

**MINUTES OF THE REGULAR MEETING OF THE
COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES
LEGISLATIVE OFFICE BUILDING – ROOM 1A
HARTFORD, CT 06106
WEDNESDAY, AUGUST 11, 2010
2:00 P.M.**

COMMISSIONERS PRESENT

Andrew Norton, Chairperson
Edward Mambruno, Secretary
Edith Pestana
Cheryl Lynn Clarke
Patricia J. Wrice
Dawn Niles
Shelley Best
Alexia E. Cruz

COMMISSIONERS ABSENT

Milton Johnson has resigned as a Commissioner

STAFF PRESENT

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

I. CHAIRPERSON

Chairperson Andrew Norton convened the August 11, 2010 regular monthly meeting of the Commission on Human Rights and Opportunities to order at 2:14 p.m.

II. SECRETARY

Commissioner Mambruno requested approval of the minutes of the July 14, 2010 regular Commission meeting. The motion was made by Commissioner Wrice and seconded by Commissioner Niles. The motion was approved by all Commissioners with the exception of Commissioner Clarke. Commissioner Clarke abstained. Motion passes. Chairperson Norton did not vote on the motion.

III. AFFIRMATIVE ACTION RECOMMENDATIONS – VOTE REQUIRED

A. Agencies' Proposed Affirmative Action Plans

Staff Recommendations: **Approvals**

1. Department of Transportation
2. Ashuntuck Community College
3. Gateway Community College
4. Housatonic Community College
5. Northwestern Connecticut Community College

1. Department of Transportation

Mr. Bingham introduced the following individuals in attendance from the Department of Transportation: Albert A. Martin, Deputy Commissioner, Diane Donato, EEO Director, Vicki Arpin, Agency Human Resources Administrator 3, Renee LaBarge, EEO Specialist 1 and Daphne Lewis, Secretary 2.

The Department of Transportation plan was recommended for approval based on compliance with the following: The plan contains all elements required; the agency has met substantially all of its program goals; but not its hiring and promotion goals and the agency has substantially addressed deficiencies noted by the Commission in prior plan reviews and therefore, is in compliance with the (b)(4) standard.

Goal Achievement: Short-term goal achievement: 21 out of 47 possible goals or 45%. Long-term goal achievement: 4 out of 16 possible goals or 25%. Total goal achievement: 25 out of 63 possible total goals or 40%. Promotion goal achievement: 55 out of 118 or 47%. Approval History: 2009 approved, 2008 approved, 2007 approved, 2006 disapproved and 2004 approved.

2. Ashuntuck Community College

Mr. Bingham introduced the following individuals from Ashuntuck Community College: Martha McLeod, President, Joseph Bleicher, Director of Human Resources, Cheryl Cyr, Affirmative Action Officer and Sharon Gaddy, Consultant.

The Ashuntuck Community College plan was recommended for approval based on compliance with the following: the plan contains all elements required; the agency has demonstrated every good faith effort to achieve such goals and the agency has substantially addressed deficiencies noted by the Commission in prior review plans.

Goal Achievement: Short term goal achievement: 3 out of 8 possible goals or 37.5%. No Long-term goals were set. Total goal achievement: 3 out of 8 possible total goal or 37.5%.

Five-Year Approval History: 2009 disapproved, 2008 approved, 2007 approved, 2006 approved and 2005 approved.

3. Gateway Community College

Mr. Bingham introduced the following individuals in attendance from Gateway Community College: Dr. Mark K. Kosinski, Dean of Academic Affairs and Vincent P. Tong, Ph. D. Affirmative Action Officer.

The Gateway Community College plan was recommended for approval based on compliance with the following: The work force is considered as a whole is not in parity with the relevant labor market area; the agency has demonstrated every good faith effort to achieve such goals; and the agency had no deficient elements in the previous plans and therefore, is in compliance with the (b)(4) standard.

Goal Achievement: There were no short term goal achievements during this reporting period. Long-term goal achievement: 2 out of 5 possible goal or 40%. Total goal achievement: 2 out of 5 possible total goals or 40%. Promotion goal achievement: 3 out of 3 goals were met or 100%. 3 out of 4 program goals were met or 75%. Approval History: 2009 approved, 2008 conditionally approved, 2007 approved, 2006 approved November 30, 2005 approved and May 30, 2005 disapproved.

4. Housatonic Community College

Mr. Bingham introduced the following individuals in attendance from Housatonic Community College: Anita Gliniecki, President and Brenda Alexander, Director.

The Housatonic Community College plan was recommended for approval based on compliance with the following: the plan contains all 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 prior plan reviews.

Goal Achievement: Short term goal achievement 2 out of 6 possible goal or 33.3%. Long term goal achievements: 1 out of 3 or 33.3% Total goal achievement: 3 out of 9 possible total goal or 33.3%. Promotion goal achievement: 0 out of 1 possible goals or 0%. Five-Year Approval History: 2009 approved, 2008 disapproved, 2007 conditionally approved, 2006 disapproved and 2005 approved.

5. Northwestern Connecticut Community College

Mr. Bingham introduced the following individuals in attendance from Northwestern Community College: Dr. Barbara Douglass, President and Fran Pistilli, Director of Human Resources / Affirmative Action Officer.

The Northwestern Connecticut Community College plan was recommended for approval based on compliance with the following: the plan contains all elements required; the agency has met all or substantially all of its hiring, promotion and program goals; and the agency has substantially addressed deficiencies noted by the Commission in prior plan reviews.

Goal Achievement: No Hires or Promotions occurred during this reporting period. Five-Year Approval History: 2009 approved by default, 2008 approved, 2007 approved, 2006 disapproved and 2005 approved.

Chairperson Norton requested a motion to accept staff recommendations for approval of the five affirmative action plans Department of Transportation, Asnuntuck Community College, Gateway Community College, Housatonic Community College and Northwestern Connecticut Community College and that they retain their annual filing status.

A motion was made by Commissioner Mambruno and seconded by Commissioner Pestana to accept staff recommendations for approval of all five plans; Department of Transportation, Asnuntuck Community College, Gateway Community College, Housatonic Community College and Northwestern Connecticut Community College and that they retain their annual filing status. All Commissioners approved. The motion passes. Chairperson Norton did not vote on the motion.

Staff Recommendation: **Disapproval**

Teachers Retirement Board

1. Teachers Retirement Board

Mr. Bingham introduced the following individuals in attendance from the Teachers Retirement Board: Darlene Perez, Agency Administrator and Louis Laccavole, Affirmative Action Officer.

The Teachers Retirement Board plan was recommended for disapproval based on noncompliance with the following: the work force, considered as a whole and by occupational category, is not in parity with the relevant labor market area; the agency has not demonstrated every good faith effort to achieve such goals; and the agency had no deficient elements in the previous plan.

Goal Achievement: Short-term goal achievement: 1 out of 2 possible goals or 50%. There were no long-term goals during this reporting period. Total goal achievement: 1 out of 2 possible total goals or 50%. In addition, there were no promotion goals, 0 out of 1 program goals were met or 0%. during this reporting period. Five-Year Approval History: 2009 approved, 2008 approved, 2007 conditionally approved, 2006 approved and 2005 approved.

A motion was made by Commissioner Clarke and seconded by Commissioner Wrice to accept staff recommendation for disapproval of the Teachers Retirement Board plan and that they retain their annual filing status. The motion carried unanimously. Chairperson Norton did not vote on the motion.

IV. NEW BUSINESS

None

V DIVISION REPORTS

A. No Legislative Report

B. Executive Director's Report

Executive Brothers announced that Commissioner Johnson has resigned effective immediately.

It was moved by Executive Brothers that Commissioners vote on having future Commission meetings at the LOB (due to construction at 21 Grand Street)d. This will depend on room availability, If no room is available, CHRO will seek alternative location. A motion was made by Commissioner Pestana and seconded by Commissioner Clarke. All approved. The motion passes. Chairperson Norton did not vote on the motion.

Fiscal Report was included in Commissioners package.

VI. EXECUTIVE SESSION

In accordance with CONN. GEN. STAT. § 1-225(c), it was moved by Commissioner Mambruno and seconded by Commissioner Cruz that the Commission adjourn into Executive Session, including inviting Executive Director Brothers and guests from DPW 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

At 4:30 p.m. Commissioner Norton entertained a motion to return to Regular Session. A motion was made by Commissioner Clarke and seconded by Commissioner Mambruno 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

(Requires a Vote by Commissioners on the Record)

No decisions or votes were taken on Executive Session items.

IX. ADJOURNMENT

There being no further business to come before the Commission, it was moved by Commissioner Wrice and seconded by Commissioner Clarke to adjourn the meeting at 4:37 p.m. The motion carried unanimously. Chairperson Norton did not vote.