

TRANSCRIPT OF PROCEEDINGS
BEFORE THE
COMMISSION ON HUMAN RIGHTS
(TEXAS WORKFORCE COMMISSION)
AUSTIN, TEXAS

PUBLIC MEETING FOR THE)
COMMISSION ON HUMAN RIGHTS)

COMMISSION MEETING

WEDNESDAY, OCTOBER 3, 2007

BE IT REMEMBERED THAT at approximately
9:00 a.m., Wednesday, the 3rd day of October 2007, the
above-entitled matters came on for hearing at the
Texas Workforce Commission, TWC Building, 101 East
15th Street, Room 244, Austin, Texas before CHAIRMAN
ANDERSON and the COMMISSIONERS of the Commission on
Human Rights; and the following proceedings were
reported by Patricia Gonzalez, a Certified Shorthand
Reporter, in the State of Texas.

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P R O C E E D I N G S

WEDNESDAY, OCTOBER 3, 2007

(9:00 a.m.)

AGENDA ITEM NOS. 1 AND 9

CHAIRMAN ANDERSON: Good morning,

everyone. We are now in session for the Human Rights Commission of the TWC. Welcome, all the visitors, the staff and the guests.

We're going to have to change the agenda this morning and we're going to go into Executive Session first thing. We will probably be in there for a period of time, maybe a half hour, 45 minutes. So if those of you who want to come back when we go back in Open Session, that's fine. There are certain individuals, certain staff people who know we'd like to have them present in the Executive Session.

So we are now going to go into Executive Session pursuant to Government Code 55 -- Section 551.074(a)(1) to discuss the appointment, employment, evaluation, reassignment, duties, discipline or dismissal of the Texas Workforce Commission Civil Rights Division Director.

Depending on the time and how long we're in discussing that, we may also discuss -- Susanna, do you want me to come back to discuss this or go ahead

1 and talk about the other item that we're going -- we
2 may be discussing?

3 MS. HOLT: Go ahead and announce it,
4 please.

5 CHAIRMAN ANDERSON: Okay. And we may
6 also discuss, depending on the time, because the AG is
7 going to be coming over at about 9:45, Executive
8 Session pursuant to Government Code, Section
9 551.071(1) concerning contemplated litigation or the
10 pending litigation of the following cases: Texas
11 Workforce Division - Civil Rights Division versus
12 Henry Carter, et al.

13 It's now 9:02 and we're going to adjourn
14 to Executive Session.

15 (Executive Session: 9:01 a.m. to 12:00 p.m.)

16 CHAIRMAN ANDERSON: Commission on Human
17 Rights Executive Session concluded at 11:59 on
18 October 3rd, 2007. We're now back in open session and
19 proceeding with the agenda.

20 And what I'd like to do, Robert, is to
21 expedite, just hit the high points.

22 MR. GOMEZ: Yes, sir.

23 CHAIRMAN ANDERSON: And one of the
24 things I want to do -- and I know you're going to go
25 through in some detail, is to talk about the numbers

1 that have just concluded, and the Commissioners want
2 to extend to you and the staff a job well done for
3 exceeding -- meeting or exceeding the goals that have
4 been established -- or most of the goals. I think
5 there was one that wasn't met. And certainly the job
6 that all the staff did is outstanding. I wish you
7 would convey that to them. And some of the
8 Commissioners and I will certainly try to get over
9 there before I drive back. I will also go over and
10 convey that personally. Some of us have a flight to
11 make --

12 MR. GOMEZ: Thank you, sir.

13 CHAIRMAN ANDERSON: -- but the rest of
14 us will, in either this meeting or the next meeting,
15 try to convey that to the staff.

16 And so let's -- if there's nothing else
17 from any of the Commissioners, let's go ahead and go
18 through the report.

19 AGENDA ITEM NO. 3

20 MR. GOMEZ: Yes, sir. For the record,
21 my name is Robert Gomez, Division Director.

22 Chair Anderson and Commissioners, good
23 afternoon.

24 Let me direct you to the agenda item
25 under "Director's Report," since we're trying to be

1 brief here. The bulleted items, the meetings, they're
2 listed under the tab for the director, basically the
3 regular meetings that I attend with CRD staff and TWC
4 staff and also the Commission for TWC on a weekly
5 basis.

6 I did want to bring your attention to
7 the meetings that we had with HUD. We did have two
8 meetings with HUD. They did their annual review.
9 They did reviews both on our PHAP program and our PHIP
10 program, and Alice will give you a little bit more
11 information in order to be brief and not to duplicate
12 the same information.

13 On the Housing and Outreach Program,
14 again, let me just give you my highlight as a
15 director. We did reassign those duties and
16 responsibilities to Mr. Tony Robertson who is the
17 manager for Training and Monitoring. That was under
18 Vickie, the manager for Employment and Housing
19 Enforcement, but we have since transferred it over to
20 Mr. Tony Robertson.

21 We also, currently, are in the process
22 of hiring a new outreach coordinator. We have
23 received the applications as of today, is my
24 understanding, from HR. So Tony will start
25 interviewing possibly tomorrow or the day after

1 tomorrow for that position and we hopefully will have
2 it filled as soon as possible.

3 CHAIRMAN ANDERSON: Are there --

4 COMM. KHALIFA: Outreach, going out and
5 talking about our different services, not just for
6 training. Right?

7 MR. GOMEZ: Yes, Commissioner. What
8 this supposition basically is -- it's really we're
9 trying to utilize this person for outreach, networking
10 and our special projects, the projects that we get
11 through HUD; also, our Extended Presence Program where
12 we have those five satellite itinerate investigator,
13 our itinerate expanded presence offices around the
14 state, and this individual will be doing that also.

15 CHAIRMAN ANDERSON: Where are they,
16 again, those offices?

17 MR. GOMEZ: We have one in Tyler, Chair
18 Anderson, one in Lubbock, one in El Paso, one in the
19 Valley in San Juan. And the one in Amarillo I am
20 thinking that I will have to go out there probably
21 before the end of this month simply because the one in
22 Amarillo, the last time we were out there, we
23 generated traffic and we were sharing an office. So
24 they kind of gave us the hint that maybe we need
25 additional office space or an alternative office space

1 because we were sharing it with someone working with
2 the -- there at that building, that facility; it
3 happened to be the Red Cross Building.

4 So I will go out there. I have already
5 made two contacts in the Amarillo area and we have two
6 possible office sites. So I'll probably be going out
7 there sometime before the end of this month.

8 CHAIRMAN ANDERSON: And is the young
9 lady who is leaving who used to be in the position, is
10 she still on board or working part-time or is she
11 completely gone now?

12 MR. GOMEZ: No, sir. She's completely
13 gone.

14 CHAIRMAN ANDERSON: Okay.

15 MR. GOMEZ: She left. She gave her two
16 weeks' notice, and those are up already.

17 CHAIRMAN ANDERSON: Okay.

18 MR. GOMEZ: Yes, sir.

19 CHAIRMAN ANDERSON: She'd be a good
20 model, I think, for your next hire. I mean, doesn't
21 have to be a clone --

22 MR. GOMEZ: Yes, sir.

23 CHAIRMAN ANDERSON: -- but she certainly
24 exhibited, I think, all the skills and traits we were
25 looking for.

1 MR. GOMEZ: Yes, sir, because she did an
2 excellent job in that position with our special
3 projects, our grants, when we submitted our grants
4 to -- in working with TWC, the grant section, in
5 submitting those grants and proposals to HUD. She did
6 an excellent job in the outreach and networking. So,
7 yes, we're looking for someone very similar like that.

8 And, basically, that's my report from
9 the Director's standpoint.

10 As far as special projects, Vickie,
11 since, like I say, she was handling special projects,
12 she will give her report or summation of the special
13 projects and where we're at with the special projects
14 up to this point in time.

15 Staffing report, as I just mentioned, we
16 are in the process of hiring for that outreach
17 coordinator. Unfortunately, we have also received a
18 resignation notice yesterday from another -- one of
19 our investigators. Reasons being that she will get
20 better pay and will also be able to work out of her
21 house. So made her an offer she couldn't refuse, I
22 guess.

23 And other than that, we did bring on the
24 itinerate -- the in-take investigator on board three
25 weeks ago. The gentleman is working out fine, is

1 going through his learning curve, but he seems to be
2 picking up very well. So, at present, we only have
3 one vacancy that we're currently hiring for, and I
4 believe the paperwork for the investigator that's
5 leaving that gave us notice yesterday will be in HR,
6 hopefully, by this afternoon so we can get on the
7 hiring track for that position.

8 Networking/contact update, I did mention
9 the fact that the special projects were transferred to
10 Tony Robertson. So he has been going out there and
11 I'll let him give that as part of his report. He has
12 been going out there and working with our PHIP
13 partners with the special projects that was given to
14 us by HUD. He's been out there to -- I believe it's
15 Tyler, Houston, the Victoria area, Texarkana. And,
16 like I say, he'll go into further detail when he gives
17 his report on -- as far as networking and contact
18 update. Also, we're doing the networking and
19 contacting in our Expanded Presence Program, and we
20 will continue to do that.

21 Summit conference attendance, we did
22 have the occasion to attend the -- on your list there
23 behind the Director's tab, one of the bulleted items
24 shows you the Technical Assistance Program Seminar,
25 the TAPS in San Antonio, that was presented by EEOC.

1 We had an opportunity to attend that. "We," I mean
2 the managers for CRD. Also, the last bullet on the
3 first page in that -- behind that tab is that we did
4 participate with the HUD representatives in as far as
5 discussion on our reviews for the PHAP and PHIP
6 programs.

7 We attended the National Organization
8 for Mexican American Rights Conference in San Antonio,
9 Texas. We were provided the opportunity to set up our
10 networking and outreach booth -- informational booth
11 there for a period of three days. And, also, along
12 with that, we were able to set up a workshop that --
13 along with Vickie and Tony that I attended and we
14 delivered to the attendees on the last day of the
15 conference which went over very well. We had a lot of
16 questions that were asked by the audience, and it was
17 a very well attended conference in San Antonio.

18 Customer service survey evaluation,
19 briefly, the summary for August, those are the latest
20 figures that I have. Questions 1 through 5, again,
21 just as a reminder, No. 1 through 5, "Is staff" --
22 "Was staff courteous and helpful?" No. 2, "Did staff
23 provide accurate information?" No. 3, "Did staff
24 provide timely response to inquiries?" No. 4, "Was
25 staff knowledgeable to CRD procedures?" No. 5, "I

1 would recommend your service to others." We have,
2 again, the four response categories, "strongly agree,
3 agree, disagree and strongly disagree." We coupled
4 the strongly agree and agree columns and we come up
5 with a total of 31 responses under those two response
6 columns; under the disagree and strongly disagree
7 columns, we have four, which gives us a percentage
8 breakdown of 88.57 that is favorable under the
9 strongly agreed and agreed columns and 11.43 percent
10 under the strongly disagree and disagreed columns.

11 Any questions on that information?

12 (No response)

13 MR. GOMEZ: Okay. Future goals, we have
14 a new projected case closure performance standard for
15 our investigators. Basically, what we try to do, we
16 try to keep the generalist plan intact due to
17 budgetary requirements for the Division, but this is
18 more of an Employment primary, Housing primary type of
19 plan.

20 What we have is, in each of our teams,
21 we have four investigators that are Employment primary
22 and we have three investigators that are Housing
23 primary. Closure rate for those investigators are
24 eight and one for Employment -- eight Employment and
25 one Housing. And for the Housing investigators, their

1 performance standard calls for five Housing closures
2 and one Employment closure. Mediators are -- they
3 have also been adjusted to -- in their performance
4 plan, to have a closure performance standard of five
5 per month as far as the three mediators are concerned
6 for our ADR section.

7 This, again, should enable us to yield
8 the required revenue that we need to sustain the
9 Division and also give us the required closures. And
10 also as I mentioned before, starting this fiscal year,
11 we did go into the new closure requirements in as far
12 as the number of cases based on the LAR and the LBB
13 target measures. The number of Employment and Housing
14 complaints have been combined, and that number stands
15 at 1,280 for both Employment and Housing closures.

16 CHAIRMAN ANDERSON: Where is that --
17 where are those goals? Are they in this report?

18 MR. GOMEZ: I'm sorry, Chair Anderson?

19 CHAIRMAN ANDERSON: The goals. What
20 you're talking about now, are they in this report?

21 MR. GOMEZ: I believe we did not include
22 that information. If you want, I can send you-all
23 that information. I believe when we received those,
24 the response of the new goals, we did send them to the
25 Commissioners or they were requested to be sent. If

1 not, we will make them available to you-all.

2 CHAIRMAN ANDERSON: Yeah. Becky, would
3 you make sure that all the Commissioners -- Robert and
4 Becky -- get all the --

5 MR. GOMEZ: On the new targets.

6 CHAIRMAN ANDERSON: The new targets.
7 Right.

8 MR. GOMEZ: Yes, sir. I surely will.

9 That brings me to my last item, which is
10 the report on the numbers that we were able to close
11 out in Fiscal Year '07.

12 First of all, I'd like to preface that
13 by reiterating, Chair Anderson, what you said and
14 congratulate the staff, CRD staff, management staff
15 and the investigators and all staff for CRD, give them
16 thanks and also appreciate all their hard work that
17 they did in Fiscal Year '07, and it does show in the
18 numbers that we ended up with for the closure of
19 Fiscal Year '07. And I'd like to share some of these
20 with you and I'll just read them off my chart that I
21 have here.

22 The percent of Housing investigations
23 complying with review standards, we were at
24 100 percent. We ended up the year with 100 percent.
25 Number of Employment complaints resolved, the target

1 was 1,285, and that was the old target for last year.
2 As I mentioned before, they have since changed. We
3 closed a total of 1,278 cases. That gave us a
4 99.46 percent of target. So we were within that
5 variance of 5 percent, which is pretty close --
6 99.46 percent.

7 Number of Housing cases resolved, our
8 LBB target measure was 260. We were able to close 308
9 cases. A couple of factors factored into that, the
10 fact that we had a very high inventory of cases, and,
11 also, HUD requested that we close as many age cases as
12 possible; gave us a total of 308 closures. We
13 exceeded that target measure and achieved a
14 118.46 percent of target.

15 CHAIRMAN ANDERSON: This will probably
16 take place when Gene talks to us about the financials,
17 but, obviously, if we closed more cases, then we have
18 more revenue. What happens to that revenue? But
19 we'll wait with anticipation for Gene to let us know.

20 MR. GOMEZ: Yes, sir.

21 The average cost per Employment
22 complaint resolved and the average cost per Housing
23 complaint resolved, they all were lower than target of
24 100 percent, and that simply indicates or is an
25 indicator that we were more efficient in closing our

1 Employment and Housing cases as reflected by the
2 numbers that we did close.

3 Percent of EEO investigations complying
4 with CRD, EEOC review standards -- this is in the
5 Employment area -- we achieved a 99 -- our target
6 measure was 99 percent, and we achieved
7 100.45 percent. So we exceeded that standard.

8 Percent of Employment and Housing
9 complaints resolved timely, the target measure was
10 99 percent and we achieved a 97.29 percent. And
11 that's simply, again, going back to the high inventory
12 of Housing cases and these cases aging because of the
13 high inventory and the closures that we needed to get,
14 which was impacted by our staff turnover early in the
15 fiscal year.

16 The number of personnel policies
17 approved by CRD, our target measure was 30, and we
18 achieved that 100 percent. We did 30 and closed out
19 30.

20 Number of fire department tests reviewed
21 and completed, again, as stated before and presented
22 to you-all before the Commission, that we're not
23 compensated for these fire department tests that we
24 review and complete, but our target measure was 10 and
25 we completed 60. So that's way over the target

1 measure.

2 In mediation, I'll just share this with
3 you, this is not a -- either a key measure or a
4 non-key measure. This is a management performance
5 measure that we do measure in our mediation area. Our
6 target was 260, and based on three mediators closing
7 six cases per month, the Mediation Section exceeded
8 that target that we had placed on our ADR Section.
9 They closed 218 cases, gave us 100.93 percent of
10 target.

11 So I just wanted to share those with you
12 because I do believe that we closed the fiscal year on
13 a very positive note. Again, acknowledgment has to be
14 given and should be given to our staff in their
15 diligence and hard work throughout the year. We're
16 looking forward to the new fiscal year. We have new
17 targets, as I mentioned before, and those, as
18 requested by you, Chair Anderson, will be sent to
19 you-all.

20 CHAIRMAN ANDERSON: Okay.

21 MR. GOMEZ: And that completes my
22 report. Unless you-all have any questions, I'll let
23 Jim Dixon come up here and give his report on the
24 budget.

25 CHAIRMAN ANDERSON: Maybe Gene should

1 come, too.

2 MR. GOMEZ: Okay.

3 CHAIRMAN ANDERSON: And I would like for
4 you to think about -- while they're doing the
5 report -- when the staff would like for us to have
6 Commission meetings in 2008, and we will probably have
7 a meeting -- whether it's closed or open, I'm not sure
8 at this point -- in December. But when you-all would
9 like to have a regular presentation in 2008. You can
10 go ahead and confer, if you'd like, so you can make
11 those recommendations. And we'll see if we can't
12 comply with them. It, obviously, has something to do
13 with, you know, when reports are ready and that type
14 of thing. It's ridiculous for us to have a meeting,
15 and, you know, you not have all the information you
16 need to have.

17 So the financials. We are not blessed
18 with Daryl today. We're blessed with Mr. Dixon.

19 MR. DIXON: Daryl is on vacation.

20 Good afternoon, Commissioners and Chair
21 Anderson. For the record, my name is Jim Dixon. I
22 work in the Budget Department, Finance Department of
23 the Workforce Commission.

24 And I'm going to present five slides
25 today which summarize the Fiscal Year '07's budget and

1 expenditures and the plans for Fiscal Year '08. And
2 if you'll notice, the first slide shows the 2007
3 expenditures by quarter. And then the last three --
4 the last quarter is broken out by month. And the
5 total of those expenditures total the \$2.3 million for
6 the year.

7 Next slide.

8 And this slide compares Fiscal Year 2006
9 with Fiscal Year 2007 for expenditures through
10 August 31st, and the increase for total expenditures
11 over the prior fiscal year is about 5.5 percent.

12 Next slide, please -- yes, sir.

13 CHAIRMAN ANDERSON: Okay. We were
14 \$123,000 greater in our budget in 2007 compared to
15 2006. Right?

16 MR. DIXON: Right.

17 CHAIRMAN ANDERSON: Was that --

18 MR. DIXON: Budget or expenditures?

19 CHAIRMAN ANDERSON: Expenditures.

20 MR. DIXON: Right.

21 CHAIRMAN ANDERSON: And some of that was
22 in benefits for --

23 MR. DIXON: Right, benefits and then
24 salaries. And if you'll notice, the other
25 operating --

1 CHAIRMAN ANDERSON: Yeah.

2 MR. DIXON: -- there were some things
3 that occurred during this year.

4 There was a completion of some
5 construction projects that occurred for the Trinity
6 Building, which is about \$7,000 for the elevators and
7 the roof. There was also the full year for paying
8 utilities to the City of Austin which was an increase
9 over the prior year of about \$18,000 because of the
10 move from the North Austin facility. And there was
11 about a \$64,000 increase in just admin expenditures.
12 And then there was a \$12,000 productivity evaluation
13 service contract that was budgeted in the Executive
14 Director's Division. It's not a part of the Civil
15 Rights Division. And that makes up about a difference
16 of about \$103,000.

17 CHAIRMAN ANDERSON: Why are the grants
18 so substantially changed?

19 MR. DIXON: Well, there were more grants
20 given out in --

21 CHAIRMAN ANDERSON: Six.

22 MR. DIXON: -- '06 than there were in
23 '07. There was like 109,000 in '06 and there were
24 just about 19,000 given out this year.

25 Okay. Next slide, please.

1 This slide compares the 2007 budget with
2 the 2007 expenditures. And at the end of August, it
3 was about 95 percent expended. Now, there will be a
4 few things that come in in September and October, and,
5 also, we are transferring \$35,000 of the HUD Katrina
6 budget from '07 into '08 to use those expenditures for
7 '08.

8 CHAIRMAN ANDERSON: Now, \$120,000
9 difference between the budget and expenditures, is
10 that money that is -- mostly that's going to be
11 transferred?

12 MR. DIXON: Yes. Right. At some point
13 in time. In probably December --

14 CHAIRMAN ANDERSON: We can buy our
15 cubicles now, right, Gene?

16 MR. CRUMP: For the record, Gene Crump,
17 Deputy Executive Director. Yes, sir. What -- I
18 haven't received the final numbers on revenues earned
19 and expenditures as we close out the year, but,
20 certainly, sir, all of that carry-forward money, just
21 to answer your question directly, will be placed in
22 the CRD budget. And then whatever the Commissioners
23 and Robert decide, it's open. Fair game.

24 CHAIRMAN ANDERSON: Well, I think Robert
25 knows the sense of -- at least the Chair's position on

1 that.

2 MR. CRUMP: Yes, sir.

3 CHAIRMAN ANDERSON: And I think you do,
4 too. Right?

5 MR. GOMEZ: Yes, sir, I do.

6 MR. DIXON: Okay. Next slide, please.

7 And this slide shows the estimated
8 revenues for Fiscal Year 2008 based upon the estimated
9 number of cases that will be closed, and the total for
10 2008 is \$2.5 million.

11 CHAIRMAN ANDERSON: You know, the
12 revenue, the GR, used to be about a third of the -- of
13 our budget and now it's down to about 30 percent. Is
14 that trend going to continue? I mean, at some point
15 we won't have any money coming from general revenue
16 and we're just going to be all funded by EEOC and HUD
17 and other charges?

18 MR. CRUMP: Chair, let me answer that
19 question. Of course, we're speculating right now,
20 but, obviously, at this point, as you look forward to
21 the next biennium, assuming there's no revenue --
22 there's no requested general revenue reductions by the
23 Governor's Office and the Legislative Budget Board as
24 we put the LAR together, that number would remain
25 constant. And we've talked about this before. If the

1 Commission -- if the Texas Commission on Human Rights
2 would like the Texas Workforce Commission to submit an
3 exceptional item for general revenue, that would be
4 during the next LAR cycle which will occur next
5 summer.

6 CHAIRMAN ANDERSON: All right.

7 MR. CRUMP: But sans that, that number
8 would remain static, and, obviously, as we generate
9 more funds from the contracts with HUD and EEOC, then
10 that percentage would go down.

11 CHAIRMAN ANDERSON: That's -- you know,
12 the general revenue, we know we're going to get. I
13 mean, it's always speculative to some extent of what
14 we're going to get through the contracts.

15 MR. CRUMP: Yes, sir.

16 CHAIRMAN ANDERSON: And it's through the
17 work of this staff that the Housing cases were closed,
18 you know, greater than was budgeted.

19 MR. CRUMP: Correct. Yes, sir.

20 CHAIRMAN ANDERSON: And we would
21 probably expect our Employment cases to remain fairly
22 static because my understanding is the inventory is
23 down to some extent -- right, Robert -- on the
24 Employment side?

25 MR. GOMEZ: Vickie will provide you an

1 update on that, Chair Anderson, but it seems that our
2 inventory in Employment, because of the actions we
3 have taken through EEOC and also placing the complaint
4 form on the website, once again, they have increased.
5 We have substantial inventory in Employment, and, in
6 fact, I have asked Vickie to contact our contacts with
7 EEOC so they could not refer or defer any additional
8 cases to us because we have a substantial amount in
9 our inventory.

10 MR. CRUMP: So, Chair Anderson, for you
11 and the Commissioners, what you-all would have to
12 decide for an exceptional item is is there a -- I'll
13 say it this way -- a significant increase in
14 Employment cases, because that's where the GR dollars
15 are spent to offset the cost to process --

16 CHAIRMAN ANDERSON: Right.

17 MR. CRUMP: -- and perfect those cases.
18 Then that would lay the predicate for seeking
19 additional general revenue funds.

20 CHAIRMAN ANDERSON: And, Robert, I would
21 like you and your staff to look at that strategically
22 and see, "Okay. Where are we going and what are we
23 going to need" because -- and maybe not for this
24 budget. I mean, I wouldn't say we need to go in and
25 try to modify this budget, but going forward, the next

1 budget cycle, we need to look seriously at what's
2 going to happen with GR and maybe requesting some
3 additional money. If we're not going to get it
4 from -- you know, if we're going to get the Housing
5 case -- the Employment cases and that costs us out of
6 our general revenue, then we need to seriously look at
7 that.

8 MR. GOMEZ: Yes, sir.

9 MR. CRUMP: One thought, sir, if I could
10 build on your comments.

11 CHAIRMAN ANDERSON: We can't use the
12 Housing money.

13 MR. CRUMP: When we think about this,
14 the budget is already set for FY '08 and FY '09.

15 CHAIRMAN ANDERSON: Right.

16 MR. CRUMP: So you're actually looking
17 at the --

18 CHAIRMAN ANDERSON: '10 and '11.

19 MR. CRUMP: -- 2010 fiscal year process.

20 CHAIRMAN ANDERSON: Do you -- well, you
21 need to go ahead and take a look and see if there's
22 anything in the -- on the horizon for 2008 and 2009,
23 going to say, "Well, Legislator, we need a few" -- you
24 know, "We need another \$30,000 in our GR." And you
25 need to work closely with Daryl, Jim and Gene to make

1 sure that happens so we don't get caught short.

2 MR. GOMEZ: Yes, sir.

3 MR. DIXON: Okay. The last slide shows
4 the budget plan for that \$2.5 million, budget and
5 salaries and the other operating costs.

6 CHAIRMAN ANDERSON: And the benefit
7 costs are fixed. I mean, we don't have -- there's
8 not -- you know, you got so many employees and the
9 benefits are going to be X dollars. Right?

10 MR. CRUMP: Yes, sir. The benefits
11 costs are based contracts established by the
12 Employment -- Employees Retirement System Agency. So
13 the percentage is relatively fixed, but the absolute
14 dollar amount will vary according to the contracts.
15 You can think of salaries -- in essence, it's about
16 30 percent, is kind of the way we look at it from a
17 budget perspective, but we all know that health
18 insurance costs are going up. So much like CRD, the
19 Texas Workforce Commission, since we are approximately
20 90 percent federally funded, are impacted when those
21 health insurance contract costs go up because we pay
22 our fair share of that.

23 CHAIRMAN ANDERSON: And you've already
24 calculated the increase in for salaries. Right?

25 MR. CRUMP: Yes. Yes, sir.

1 CHAIRMAN ANDERSON: What is it?

2 3 percent?

3 MR. CRUMP: No, sir. That was for '07.

4 For '08 and '09, we expect it to be 2 percent or

5 \$50 -- is it --

6 MR. DIXON: \$50, floor.

7 MR. CRUMP: \$50 if you fall -- if it

8 falls below 2 percent. There's a floor of \$50. In

9 other words, if 2 percent of your salary was going to

10 be less than \$50 a month, that's a floor of 50.

11 CHAIRMAN ANDERSON: Okay. You get at

12 least -- you get at least 50.

13 MR. CRUMP: At least 50. Yes, sir.

14 MR. DIXON: Any more questions?

15 CHAIRMAN ANDERSON: Commissioners?

16 COMM. KHALIFA: So somebody making just

17 \$12,000 a year?

18 CHAIRMAN ANDERSON: In some areas.

19 Probably not in CRD, but in some areas of the state

20 there might be. I guess.

21 MR. CRUMP: I didn't hear the question,

22 sir.

23 COMM. KHALIFA: The \$50 threshold is a

24 \$12,000 a year salary. Right -- no. 2 percent of

25 30,000.

1 MR. DIXON: No. It's more than that.

2 It's more than that. It's 20-something thousand.

3 COMM. KHALIFA: 30,000. I'm sorry.

4 2 percent of 30,000 is 600.

5 MR. CRUMP: Yes, sir. So if your
6 salary -- if your annual salary was less than that,
7 then there's a floor of \$50 --

8 COMM. KHALIFA: \$50 is --

9 MR. CRUMP: -- increase. Right.

10 CHAIRMAN ANDERSON: Per month. Right?

11 MR. CRUMP: Yes, sir.

12 MR. DIXON: Okay. Thank you. I'd like
13 to introduce now Vickie Covington.

14 CHAIRMAN ANDERSON: I think I forgot to
15 mention when we came back from Executive Session that
16 there was no action. And if I -- if I did say it,
17 then I've said it again. If there isn't -- if I
18 didn't say it, then there was no action taken.

19 Is that how you want me to say it,
20 Susanna?

21 MS. HOLT: That's fine.

22 CHAIRMAN ANDERSON: Thank you.

23 AGENDA ITEM NO. 4

24 MS. COVINGTON: Good morning,
25 Commissioners, TWC staff, CRD staff and guests. My

1 name is Vickie Covington. I'm the manager of
2 Investigation Team 1, and this morning, I would like
3 to echo the Chair's and Robert's thanks to the staff
4 of the Civil Rights Division for pulling together as a
5 team and to help us reach our targets.

6 Just to share a little bit of the
7 information with you this morning, the question was
8 asked about our pending inventory. Although our
9 average pending inventory for the year is pretty much
10 consistent with the previous years, if you'll look at
11 the ending inventory for the month of August, there's
12 a significant jump. And that's because, if you look
13 at the year-to-date cases filed, we've received more
14 than 1,500 cases for the fiscal year. We were able to
15 pretty much keep up with those cases. So over the
16 next couple of months or the next quarter, what we're
17 going to do is work to decrease our pending inventory
18 based on the new standards that have been put in place
19 by the Division.

20 Are there any questions pertaining to
21 this information?

22 (No response)

23 MS. COVINGTON: Next slide.

24 If you'll look at the type of case
25 closures, it's important to note that although we

1 didn't issue any cause findings in Fiscal Year 2007,
2 188 cases or 14.7 percent -- and you get that number
3 by adding the no-fault settlements with the withdrawal
4 with settlements -- these cases were resolved with a
5 favorable resolution to the complainant. During the
6 fiscal year, complainants were awarded \$2,359,553 --
7 I'm sorry \$2,359,553 in monetary benefits, and these
8 benefits were the result of negotiated settlements or
9 withdrawal with settlement agreements. And of those
10 188 cases that were resolved, 23 were the result of
11 potential cause cases that were settled by the Civil
12 Rights investigators.

13 Are there any questions pertaining to
14 this information?

15 CHAIRMAN ANDERSON: And we continue to
16 have a good relationship with EEOC and the quality of
17 our work?

18 MS. COVINGTON: Yes, Chair. As Robert
19 mentioned earlier, right now we are looking at more
20 than 99 percent of our cases being accepted by the
21 EEOC as meeting their criteria.

22 Next slide.

23 This slide shows a breakdown of the
24 cases closed by selected categories in the areas of
25 disability, age and Title VII. And, really, there

1 aren't any significant trends in these areas. Title
2 VII continues to be the largest number of cases being
3 closed in our inventory, and they are followed by age
4 and followed by disability. Approximately 58 percent
5 of the cases were Title VII, 21 percent point --
6 21.9 percent age and 20 percent disability.

7 Are there any questions?

8 (No response)

9 MS. COVINGTON: On the disability
10 closures, approximately 15 percent of these cases were
11 resolved with a favorable resolution to the
12 complainant.

13 Are there any questions?

14 (No response)

15 MS. COVINGTON: Next slide.

16 On the age closures, approximately
17 13 percent of these were closed with a favorable
18 resolution to the complainant. And the next slide on
19 our Title VII closures, approximately 15 percent of
20 these were closed with a favorable resolution to the
21 complainant.

22 CHAIRMAN ANDERSON: All those numbers
23 are about consistent with what we've had in the past,
24 aren't they? They seem to be.

25 MS. COVINGTON: They're on the --

1 overall, if you compare the numbers with Fiscal Year
2 2006, the resolutions for Title VII were a little bit
3 higher at 17 percent and the resolutions for age were
4 about four percentage points higher, because it was
5 17 percent. And for the disability closures, it
6 was -- for '06, it was 16 percent, and for '07, it was
7 15 percent.

8 CHAIRMAN ANDERSON: I know we did it --
9 we asked you-all for those numbers in the past. I
10 think we need to look at it at the end of our fiscal
11 year of how we compare with the other PHAPs and the
12 other -- and EEOC nationally. I think -- isn't that
13 what we looked at before, the national numbers, the
14 closures and --

15 MS. COVINGTON: Those numbers are
16 actually contained in the -- in your annual report --
17 the annual report that we prepare which we will
18 probably start putting that data together after this
19 meeting, and it will be presented at the next
20 Commission Meeting.

21 MR. GOMEZ: Yes. And, also, I am not
22 sure if you're also referring to that information that
23 we shared that we obtained at the FEPA conference
24 which shows the inventory/closures compared to EEOC
25 and then compared to the other FEPAs.

1 CHAIRMAN ANDERSON: Yeah. Was it
2 closures or was it inventory? Because we had --

3 MR. GOMEZ: It contained --

4 CHAIRMAN ANDERSON: -- really -- we had
5 numbers that were better than EEOC nationally and
6 better than all the other -- most all of the other --
7 I mean, the other PHAPs were really -- had high
8 inventories or low closures or something. I don't --

9 MR. GOMEZ: Yes, sir.

10 CHAIRMAN ANDERSON: Do you remember that
11 report that you put together a couple of months ago?

12 MR. GOMEZ: Yes. That was -- like I
13 say, that might have come from that FEPA conference,
14 that we shared that information to indicate that our
15 inventory in Employment was low, and it was low in
16 comparison to the other FEPAs across the nation --

17 CHAIRMAN ANDERSON: Right.

18 MR. GOMEZ: -- that they were all low,
19 but although we had a high number of closures.

20 CHAIRMAN ANDERSON: It would be
21 interesting to see if we continue on that same track,
22 that we're still doing a good job in that regard.

23 MR. GOMEZ: Yes, sir.

24 MS. COVINGTON: And I think what's also
25 unique to the State of Texas is our Training and

1 Monitoring piece where we do the policy reviews and
2 the actual mandatory training. To my knowledge,
3 there's not another state that has that in place, and
4 I know that we do a lot of education and outreach
5 throughout the state of Texas, which I'm sure Tony
6 will share with everyone. So we're pretty aggressive
7 in the education and outreach piece.

8 CHAIRMAN ANDERSON: Yeah. I think the
9 remote sites that we have, when we visit, is probably
10 also either unique or at least as aggressive as other
11 states.

12 COMM. KHALIFA: How are the remote sites
13 working out?

14 MR. GOMEZ: Pardon, Commissioner?

15 COMM. KHALIFA: How are the remote sites
16 working out?

17 MR. GOMEZ: They're working good in as
18 far as enabling us to network and outreach, provide
19 education materials, pamphlets and just general
20 information.

21 We -- unfortunately, we lost the
22 individual who was doing this as the itinerate
23 investigator, slash, extended presence, and she was
24 able to make networking contacts out there and set up
25 trainings for Tony and also set up presentations along

1 the lines of them wanting general information of who
2 we were, what we did and also specifics to special
3 areas of EEO or civil rights. For example, sexual
4 harassment policies, procedures, laws, and age, race,
5 national origin. So we did make a lot of contacts.

6 I know for a fact when I went out the
7 last time to cover for the Expanded Presence Program,
8 I also had at least one walk-in that came in -- had a
9 couple of calls but one walked in with an issue in
10 Employment and so we were able to take that intake.
11 And then, in fact, that intake was one of the first
12 intakes that our new intake investigator is working
13 on.

14 CHAIRMAN ANDERSON: I think that we need
15 to -- and, Becky, it probably needs to be an action
16 item, too, is that we need to look at what the
17 activity is at these different sites to see if they're
18 really feasible. And maybe we got, you know, a lot of
19 activity down in the Valley and nothing up in Tyler.
20 I don't know. I mean, we need to take a look at it
21 and make sure that we've got the right sites and that
22 we're offering the right services for that particular
23 site.

24 And I know you just lost your outreach
25 person, but I think six months from now we ought to

1 have some numbers that have some validity to them. So
2 let's look in June to see if we don't have -- if we
3 can't compile some numbers for those different sites.

4 MR. GOMEZ: Yes, sir.

5 MS. COVINGTON: Next slide, please.

6 I'd just like to point out, on the last
7 three categories, we're still working hard and trying
8 to keep our age cases down to the very minimum, and
9 right now our age cases comprise about 4.5 percent of
10 our pending inventory. And, again, I -- you know, I
11 just have to thank the staff because they really are
12 working hard and trying to get the cases resolved in a
13 timely manner so that the complainant and the
14 respondent can both move on.

15 COMM. KHALIFA: How are you getting
16 4-1/2 percent?

17 MS. COVINGTON: The category of 251 to
18 300 --

19 COMM. KHALIFA: Okay.

20 MS. COVINGTON: -- those are about
21 1.4 percent of our inventory, and the 301 to 365 is --

22 COMM. KHALIFA: I got -- so the age
23 cases over 250, not over 180.

24 MS. COVINGTON: That's what I consider
25 the age cases --

1 COMM. KHALIFA: Okay.

2 MS. COVINGTON: -- yes, Commissioner.

3 COMM. KHALIFA: All right. Thank you.

4 MS. COVINGTON: Thank you.

5 Are there any more questions regarding
6 the Employment Enforcement area?

7 (No response)

8 MS. COVINGTON: I'd just like to share a
9 little bit with you about the project and also just to
10 caveat what Robert spoke about on the itinerate
11 worker. One of my investigators actually volunteered
12 to be the backup and she went to San Juan -- I believe
13 it was in July -- and she participated in a fair with
14 the Border --

15 MR. GOMEZ: Border Fair Housing and
16 Economic Justice Center.

17 MS. COVINGTON: Thank you.

18 And she also gave a special presentation
19 to a group of people that they had invited, and so
20 it's not just getting the complaints and all that. We
21 are getting special requests.

22 And at one of the recent outings, we
23 actually had a housing provider who said that she had
24 a friend in the San Juan area and she was going to
25 refer -- you know, give our contact information to her

1 because they were really interested in getting the
2 training on the Housing. So I think that's a good
3 news story right there.

4 As far as the Katrina project, in July,
5 the CRD staff and our partners, Houston Area Urban
6 League and Greater Houston Fair Housing Center, we
7 were busy coordinating meetings, attending fairs and
8 conducting training with a variety of Fair Housing
9 stakeholders. We conducted training and distributed
10 Fair Housing education and outreach materials in
11 Tyler, Amarillo, San Antonio, Victoria, Beaumont, Port
12 Arthur and Texarkana. Stakeholders included evacuees,
13 the Salvation Army, emergency management teams,
14 chambers of commerce, faith-based and community
15 organization members, representatives from State
16 agencies and apartment associations.

17 We'd like to thank the Texas Apartment
18 Association for partnering with us and providing
19 training to their members and inviting us to their
20 Board meeting in July. Housing providers from
21 throughout the state attended a 15- to 20-minute
22 presentation on Fair Housing. Last month, we provided
23 training to the Victoria Apartment Association and
24 their members, and they were very receptive. We have
25 scheduled trainings this month with Nacogdoches, Tyler

1 and Longview Apartment Associations.

2 We also provided training to the
3 Victoria Homeless Coalition. This coalition consists
4 of representatives of the Victoria community and
5 includes people from the school district, Texas
6 Veterans Commission, Salvation Army, Texas Rio Grande
7 Legal Aid, Golden Crescent Area Agency on Aging and
8 faith-based and community-based organizations.

9 We also installed billboards in two
10 states, Texas and Arkansas. The billboard company
11 placed the billboard in Texarkana in Arkansas instead
12 of Texas, and upon our notification, of course, they
13 moved it to Texarkana in Texas. In addition, we
14 placed billboards in Waco, Bryan/College and Port
15 Arthur.

16 We're currently coordinating the
17 extension of the placement of the billboard in Port
18 Arthur because of the recent hurricane. We're also
19 coordinating the taping and release of a radio PSA
20 with the communications departments. PSAs will be in
21 English, Spanish and Vietnamese.

22 Are there any questions?

23 CHAIRMAN ANDERSON: Putting a bulletin
24 board in Arkansas, you're trying to entice people to
25 come to Texas?

1 MS. COVINGTON: Maybe.

2 CHAIRMAN ANDERSON: Thank you.

3 MS. COVINGTON: If no questions, I'll be
4 followed by Alice MacKenna, manager, Investigation
5 Team 2.

6 AGENDA ITEM NO. 5

7 MS. MacKENNA: Good morning -- good
8 afternoon, Chair Anderson and Commissioners. For the
9 record, my name is Alice Wilson MacKenna, manager with
10 the CRD.

11 And for the sake of being brief, you-all
12 have the slides in front of you and I think you've had
13 some time to review them. Does anybody have any
14 questions on them?

15 (No response)

16 MS. MacKENNA: If not, then I'll just
17 let you know what's been going on in Housing.

18 Last month, we had our annual review
19 from HUD. And although we received no report that was
20 a negative review of any kind, we believe that our
21 program continues to satisfy HUD as we received our
22 cooperative agreement for FY '08 based on work done in
23 FY '07. We were awarded the highest amount of case
24 processing than we have ever received.

25 CHAIRMAN ANDERSON: What is that? What

1 is that?

2 MS. MacKENNA: The amount?

3 CHAIRMAN ANDERSON: Yeah.

4 MS. MacKENNA: 750 and some change
5 thousand for case processing.

6 CHAIRMAN ANDERSON: And that's to
7 close --

8 MS. MacKENNA: 308 cases.

9 CHAIRMAN ANDERSON: 308. Okay.

10 MS. MacKENNA: Well, actually, for the
11 contract year, it's 300 cases. The state fiscal year
12 was 308 for the LBB.

13 We have notified HUD that -- or we've
14 been notified by HUD that there will be a policy
15 conference this year. However, they are keeping it a
16 guarded secret as to where it's going to be, when it's
17 going to be or who has to attend. We just know that
18 there is going to be one.

19 And you may recall at the beginning of
20 FY '07 Vickie and I were invited to be a part of the
21 Disaster Toolkit Committee at the headquarters HUD put
22 together. The committee worked on generating the
23 toolkit that can be used nationally in cases of
24 national -- natural disaster and/or emergency such as
25 Hurricane Katrina. The Fair Housing Toolkit for

1 Emergency Preparedness was published in July of '07.
2 And I did put a copy of the executive summary in your
3 books. If you would like the full report, I do have
4 it and I can make copies for you.

5 The other information that is in your
6 books that I've given you, a spreadsheet showing you
7 for the last five years the closures by month
8 from -- for the state fiscal year, the federal fiscal
9 year and the contract year for Housing.

10 Are there any other questions?

11 CHAIRMAN ANDERSON: Where is that
12 spreadsheet?

13 MS. MacKENNA: Underneath the blue tab
14 of Housing, you'll -- maybe the third or fourth sheet
15 back.

16 CHAIRMAN ANDERSON: Okay. Now, you said
17 750,000 and --

18 MS. MacKENNA: And some change.

19 CHAIRMAN ANDERSON: And Jim presented a
20 report or a number on Page 5 of the slide, Becky, that
21 says 400 -- that's based on 400, which is a million
22 six.

23 MS. MacKENNA: 400 cases for next --

24 CHAIRMAN ANDERSON: And then 68,000 --

25 MS. MacKENNA: I'm sorry. It's going to

1 be 400 cases for next year's -- for next year's budget
2 that -- but we've been paid for what we did in '07,
3 and this money we use in '08 and that's why we got the
4 750-odd for the case processing.

5 CHAIRMAN ANDERSON: Are we going to be
6 able to close 400 Housing cases?

7 MS. MacKENNA: If the investigators can
8 close the cases that they have on their new schedule,
9 yes, we will be able to.

10 CHAIRMAN ANDERSON: That's what it's
11 based on, is our budget. I mean, we're not going
12 to -- and that's the 2.5 million.

13 MR. GOMEZ: Based on our new projected
14 case closure and revenue projections for Fiscal Year
15 2008, as Alice stated, if the investigators close the
16 number of cases that is stated in their performance
17 plan, we will exceed 400 cases.

18 CHAIRMAN ANDERSON: That's because we've
19 got generalists who can do more Housing cases than the
20 Employment cases because the Employment inventory is
21 down a little.

22 MR. GOMEZ: Yes, sir, and also because
23 of the new --

24 CHAIRMAN ANDERSON: Gives us
25 flexibility.

1 MR. GOMEZ: -- the new Housing primary
2 and Employment primary, which you can even term as a
3 hybrid plan, that the -- starting the new fiscal year
4 we went into.

5 MS. MacKENNA: Also, Chair Anderson, we
6 won't have to close 400 cases to get the budget
7 because we do get \$2,900 for some cases that we close
8 if they're complex. We don't -- and that budget was
9 based on 2,400 per case.

10 CHAIRMAN ANDERSON: All right.

11 MS. MacKENNA: If there are no other
12 questions, I'll hand it over to Tony Robertson,
13 manager for TA.

14 AGENDA ITEM NO. 6

15 MR. ROBERTSON: Good afternoon,
16 Commissioners. For the record, Tony Robertson,
17 Training and Monitoring and ADR manager.

18 I'm going to echo what Alice just did as
19 well. You-all have had an opportunity to look at the
20 slides. I'm not going to go through them point by
21 point; so I'll open it up for any questions at this
22 point in time.

23 CHAIRMAN ANDERSON: Overall, how -- just
24 give us a rough overview of ADR and how things are
25 going.

1 MR. ROBERTSON: Well, ADR is going
2 outstanding, Commissioner.

3 On you-all's slide that you have right
4 there, I need you to make a correction on the total of
5 217, which should be 218. The staff exceeded those
6 standards by two. Once again, they did an outstanding
7 job. They continue to serve the community and our
8 clients, being a neutral and impartial individual that
9 helps negotiate and get folks where they need to be to
10 resolve those complaints. I commend them. As stated
11 earlier, they have done an outstanding job and should
12 be commended, and I continue to do that as we speak
13 today.

14 Currently, as you know, their standards
15 have dropped down one. So now they're looking at five
16 closures a month, 60 cases a year per each individual,
17 which should be no problem. Our inventory is
18 outstanding as well as our inventory getting back into
19 the investigative team part is moving quite smoothly.

20 So I commend them. They're doing a
21 great job. I don't ask much of them. I let them do
22 what they do and they do it well.

23 CHAIRMAN ANDERSON: What happens if we
24 have an extraordinary amount of mediations or
25 individuals or parties that want to go to mediation,

1 how would we handle those?

2 MR. ROBERTSON: Well, they manage their
3 cases quite well, Chair. They have been doing this
4 such a long time that they know how to time-manage
5 that. In most cases, they won't have that situation.
6 They have a system in place where they continue to do
7 at least seven to eight mediations per month, even
8 within that 45-day window and even with their high
9 case loads that they have right now.

10 You have to understand, also, that a lot
11 of those cases are rejected. Although they have a
12 high case load -- I'll give you a case in point. Just
13 last month, I've had 30 rejections out of all three
14 mediators -- from their case load, they had 30
15 rejections, but, yet, they still made their closures
16 despite the fact of those rejections and getting them
17 back into the investigator side.

18 So they have a good time management
19 program in place that they utilize to manage their
20 cases, to mediate their cases and do what they need to
21 do, but they average about six to eight mediations a
22 month, which does not allow for an overload on them.

23 CHAIRMAN ANDERSON: Okay.

24 MR. ROBERTSON: Just, in closing, real
25 quick, I just wanted to once again commend my staff,

1 the ADR staff and the Training and Monitoring staff on
2 a job well done. Vickie and I have been going through
3 a transition for a last month and a half now for me
4 taking over Special Projects. As indicated earlier, I
5 am going to be interviewing for the replacement of an
6 outstanding individual that we lost in Ms. Moreno, but
7 I think that we can get somebody on board. It is my
8 hope and it is my charge to make sure that that
9 happens, that we get someone who is at that same level
10 and that same standard or even exceeds that standard.

11 With that said, the outreach and
12 education -- the education and outreach that is
13 happening right now through the contacts has been
14 outstanding. I got a call from the State of New York
15 last week, and they indicated that they see that Texas
16 is leading the forefront on doing policy reviews as
17 well as mandatory compliance and voluntary training,
18 and so they wanted to know how that's going for us,
19 how we do that, what is the rewards from it, et
20 cetera. And so I turned them to our website and let
21 the lady know from -- it's from Manhattan, from a
22 major university out of Manhattan, indicating that
23 they're looking at the State of New York trying to
24 follow us, trying to take our lead on how we make
25 these things happen due to the amount of complaints

1 that they have and no -- and the lack of training that
2 they do not have, which I found completely surprising
3 looking at New York and California and Florida leading
4 the way when it comes to different decisions that
5 happen in EEO issues.

6 So we're quite proud to share that
7 information with them. They will be in contact with
8 me if they need any further additional information. I
9 told them that our door is always open to them. We
10 would love to assist them in any way we can, and if we
11 can, we will.

12 The last thing I want to leave you with
13 is the education and outreach that's going on with
14 this project through the Texas Apartment Associations.
15 We have had eight requests to come out throughout the
16 state of Texas within the next three months to present
17 Housing trainings or Housing presentations to them. I
18 will let them know that it's going to be at no cost to
19 them this first time, but after that, there's going to
20 be a cost to them. But we're here to serve them. The
21 money is not an issue for us as long as we get the
22 laws out there, the knowledge and the understanding
23 that they need to understand how Fair Housing works
24 and how Fair Housing laws need to be implemented.

25 So if there's no other questions, that

1 will conclude my presentation.

2 Yes, sir.

3 COMM. KHALIFA: I just want to say,
4 whenever you-all are in Tyler, I sure would like to be
5 involved with you guys.

6 MR. ROBERTSON: Yes, sir. We'll be
7 there, as a matter of fact, next week.

8 COMM. KHALIFA: Just let me know the
9 date and the time and I'll be there.

10 MR. ROBERTSON: We'll be there the 10th
11 and 11th and we'll let you know.

12 COMM. KHALIFA: Thank you.

13 MR. ROBERTSON: You bet.

14 COMM. WIPF: Tony?

15 MR. ROBERTSON: Yes, ma'am.

16 COMM. WIPF: I had the pleasure of
17 attending the TBC --

18 MR. ROBERTSON: Yes, ma'am.

19 COMM. WIPF: -- last week and I am very
20 proud of the job that Joe Green has done.

21 MR. ROBERTSON: Thank you.

22 COMM. WIPF: He was an effective
23 speaker, and I was just like a proud mother --

24 (Laughter)

25 MR. ROBERTSON: Yes, ma'am.

1 COMM. WIPF: -- watching his
2 accomplishment. And it -- I think it desperately
3 helped.

4 MR. ROBERTSON: Thank you very, very
5 much, ma'am, and I echo that same sentiment as well.

6 Thank you.

7 CHAIRMAN ANDERSON: Before you go --
8 we'll leave you up there -- let's talk about training
9 for 2008. There's two parts of training that I would
10 like to -- that I personally would like to see -- and
11 the other Commissioners can jump in. Number one is
12 some training for the Commissioners. All of us
13 have -- I think all of us or maybe most of us have had
14 training concerning working with the media. So I
15 would like Jan to coordinate that with Robert and the
16 communications director from the Governor's Office as
17 far as, perhaps, coming in maybe in January or
18 whatever our first meeting in 2008 is for about an
19 hour session about working with the media in case it
20 comes up.

21 The second thing that I'd like to see is
22 a -- maybe a panel training with a representative from
23 EEOC, representative from HUD, and, of course, Robert,
24 and talk about some of the differences and some of the
25 similarities and where we interconnect so that the

1 Commissioners have a better grasp of that -- those
2 relationships. And that's something Robert and Tony
3 are going to have to coordinate, of course.

4 MR. ROBERTSON: Yes, sir.

5 CHAIRMAN ANDERSON: For staff, I'd like
6 Robert, Bud and Jan and Tony to coordinate some
7 training communications, effective communications and
8 maybe some hands-on. I mean, rather than just sit in
9 a lecture, actually doing it and some exercises where
10 we actually do some of that and work through, you
11 know, conflicts between employees and supervisors,
12 between coworkers, and then some -- the leadership
13 training, you know, working with subordinates.

14 I think some of the supervisors or at
15 least leads have not had any kind of leadership
16 training and -- because they've been promoted or
17 selected to move up after we did some of the initial
18 training.

19 And then any other training issues that
20 you think are relevant and set up a schedule. You
21 know, we don't have to approve it. Just, you know, at
22 the next meeting, let us know when they are, when the
23 dates are, if they'd had some training -- you know,
24 some training, how it's going, that type of thing.

25 MR. GOMEZ: Yes, sir.

1 MR. ROBERTSON: Yes, sir. We will do
2 that.

3 CHAIRMAN ANDERSON: Is everybody --
4 everybody is shaking their heads; so I assume that
5 they're all in agreement. We can get this done.

6 MR. GOMEZ: Yes, sir.

7 CHAIRMAN ANDERSON: Anything you'd like
8 to add in that regard either on the training or -- I
9 mean, if you've got some ideas of what might work, you
10 know, let's hear them.

11 MR. GOMEZ: My only comment on that is,
12 you know, I -- we will get together, CRD -- I as a
13 director and Tony as a Training and Monitoring
14 training person within CRD, get together with either
15 Jan Thomas or her staff in the Training Section and
16 set up the specific training that you have requested.

17 CHAIRMAN ANDERSON: Yeah, and include
18 Bud in that because you've already done some things,
19 and we don't want to duplicate it, certainly. And
20 once we do some training, if there's some follow-up,
21 or, you know, there's, again, some hands-on, you know,
22 let's see how it's working, let's talk about how it's
23 working, "Is it effective? Do we need to" -- you
24 know, that type of thing.

25 MR. GOMEZ: Yes, sir.

1 CHAIRMAN ANDERSON: I'm not an expert in
2 training. So Lewis and Bud and you and Tony can work
3 that out.

4 MR. GOMEZ: Yes, sir.

5 AGENDA ITEM NO. 10

6 CHAIRMAN ANDERSON: Let's talk about the
7 calendar. We may or may not meet in December. We'll
8 have to get back with the General Counsel's office and
9 Robert's office to see if and when we're going to have
10 a session in December, but let's talk about 2008.

11 When would you-all like to meet? When
12 is it best for you?

13 MR. GOMEZ: I believe we had the meeting
14 originally scheduled tentatively for January 16th.
15 That's a good date because it's -- it's kind of -- the
16 days of -- after the holidays -- I believe the first
17 Wednesday is the 3rd, and that's too close to the
18 holidays.

19 CHAIRMAN ANDERSON: 2nd, 9th and 16th
20 are the first three.

21 MR. GOMEZ: 2nd, 9th and 16th. And so
22 the 16th seems to be a good date for January to start
23 the year -- the calendar year.

24 CHAIRMAN ANDERSON: You'll have the
25 numbers and you'll feel comfortable about -- 9:00 a.m.

1 on the 16th --

2 MR. GOMEZ: Yes, sir.

3 CHAIRMAN ANDERSON: -- of January.

4 All right. What about after that?

5 MR. GOMEZ: April 16th, that date looks
6 good for CRD staff.

7 CHAIRMAN ANDERSON: If any of the
8 Commissioners have got problems with that, you know,
9 let's -- yell or forever hold your peace.

10 COMM. WIPF: No. I don't have problems.

11 MR. GOMEZ: Yeah. That date in
12 April enables us to stay away from spring break and
13 all those breaks that we have in March. So April 16th
14 looks good.

15 The following meeting --

16 CHAIRMAN ANDERSON: When's Good Friday?
17 Is it in March? March 21st. I've got no problems
18 there.

19 MR. GOMEZ: Okay. And then for July,
20 July 16th.

21 CHAIRMAN ANDERSON: Just a minute. Let
22 me --

23 MR. GOMEZ: Easy to remember.

24 CHAIRMAN ANDERSON: Yeah. Let me get my
25 other calendar.

1 (Brief Pause)

2 CHAIRMAN ANDERSON: Becky, you'll
3 include -- why don't you send an e-mail out because
4 James is not here and Commissioner Michalka had to
5 take a phone call, and Santiago.

6 So July 16th. All right.

7 MR. GOMEZ: And the last one we suggest,
8 October 15th, the last one for the calendar --

9 (Simultaneous discussion)

10 CHAIRMAN ANDERSON: Okay. We had
11 another issue up here we were trying to avoid so --
12 apparently, we've avoided it.

13 MR. GOMEZ: And that's all I have, Chair
14 Anderson.

15 CHAIRMAN ANDERSON: Is there anything
16 else that needs to be discussed in this Commission
17 Meeting?

18 (No response)

19 AGENDA ITEM NO. 11

20 CHAIRMAN ANDERSON: Seeing none, this
21 meeting is adjourned at 1:05 p.m. Thank you for
22 attending.

23 (Proceedings concluded at 1:05 p.m.)

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C E R T I F I C A T E

STATE OF TEXAS)
COUNTY OF TRAVIS)

I, Patricia Gonzalez, a Certified
Shorthand Reporter in and for the State of Texas, do
hereby certify that the above-mentioned matter
occurred as hereinbefore set out.

I FURTHER CERTIFY THAT the proceedings
of such were reported by me or under my supervision,
later reduced to typewritten form under my supervision
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IN WITNESS WHEREOF, I have hereunto set
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PATRICIA GONZALEZ
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