

**MINUTES OF THE REGULAR MEETING OF THE  
COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES  
21 GRAND STREET  
HARTFORD, CT 06106  
WEDNESDAY, MARCH 10, 2010, 2:00 P.M.**

**COMMISSIONERS PRESENT**

Andrew Norton, Chairperson  
Edward Mambruno, Secretary  
Alexia E. Cruz  
Cheryl Lynn Clarke  
Milton Johnson  
Edith Pestana

**COMMISSIONERS ABSENT**

Shelley Copeland  
Patricia J. Wrice

**STAFF PRESENT**

Robert J. Brothers, Jr., Executive Director  
David Teed, Assistant Attorney General  
Alvin Bingham, Affirmative Action and Contract Compliance Supervisor  
James O'Neill, Legislative and Regulations Specialist  
David Teed, Assistant Attorney General  
Margaret Peters, Secretary II

**I. CHAIRPERSON**

A. Convene Meeting

Chairperson Andrew Norton convened the March 10, 2010 regular monthly meeting of the Commission on Human Rights and Opportunities to order at 2:04 p.m.

**II. SECRETARY**

A. Review and Approval of Minutes of January 13, 2010 Regular Commission Meeting

Commissioner Mambruno requested approval of minutes of the January 13, 2010 regular commission meeting. The motion was made by Commissioner Clarke and seconded by Commissioner Cruz. The motion passed unanimously. Chairperson Norton did not vote on the motion.

**III. PRESENTATION BY:** Commissioner J. Robert Galvin  
Department of Public Health

Executive Director Brothers made the statement that he met with Mr. Galvin, Commissioner of Public Health and some of his staff the previous week. He briefed them on concerns the Commissioners had concerning their lack of an Affirmative Action Officer.

Mr. Galvin spoke to the Commissioners regarding issues they were concerned about. He stated he had eliminated some of the issues at the Department of Administrative Services. He also assured the Commissioners he now has a full time *trained* individual on board, (Amanda, EEO Manager for DPH) who has a full time assistant, but with limited funds cannot afford to bring more people on board at this time.

**IV. AFFIRMATIVE ACTION RECOMMENDATIONS – VOTE REQUIRED**

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

Staff Recommendations: **Approvals**

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

*Chairperson Norton changed the order of the above listed Affirmative Action Plans.*

1. Department of Correction

Mr. Bingham introduced the following individuals in attendance from the Department of Correction: Acting Commissioner Brian Murphy, Director of Human Resources, Dan Callahan, EEOS-2, Christian Moore, EEOS-1 Debbie Sass, Leadership Associate, Quentin Murray and EEOS-2, Marla Shiller.

The Department of Correction Plan was recommended for approval based on compliance with the following: The plan contains all elements required and (b)(2)-the agency has met all or substantially all of its program goals: or demonstrated every good faith effort to achieve hiring and promotion goals.

Goal Achievement: There were no short term goal achievements. Long term goal achievement: 118 out of 308 possible goals or 38.3%. Total goal achievement: 118 out of 308 possible total goals or 38.3%. Promotion goal achievement: 25 out of 56 or 45%.

Approval History: 2008 approved, 2007 approved, 2006 approved, 2005 approved and 2004 disapproved.

Chairperson Norton requested a motion to accept staff recommendations for approval of the Plan for the Department of Correction. A motion was made by Commissioner Clarke and seconded by Commissioner Pestana. Everyone approved with the exception of Commissioner Cruz who abstained. Chairperson Norton did not vote.

## 2. Insurance Department

Mr. Bingham read a letter from Insurance Commissioner Thomas R. Sullivan who was unable to attend the meeting. He then introduced the following individuals in attendance from the Insurance Department: Patty Tiberio, Principal Human Resources Specialist and Leah Glende, EEO Specialist.

The Insurance Department Plan was recommended for approval based on compliance with the following:

- 46a-68-59(a) - the plan contains all elements required,
- 46a-68-59(b)(3) – the agency has demonstrated every good faith effort; and
- 46a-68-59(b)(4) – the agency had no deficient elements in the previous plan and therefore is in compliance with the (b)(4) standard.

Goal Achievement: 1 out of 3 possible short-term goal or 33%, There were no long term goals. 1 out of 3 possible total goal or 33%. In addition the agency met: 0 out of 1 possible promotion goals were met or 0%: 2 out of 2 program goals were met or 100%.

Five-Year Approval History: 2008 approved, 2007 approved, 2006 approved, 2005 approved and 2004 approved.

## 3. Department of Public Utility Control

Mr. Bingham introduced the following individuals in attendance from the Department of Public Utility Control: Alicia Nunez, Equal Employment Opportunity Specialist and the Department of Public Utility Control Executive Director, William Palomba.

The Department of Public Utility Control Plan was recommended for approval based on compliance with the following:

- 46a-68-59(a) - the plan contain all elements required.

- 46a-68-59(b)(2) - the agency has met all or substantially all of its hiring goals; and
- 46a-68-59(b)(4) - the agency had no deficient elements in the previous plan and therefore, is in compliance with the (b)(4) standard.

Goal Achievement: 1 out of 1 possible short-term goal or 100%. There were no long term goals. 1 out of 1 possible total goal or 100%. There were no promotions during the reporting period. Five-Year Approval History: 2008 approved, 2007 approved, 2006 approved, 2005 approved and 2004 disapproved.

Chairperson Norton entertained a motion to accept staff recommendations for approval of the Plans for the Insurance Department and for the Department of Public Utility Control and that they retain their annual filing status. A motion was made by Commissioner Pestana and seconded by Commissioner Johnson. The Plans were approved unanimously. Chairperson Norton did not vote.

## **V. DIVISION REPORTS**

- A. Executive Brothers affirmed he has scheduled a meeting with managers to overview the complaint process and discuss aged cases. Goal is to streamline process, make the process run more effectively and eliminate large volume of paperwork.
- B. Mr. O'Neill spoke on funding which was authorized for release from OPH to CHRO, to help with Budget concerns (very slow process); to date no funds have been released. He also spoke on weekly updates he generates to keep everyone informed of what is happening with the Legislature and the Governor's Budget, etc.
- C. Executive Director Brothers spoke on meeting held with Mr. Esdaile and some of his staff. They voiced a number of concerns regarding the CHRO process and left very unsatisfied. They acknowledged they would like to attend Commission meetings. Mr. Brothers did not think this was a good idea. However, some of the Commissioners disagreed with him, saying anyone is allowed to attend a public forum.
- D. No Fiscal Report

**VI. EXECUTIVE SESSION**

In accordance with Section 1-225(c) of the Connecticut General Statutes, as amended, it was moved by Commissioner Johnson and seconded by Commissioner Mambruno that the Commission adjourn into Executive Session, including inviting Executive Director Brothers and David Teed, Assistant Attorney General for a portion of the Executive Session. 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**

(Requires a Vote by Commissioners on the Record)

At 3:57 p.m. Commissioner Norton entertained a motion to return to Regular Session. A motion was made by Commissioner Mambruno and seconded by Commissioner Pestana to return to Regular Session. The motion carried unanimously. Chairperson Norton did not vote. The Chairperson reported no votes were taken in the Executive Session.

**VIII. VOTE ON EXECUTIVE SESSION ITEMS**

No votes were taken on items discussed in Executive Session.

**IX. ADJOURNMENT**

There being no further business to come before the Commission, it was moved by Commissioner Johnson and seconded by Commissioner Cruz to adjourn the meeting at 4:00 p.m. The motion carried unanimously. Chairperson Norton did not vote.