

MINUTES OF THE COMMISSION FOR HUMAN RIGHTS

August 31, 2012

A meeting of the Commission for Human Rights was held in the agency conference room on Friday, August 31, 2012. Present at the meeting were Commissioners Dr. John B. Susa, Chair, Commissioners Rochelle Bates Lee and Iraida Williams. Absent were Commissioner Nancy Kolman Ventrone, Camille Vella-Wilkinson., Alberto Aponte Cardona and Alton W. Wiley, Jr. Commissioner Susa called the meeting to order at 1:00 p.m.

A motion was made by Commissioner Lee to approve the minutes of June 29, 2012. The motion to approve was seconded by Commissioner Williams and carried.

Status Report of Michael D. Évora, Executive Director

A written report was handed out. All new information is in bold print.

Case Production Report – Attached

Aged Case Report - Attached

Outreach Report - Attached

STATUS REPORT – COMMISSIONERS:

STATUS REPORT:

No information on Commissioner appointments as of this date. The Commissioners moved to approve the Proposed Procedures on Requests for Public Records. Commissioner Rochelle Bates Lee moved to approve the request and the motion was seconded by Commissioner Iraida Williams and carried.

OUTREACH:

No Commissioner outreach to report at this time.

STATUS REPORT - LEGAL COUNSEL by Michael D. Evora.

LITIGATION: Report Attached.

LEGISLATION: Michael Evora reviewed the status of bills as they related to the Commission and its mission.

REGULATIONS: No Discussion at this time.

HEARING SCHEDULE: Discussed.

DECISIONS: No Discussion at this time.

The meeting adjourned at 1:35 p.m. The next regular meeting will be on Friday, September 86, 2012 at 12: 30 pm.

Respectfully Submitted,

**Michael D. Évora
Executive Director**

**Notes taken by: B. Ross
EXECUTIVE DIRECTOR'S
REPORT TO COMMISSIONERS**

31 August 2012

I. BUDGET

S = State/General Revenue; F = Federal (EEOC/HUD); T = Total

	FY 2012	FY 2012	FY 2013	FY 2013	FY 2013
	(Enacted)	(Supp.)	(Request)	(Proposed)	(Enacted)
S	1,154,038	1,142,820	1,241,593	1,161,717	1,137,768
F	301,532	277,069	325,992	325,992	325,992
T	1,455,570	1,419,889	1,567,585	1,487,709	1,463,760

On May 31, House Finance passed a budget containing the FY 2012 Supplemental Revenues and FY 2013 Revenues highlighted in bold above. According to our Budget Analyst, the FY 2013 General Revenue reduction (\$23,949) is attributable to an offset for savings in retirement costs for current employees based on the Rhode Island Retirement Security Act of 2011. The Committee's budget also authorized the Commission's full 14.5 FTEs. (The 0.5 FTE – Sr. Compliance Officer – was vacated in August 2009 and we have not yet received authorization to fill this part-time position.) The budget has since passed the full House and Senate and has been signed by the Governor.

I am in the process of working with our Budget Analyst to prepare the Commission's FY 13 (Revised) and FY 14 (Proposed) Budgets. The

submission is due to the Governor by September 14. Based on an anticipated state budget shortfall, the Governor has asked that every state agency submit a budget proposal for FY 14 which incorporates a seven percent reduction from the calculated current services funding level. (I also will prepare and submit a Budget Impact Statement in conjunction with the FY 2014 budget.)

II. FEDERAL CONTRACTS

EEOC – For federal FY 2012 (beginning October 1, 2011), according to EEOC Project Director Marlene Toribio, we have closed 193 co-filed cases. Our contract with EEOC for FY 2012, received and signed by me on April 23, was for 228 cases, a decrease from our FY 11 (revised) contract amount. EEOC has increased the per-case payment from \$600 to \$650. On August 23, I was advised that our request for an upward modification of seven cases was approved by EEOC, bringing our contract obligation to 235 cases. We must close an additional 42 co-filed cases by September 30 to meet the modified contract.

HUD – For FY 12, according to HUD Project Director Angela Lovegrove, we took in 40 new housing charges, 37 of which were co-filed with HUD. Within this same time period, we processed 45

housing charges, 43 of which were co-filed with HUD. For FY 13 (beginning July 1, 2012), we have taken in six new housing charges, five of which are co-filed with HUD. Within this same time period, we have processed zero cases, zero of which were co-filed with HUD.

III. PERSONNEL

No new information.

IV. OUTREACH – Refer to attached report

V. GENERAL STATUS

• Meetings with staff members – I continue to meet with individual investigative staff members on a monthly basis to monitor case production.

• Case Closures – Refer to attached report.

We ended FY 2012 slightly behind the prior fiscal year's case processing rate. In FY 2011, we processed 422 cases; in FY 2012, we processed 411 cases (approx. 3.5% decrease). For FY 2013 (as of July 30, 2012), we have processed 33 cases (compare to 24 cases in this same time period in FY 12).

• Aged Cases – Refer to attached report.

●Overall Case Inventory – The Commission had over 1000 cases in its inventory at the end of FY 1998. We ended FY 12 with 255 cases in inventory. As of 8/15/12, we had a total of 280 cases in inventory, 31 of these cases were pending assignment.

●Information Technology – On April 25, Frank, Jason, Betsy and I met with representatives from the state Dept. of Information Technology (DoIT) to discuss the Commission’s relationship with DoIT, access to DoIT services, etc. DoIT has conducted a review of the Commission’s server/IT system and determined that the server will end its useful life in 2014. DoIT has recommended the purchase of a service agreement through Dell to cover the server until 2014, at which point the Commission will have to assess the benefit of purchasing a new server vs. connecting to the state’s “virtual” server system.

●Performance Management Initiative – On August 14, I met with the Governor’s Performance Management Team to discuss the Commission’s agreed-upon performance goals. The Team noted that the Commission is one of the only state agencies that consistently complies with the Performance Management Directive in a complete/timely manner. These meetings will occur quarterly.

●Fair Housing Conference – Frank Gaschen, Angela Lovegrove, Dina Quezada and I will be attending a HUD-sponsored Fair Housing Conference in Boston from Sept. 11-13..

Respectfully submitted,

Michael D. Évora

Executive Director

Attachments