

**MINUTES OF THE REGULAR COMMISSION MEETING OF THE COMMISSION ON  
HUMAN RIGHTS AND OPPORTUNITIES  
THURSDAY, JANUARY 8, 2009, 2:00 P.M.  
21 GRAND STREET, HARTFORD, CONNECTICUT 06106  
LARGE CONFERENCE ROOM**

**COMMISSIONERS PRESENT**

Andrew Norton, Chairperson  
Edward Mambruno, Secretary  
Alexia E. Cruz  
Jimmie L. Griffin  
Milton Johnson  
John Lobon

**COMMISSIONERS ABSENT**

Cheryl Lynn Clarke  
Shelley Copeland

**STAFF PRESENT**

Robert J. Brothers, Jr., Acting Executive Director  
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  
Gloria Sparveri, Affirmative Action Program Manager  
David Teed, Assistant Attorney General  
Linda Civitillo, Executive Secretary

**I. CHAIRPERSON**

A. Convene Meeting

Chairperson Andrew Norton convened the January 8, 2009 Regular monthly meeting of the Commission on Human Rights and Opportunities at 2:04 p.m.

**II. SECRETARY**

A. Review and Approval of Minutes of December 11, 2008 Regular Commission Meeting

Secretary Mambruno requested a motion approving the minutes of the December 11, 2008 Regular Commission meeting. A motion was made by Commissioner Griffin and seconded by Commissioner Lobon to approve the minutes of the December 11, 2008 Regular Commission meeting as presented. There was no discussion. The motion carried with Commissioners Cruz, Griffin, Lobon and Mambruno voting in favor of the motion. Commissioner Johnson abstained and the Chairperson did not vote on the motion.

Acting Executive Director Robert Brothers requested Chairperson Norton amend the agenda for the purpose of making one modification, specifically, to change the staff recommendation for the Office of Policy and Management from disapproval to a conditional approval. At the time this Item is discussed, Mr. Brothers indicated further explanation will be provided, however, he briefly noted a calculation error was found in the staff review. A motion was made by Commissioner Mambruno to amend the agenda to change the staff recommendation from disapproval to a recommendation for conditional approval for the Office of Policy and Management. Commissioner Lobon seconded the motion. The motion carried unanimously, with the exception of Chairperson Norton who did not vote.

### **III. AFFIRMATIVE ACTION RECOMMENDATIONS**

#### **A. Agencies Proposed Affirmative Action Plans**

Staff Recommendations: **Approvals**

1. Agricultural Experiment Station
2. Department of Banking
3. Board of Education and Services for the Blind
4. UCONN Health Center
5. Department of Higher Education
6. Division of Criminal Justice

Chairperson Norton indicated he would be recusing himself and leaving the room due to a conflict of interest regarding Item III.A.3., Board of Education and Services for the Blind. He turned the Chair to Secretary Mambruno. Commissioner Mambruno requested a motion accepting the staff recommendation for approval and retention of annual filing status for the Board of Education and Services for the Blind. A motion was made by Commissioner Cruz and seconded by Commissioner Lobon to accept the staff recommendation for approval and retention of annual filing status for the Board of Education and Services for the Blind. Alvin Bingham, Affirmative Action and Contract Compliance Supervisor, introduced Keith Maynard, Deputy Executive Director, and Laura Guilmartin, Equal Employment Opportunity Specialist, in attendance representing the Board of Education and Services for the Blind. The plan is being recommended for approval based on compliance with the following: the plan contains all the elements required, the agency has met all or substantially all of its hiring and program goals and the agency has substantially addressed deficiencies noted by the Commission in the prior plan review. Short-term goal achievement was 5 out of 5 or 100% and total goal achievement was 5 out of 5 or 100%. No long-term goals were set. The plan was approved in 2003, 2004, 2005 and 2006 and conditionally approved in 2007. No further discussion followed. The motion carried unanimously.

Chairperson Norton returned to Chair the meeting. At this point, the Chair announced that Commissioner Griffin was reappointed to the Commission a few weeks ago by then Speaker of the House Jim Amann for a term expiring in 2011. In addition, Chairperson Norton welcomed a new Commissioner, Milton Johnson from Bridgeport, who was appointed to the Commission by Senator McKinney for a term of three years ending in 2011.

Chairperson Norton requested a motion to accept staff recommendations for approval and retention of annual filing status for the Agricultural Experiment Station, Department of Banking, UCONN Health Center, Department of Higher Education and the Division of Criminal Justice. A motion was made by Commissioner Mambruno and seconded by Commissioner Cruz to accept staff recommendations for approval and retention of annual filing status for the five noted affirmative action plans. Chairperson Norton asked Mr. Bingham to introduce the agency representatives in attendance and provide a summary for each approval recommendation.

Mr. Bingham introduced the following individuals in attendance from the Agricultural Experiment Station: Louis Magnarelli, Director, and Kirby Stafford, Assistant Director and Affirmative Action Officer. 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 there were no deficient elements in the previous plan, therefore, the agency is deemed to be in compliance with the (b)(4) standard. Short-term goal achievement was 2 out of 5 or 40%, total goal achievement was 2 out of 5 or 40% and promotion goal achievement was 3 out of 4 or 75%. Long-term goals were not set in the prior filing. The plan was approved by default in 2003 and approved in 2004, 2005, 2006 and 2007. Commissioner Mambruno commented that for the first quarter most of the Small and Minority Business Enterprise achievements of state agency affirmative action plans have been low, however, this agency's numbers are very high. He commended them on this on this accomplishment. There was no further discussion on this Item.

The following individuals were in attendance from the Department of Banking: Commissioner Howard Pitkin, Claudia Helfgott, HR Director; Jessica Perez, HR Associate; and Bonnie Steele, HR Assistant. The plan is being recommended for approval based on compliance with the following: the plan contains all the elements required, the agency has met all or substantially all of its hiring goals and the agency had no deficient elements in the previous plan, therefore, is in compliance with the (b)(4) standard. Short-term goal achievement was 3 out of 3 or 100%, total goal achievement was 3 out of 3 or 100% and program goal achievement was 3 out of 4 or 75%. The plan was approved in 2003, 2004, and 2005, disapproved in 2006 and approved in 2007. Commissioner Mambruno

commended the agency on its outstanding goal achievement. There was no further discussion.

Mr. Bingham introduced the following individuals in attendance from UCONN Health Center: Dana McGee, Associate Vice President, Office of Diversity and Equity; Dr. Cato Laurencin, Vice President for Health Affairs and Dean, School of Medicine; Susan Whetstone, Chief Administrative Officer; Carolyn Lyle, Executive Director, Office of Diversity and Equity; Terry Segar, Affirmative Action Specialist; Rhonda Seymour, Systems Coordinator; Brian Eaton, Associate Vice President of Human Resources; and Joyce Smith, Assistant Director of Employment Services and Compensation, Human Resources. The plan is 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. Short-term goal achievement was 143 out of 320 or 45%, total goal achievement was 143 out of 320 or 45% and promotion goal achievement was 31 out of 75 or 41%. The plan was approved in 2003, disapproved in 2004, and approved in 2005, 2006 and 2007. Commissioner Cruz commented on the impressive amount of depth and detail that went into the plan and review in light of the agency's size and number of hires. She noted there is a tremendous amount of diversity in the Nurse and Nurse Supervisor positions, but there appears to be some difficulty finding diverse candidates for the Nurse Practitioner position and asked if someone from the Health Center could provide further explanation. Joyce Smith, Assistant Director of Employment Services, responded to Commissioner Cruz. She indicated she oversees all of the hiring for the Health Center. Ms. Smith Stated the Nurse Practitioner is a very difficult area to fill. The position requires a Master's degree and there are also specialty areas. The Health Center has promoted individuals and then sent them to classes to become Nurse Practitioners. In addition, the Health Center has undertaken extraordinary recruitment activities with a number of minority organization, participated in job fairs and has also sent out flyers to every registered nurse practitioner in the New England area. She concluded by noting the Health Center pays the position at market, which is approximately \$80,000 - \$115,000.

Mr. Bingham introduced Commissioner Michael Meotti and Toby Bates, Affirmative Action Officer, in attendance from the Department of Higher Education. The plan is 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. Short-term goal achievement was 3 out of 8 or 37.5% and total goal achievement was 3 out of 8 or 37.5%. No promotion goals were set. The plan was approved in 2003, disapproved in 2004 and approved in 2005, 2006 and 2007. In response to a comment by the Chairperson, there was a short

discussion regarding goal setting in light of the fact that the agency's hire of two White males in the Professional category met goals, but the hire of one Black female and two Black males did not. Valerie Kennedy, HRO Representative, addressed the Commissioners as the reviewer was out sick. Ms. Kennedy explained that availability is based on the employment data from the census and the agencies choose job titles that reflect the job titles in their agencies. In the Professional category, the Department of Higher Education would have selected professionals from the employment data that reflect the employees in their agency. They also use unemployment data, which is updated quarterly by the Department of Labor, and again they would use professional titles that reflect the titles in the agency for comparison. As there were no promotion goals, there would not be a promotable pool. Based on those calculations, that is how they determine what the availability is for each race/sex category. The calculation then involves the number of people already in the position which is multiplied by the availability for each race/sex group. In this particular case, based on trying to move to parity, the agency is short seven White males in their professional category and that is the reason there would be no Black male goals set. Chairperson Norton also discussed the fact that in the Professional and Non-Faculty category there are no Hispanic males in that category, nor is Hispanic male a goal. Ms. Kennedy explained that the figures from the census data and the unemployment data gave a percentage of availability that was so low that when multiplied by the 37 employees in the category, it did not raise itself. Goals are set according to the regulations for every race/sex where there is -.5 to -1.4 one goal is set. For -1.5, two goals would be set. Commissioner Cruz thanked Ms. Kennedy for her analysis and noted that there are no minorities in the Officials/Administrators job category, yet the goals of a White male and a Black male as goal candidates point to the fact that there is very little availability in this area. Commissioner Lobon expressed his concern that there is a flaw in the system that is used regarding how the numbers are calculated. He added that the system needs to be reevaluated and reviewed as "zero" is not equal employment opportunity and census and unemployment data have faults in them. Ms. Kennedy emphasized that agencies are never penalized for who they hire. Agencies need to explain why the goal candidates were not the most qualified and where the qualifications that were required were not met by those goal candidates. Ms. Kennedy further explained that affirmative action and equal employment opportunities are different definitions under CHRO's laws and the determination for what data is used is also determined by law. There was no additional discussion.

Mr. Bingham introduced Kevin Kane, Chief State's Attorney, and Patricia Alston, Equal Employment Opportunity Specialist, in attendance from the Division of Criminal Justice. The plan is 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. Short-term goal achievement was 2 out of 5 or 40%, long-term goal achievement was 2 out of 13 or 15.4%, total goal achievement was 4 out of 18 or 22.2% and promotion goal achievement was 4 out of 9 or 44.4%. The plan was conditionally approved in 2003, approved in 2004 and 2005, conditionally approved in 2006 and disapproved in 2007. Commissioner Cruz commented that she is pleased to see that the plan is recommended for approval this year and recalled the discussion last year regarding the challenge to recruit top, diverse attorneys into an agency. She also acknowledged the extra efforts taken on the part of the agency, including the attendance of the Chief State's Attorney at a number of diversity events and serving on panels talking to law students. The Chairperson asked the agency if they believe there are a sufficient number of Black and Hispanic individuals attending law school. Mr. Kane addressed the Commissioners and stated his belief that there are much higher percentages of minority law school students. He indicated the problem his agency encounters has more to do with salary structure in that minority law school graduates tend to get jobs with laws firms with higher pay. Also in response to a question from the Chairperson, Mr. Kane indicated employees in the Protective Services category are Investigators and Inspectors. No further discussion followed on this Item.

The Chairperson called for a vote on the motion to approve and retain annual filing status for the Agricultural Experiment Station, Department of Banking, UCONN Health Center, Department of Higher Education and the Division of Criminal Justice. The motion carried unanimously. Chairperson Norton did not vote.

Chairperson Norton requested a motion to open the agenda for the purpose of adopting a Resolution by the Commission. A motion was made by Commissioner Griffin and seconded by Commissioner Lobon to open the agenda. The motion carried unanimously. Chairperson Norton did not vote on the motion. A motion was made by Commissioner Griffin that the Commission adopt the following Resolution:

**WHEREAS** the Connecticut Commission on Human Rights and Opportunities was the first state government established civil rights agency in the United States of America; and

**WHEREAS** the Connecticut Commission on Human Rights and Opportunities has fought against discrimination since its inception in 1943; and

**WHEREAS** the fight for civil rights for all persons is an ongoing effort; and

**WHEREAS** the State of Connecticut continues its commitment to social justice and equality; and

**WHEREAS** Barack Obama is a person of African-American descent; and

**WHEREAS** Barack Obama has been elected President of the United States of America; and

**NOW THEREFORE BE IT RESOLVED** that the Connecticut Commission on Human Rights and Opportunities extends its congratulations to Barack Obama upon his upcoming inauguration as President of the United States of America; and

**NOW THEREFORE BE IT FURTHER RESOLVED** that the Connecticut Commission on Human Rights and Opportunities will continue the work that has led to this historic point in our nation's journey toward equal opportunity for all.

The motion was seconded by Commissioner Lobon. The Commissioners voted unanimously to adopt the Resolution with one minor modification to paragraph five to read: **WHEREAS Barack Obama is an African-American**. Chairperson Norton did not vote on the motion. The Chairperson asked Executive Director Brothers to forward the Resolution to the White House.

Staff Recommendation: **Conditional Approval**

1. Office of Policy and Management

A motion was made by Commissioner Mambruno and seconded by Commissioner Lobon to accept the staff recommendation for conditional approval and retention of annual filing status for the Office of Policy and Management. Mr. Bingham introduced Mary Ann Palmarozza, Chief Administrative Officer; Judith Dickens, Equal Employment Opportunity Specialist 2; and Gareth Bye, Director of Legal Affairs, in attendance from the Office of Policy and Management. The plan is being recommended for conditional approval based on the following: the plan contains all the elements required, the agency has met all or substantially all of its hiring goals and the agency has not addressed deficiencies noted by the Commission in the prior plan review and, therefore, is not in compliance with the (b)(4) standard. Short-term goal achievement was 5 out of 8 or 62.5%, long-term goal achievement was 5 out of 7 or 71.4% and total goal achievement was 10 out of 15 or 66.7%. No promotion goals were met in the areas where goals were set and 6 out of 6 possible program goals were met or 100%. The plan was approved in 2003, 2004, 2005, 2006 and it was recommended for disapproval in 2007, but voted for approval.

Chairperson Norton explained the standard of review to new Commissioner Johnson. With respect to the conditional approval recommendation, Acting Executive Director Brothers noted that the staff corrected a calculation error relative to goal achievement resulting in the agency meeting the (b)(2) standard, which means they met 70% of their goals. Mr. Brothers also noted that there was an area that remained deficient from the prior review and, as a result, the agency is not in compliance with the (b)(4) standard – correcting prior deficient sections. Susan Hom, HRO Representative who reviewed the plan, discussed the fact that last year she recommended the plan be disapproved based on deficiencies in the goals analysis. This year, Ms. Hom also found inconsistencies in the goals analysis. Ms. Hom further indicated that the agency did not supply sufficient information on the goal candidates who were not hired and the additional information provided in Secretary Genuario's January 7, 2009 memorandum was not in the original plan and therefore could not be considered. Ms. Hom reiterated the standard of review and emphasized that the agency did not correct the deficiencies from the prior year's plan which does not meet the standard for an approved plan. Mary Ann Palmarozza, Chief Administrative Officer from OPM, also addressed the Commissioners. She stated her belief that the agency did make significant improvements regarding goals analysis from last year in that there were only three out of 17 hires where an adequate explanation was not provided. She also noted other accomplishments on the part of the agency last year, including overall hiring achievement and various innovative programs goals, such as requiring all staff to go through refresher training on sexual harassment, diversity and workplace violence prevention. Attorney Gareth Bye stated he will, going forward, work with the staff responsible for the plan to ensure there is more clarity included in it. No further discussion followed.

The motion for conditional approval and retention of annual filing status carried with Commissioners Cruz, Lobon and Mambruno voting in the affirmative. Commissioners Griffin and Johnson abstained and the Chairperson did not vote.

Mr. Bingham concluded his report by reading the following statement into the record: In the last meeting, I was asked to look into the seeming inconsistency in the reviews of the Department of Public Safety and I have done that. As noted by the reviewer, the proposed plan did not demonstrate good faith effort and information required in several sections was missing and/or incorrect. The Department of Public Safety has consistently been cited for failure to write up their goals analysis with sufficient documentation to demonstrate good faith effort, though their previous plans were approved. In 2006, the plan was recommended for disapproval but the Commission chose to conditionally approve the plan. In every review since 2002, the goals analysis section was found deficient or weak and this is the section in which the agency demonstrates good faith effort. According to the Regulations, failure to demonstrate good faith effort when there is not sufficient goal achievement and the workforce is not at

parity means the plan cannot be approved. I have found no evidence of inconsistency in the review of the Department of Public Safety affirmative action plans.

Chairperson Norton thanked Mr. Bingham for his comments.

**IV. NEW BUSINESS**

- A. Request for Contract Compliance Exemption Between Department of Transportation and Transcom, Inc.
- B. Request for Contract Compliance Exemption Between Department of Mental Health and Addiction Services and Brandeis University
- C. Request for Renewal of Blanket Contract Compliance Exemption Between Department of Mental Health and Addiction Services and Out-of-State Vendors Providing Services for the Young Adult Services Population

Chairperson Norton asked Acting Executive Director Brothers to provide a brief explanation regarding the three contract compliance exemption requests on today's agenda. Mr. Brothers reported Item IV.A. has been withdrawn as the Department of Transportation indicated they are making attempts to get the resolution from the contractor. No action is necessary on that Item. With respect to Items IV.B. and C., the staff recommendation for both requests is to deny without prejudice. Mr. Brothers stated in both cases the recommendation is due to a lack of adequate documentation. In the past, the agency has been fairly liberal in recommending requests be granted. Over the past year, the attorneys in the Legal Division who review the requests have been working with Mr. Brothers to tighten up the standard. As a result, Mr. Brothers stated he is not as inclined to grant exemptions, particularly when contractors come before CHRO without the board resolution. Mr. Brothers also stated his reluctance to recommend granting blanket exemption requests. Also with regard to Item IV.C., Mr. Brothers stated there may be as many as five or six separate contractors that DMHAS is dealing with and the total value of those contracts is in excess of \$7,000,000. Mr. Brothers noted that a representative from DMHAS was in attendance and requested the opportunity to speak.

Ann Smith, Director of Legal Affairs for DMHAS, addressed the Commissioners. Attorney Smith indicated DMHAS is withdrawing the request under Item IV.B. Lengthy discussion followed regarding Item IV.C. Attorney Smith assured the Commission that DMHAS is intent on responding to staff concerns that have been raised. She acknowledged that the limited, blanket exemption that was granted last January included a reporting component with which the agency complied and that \$7,000,000 was expended over varying periods of time. Attorney Smith stressed that the nature of the individuals for whom the services

are provided are for the age-out population (between the ages of 16 to 18) and are individuals with very severe psychiatric and sometime medical conditions. Attorney Smith asked that the Commission consider this is an extenuating circumstance and denying the blanket exemption at this time would severely hamper the agency's ability to be flexible and responsive to the service needs of the Young Adult Services (YAS) population. She also cited some of the serious ramifications of failure on the part of DMHAS to provide services to these clients. Attorney Smith requested the Commission grant a renewal of the blanket exemption on the same limited basis as the granting that was made in January 2008. In the alternative, Attorney Smith asked the Commission to grant a blanket exemption for a six-month period during which time DMHAS will explore whether there are other options for addressing their YAS contracting challenges. In response to a question from Commissioner Cruz, Attorney Smith indicated that the information received from the providers is that they could not comply with the requirements of Connecticut law. Mr. Brothers suggested DMHAS do an extensive search with the contractors they are using to determine which ones are willing to get a resolution. Mr. Brother emphasized that when the state is contracting with an out-of-state entity, it is important to ensure that entity is going to provide the same protections that Connecticut currently does.

After additional discussion, it was the consensus of the Commission that in lieu of denying the request, they would grant it for a limited period of time during which DMHAS will evaluate what other options may be available, as well as report back to the Commission that inquiries have been made of these companies regarding their willingness to comply with the resolution requirement. A motion was made by Commissioner Griffin and seconded by Commissioner Mambruno to continue the blanket exemption for DMHAS in regards to out-of-state vendors providing services for the YAS population until March 11, 2009. The motion carried unanimously with the exception of the Chairperson who did not vote.

## **V. DIVISION REPORTS**

### **A. Affirmative Action Program Manager's Report**

Gloria Sparveri, Affirmative Action Program Manager, stated that her reports were provided to the Commissioners in their mailing packet. She reported that the first draft of the agency's affirmative action plan was submitted to the Acting Executive Director for his review. A short discussion took place regarding when the projected goals will be set. Mr. Brothers noted that the reporting period for CHRO's plan closed October 31, 2008. For any hires that occurred during that time, goals had already been established. During the time post-October 31 until the time the plan is finalized and submitted, the agency looks back to the prior goals. Projected goals will be established and inserted into the current plan when Mr. Brothers' review is complete.

B. Fiscal Report

Michelle Provost, Fiscal Administrative Supervisor, indicated that the personnel status report reflects one change. There is an additional Secretary II vacancy in the Legal Division. Ms. Provost noted that there are two fiscal status reports. The additional report that has been included shows the expenditures utilizing Federal funding from EEOC and HUD for travel, training and marketing. The additional report was requested by Commissioner Copeland last month.

Chairperson Norton asked Ms. Provost to update the Commissioners regarding Recruitment Enhancement Services, the contractor the Commission selected to conduct an Executive Director search. Ms. Provost reported the vendor provided the agency with a non-discrimination policy, however, it was not adopted by their board and they are not willing to adopt the required resolution. Charlie Krich, Principal Attorney in the Legal Division, also assisted Ms. Provost regarding the contract with Recruitment Enhancement Services. Attorney Krich reported that he has reviewed their policy and it is not equivalent to Connecticut. Attorney Krich also wrote a comprehensive letter to them explaining what is required under Connecticut law, which is basically that Connecticut law requires certain language be made a part of every contract. The contractor indicated they will not be willing to adopt a resolution. Attorney Krich stated the next step would be whether to pursue a request for an exemption which would have to come before the Commission.

Ms. Provost advised the Commissioners that the Department of Administrative Services indicated they would be willing to do the same function that Recruitment Enhancement Services was willing to do with regard to assisting with advertising, gathering and reviewing applications, and presenting applications that they feel meet the criteria established by the Commissioners for final review and interviewing. The agency would still incur the advertising expense. It was the consensus of the Commissioners that Ms. Provost contact the Department of Administrative Services to confirm what involvement DAS is willing to provide CHRO relative to the search, including development and circulation of an advertisement and whether they would be willing to screen applicants.

C. Field Operations Report

The Report on Caseload Statistics was furnished to the Commissioners in their mailing packet. Donald Newton, Chief of Field Operations, welcomed questions or comments from the Commissioners. Commissioner Cruz inquired regarding the backlog in the Bridgeport Office. Mr. Newton indicated that there has been a temporary setback in that two investigators are currently out due to medical issues. Mr. Newton stated one option that could be explored should the backlog continue would be to transfer cases to other regions, which is less onerous than transferring personnel. The Bridgeport Office will also be a location where

UCONN Law School will be taking cases to mediation which may help with the backlog as well.

D. Legislative Report

James O'Neill, Legislative and Regulations Specialist, was in attendance earlier but had to leave the meeting. Acting Executive Brothers noted the agency has three bills that will be tracked. The Commissioners will be kept apprised of the Commission's three bills, as well as other relevant bills.

E. Managing Director's/Acting Executive Director's Report

Mr. Brothers reported that he is scheduled to take a vacation next month and will not be available for the February Commission meeting.

VI. **EXECUTIVE SESSION**

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

VII. **RETURN TO REGULAR SESSION**

It was moved by Commissioner Mambruno and seconded by Commissioner Griffin to return to Regular Session. The motion carried unanimously. Chairperson Norton did not vote. The Chairperson indicated no votes were taken during the Executive Session.

VIII. **VOTE ON EXECUTIVE SESSION ITEMS**

A. Report on Pending Claims or Pending Litigation

There was no discussion and no action required on pending claims and pending litigation.

B. Personnel Matters

There was no discussion and nothing to report.

**IX. ADJOURNMENT**

There being no further business to come before the Commission, it was moved by Commissioner Lobon and seconded by Commissioner Mambruno to adjourn the meeting at 4:55 p.m. The motion carried unanimously. Chairperson Norton did not vote.