reviewing reconsideration requests. Attorney Brothers also indicated there are some cases that will be going before the Supreme Court, including one that involves sovereign immunity. In closing, Attorney Brothers indicated he is in the process of finalizing CHRO's response for information requested by the Black and Latino Caucus at the public hearing held on January 29. Attorney Brothers testified at the hearing while Executive Director Pech was on vacation.

F. Executive Director's Report

Executive Director Pech highlighted several areas of his written report, which was provided in the Commissioners' supplemental packet. He noted he attended the EEOC Conference in Los Angeles during the last week of February. He also reviewed several legislative issues. CHRO submitted a more comprehensive contracting bill, which has gotten stripped. He noted he will be testifying on the bill tomorrow in the hopes that the bill can be broadened and clarify whether certain other contracts (other than those between the state and federal government and the state and municipalities) were intended to be covered under the bill. In addition, CHRO is requesting the corporate language certification requirement be tempered in order to alleviate the administrative burden it has created. Several other agencies, including OPM, DAS, UCONN and UCONN Health Center, also support changes in the law. Executive Director Pech briefly discussed staffing. One additional HRO Representative position was created when an administrative assistant position was vacated and converted to the Representative position. His intent is to create a floating Representative position within the Central Office whose duties could include monitoring specific issues

that are not individual complaints, such as the incident in Plainfield discussed earlier. The Central Office move is currently on hold due to issues regarding the financial solvency of the Gateway Complex developers. The Department of Public Works gave the developers an additional deadline to establish their financial solvency. If that deadline is not met, a new location will be sought immediately. In closing, Executive Director Pech reiterated the announcement regarding his retirement. Chairperson Norton commended Mr. Pech for his over 31 years of service to CHRO. He thanked him for assisting the Commission twice when there were vacancies in the Executive Director position. Commissioners Conaway and Marshall also thanked Executive Director Pech and wished him well.

VI. EXECUTIVE SESSION

In accordance with Section 1-225(c) of the Connecticut General Statutes, as amended, it was moved by Commissioner Marshall and seconded by Commissioner Clarke that the Commission go into Executive Session, including inviting Executive Director Pech, Managing Director and Commission Attorney Brothers and Assistant Attorney General David Teed for a portion of the Executive Session, for the purpose of discussing pending litigation, the reopening requests and personnel matters as they may arise. The motion carried unanimously with the exception of the Chairperson who did not vote. All members of the public were excused from the Executive Session.

VII. RETURN TO REGULAR SESSION

It was moved by Commissioner Marshall and seconded by Commissioner Mengual to return to Regular Session. The motion carried unanimously. The Chairperson did not vote. Chairperson Norton noted no votes were taken during Executive Session and no other individuals were invited to participate in the Executive Session.

VIII. VOTE ON EXECUTIVE SESSION ITEMS

A. Report on Pending Claims or Pending Litigation

There was no discussion and nothing to report.

B. Reopening Requests

1. Kathy Costello v. Harbor Towers – CHRO Case #0750145
Kathy Costello v. Carabetta Management Company – CHRO Case 0750146

It was moved by Commissioner Griffin and seconded by Commissioner Marshall to accept the staff recommendation to deny the reopening requests in Case No. 0750145, Kathy Costello v. Harbor Towers and Case No. 0750146, Kathy Costello v. Carabetta Management Company. The motion carried with Commissioners Clarke, Cruz, Griffin, Lobon, Mambruno and Marshall voting in favor of the motion. Commissioners Conaway and Mengual abstained and the Chairperson did not vote.

2. Bilal Ansari v. State of Connecticut, Department of Correction – CHRO Case #0740262

A motion was made by Commissioner Clarke and seconded by Commissioner Mambruno to accept the staff recommendation to deny the reopening request in Case No. 0740262, Bilal Ansari v. State of Connecticut, Department of Correction. The motion carried with the following Commissioners voting in the affirmative: Clarke, Conaway, Griffin, Lobon, Mambruno, Marshall and Mengual. Commissioner Cruz abstained and Chairperson Norton did not vote.

C. Personnel Matters

There was no discussion and nothing to report.

Chairperson requested a short recess at 4:30 p.m. Chairperson Norton reconvened the meeting at 4:55 p.m. Commissioner Mambruno was no longer present.

IX. ADJOURNMENT

There being no further business to come before the Commission, it was moved by Commissioner Conaway and seconded by Commissioner Marshall to adjourn the meeting at 5:05 p.m. The motion carried with Commissioners Clarke, Conaway, Cruz, Griffin, Lobon, Marshall and Mengual voting in favor of the motion. Commissioner Mambruno was not present for the vote and the Chairperson did not vote.