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

PUBLIC MEETING )  
FOR THE TEXAS )  
COMMISSION ON )  
HUMAN RIGHTS )

COMMISSION MEETING  
THURSDAY, NOVEMBER 4, 2010

BE IT REMEMBERED THAT at 9:05 a.m., Thursday,  
the 4th day of November, 2010, the above-entitled matter  
came on for hearing at the Texas Commission on Human  
Rights, TWC Building, 101 East 15th Street, Room 244,  
Austin, Texas, before TOM ANDERSON, MICHELLE DIGGS, JOHN  
JAMES, SHARA MICHALKA, DANNY OSTERHOUT, and VERONICA  
STIDVENT, COMMISSIONERS, and ROBERT GOMEZ, DIVISION  
DIRECTOR, of the Texas Commission on Human Rights; and  
the following proceedings were reported by Lydia L.  
Edwards, a Certified Shorthand Reporter of:

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## 1 P R O C E E D I N G S

2 THURSDAY, NOVEMBER 4, 2010

3 (9:05 a.m.)

## 4 AGENDA ITEM NO. 1

09:05AM 5

CHAIRMAN ANDERSON: Good morning,

6 Commissioners. We'll go ahead and get started. We did  
7 hear from other commissioners who are on the road around  
8 Austin. For those of you who live here, I'm sure you  
9 are well, aware of that situation. So good morning to  
10 you all. This is a special meeting, Thursday, November  
11 4th, 2010 of the Texas Workforce Commission-Commission  
12 on Human Rights.

09:05AM

## 13 AGENDA ITEM NO. 2

09:05AM 14

CHAIRMAN ANDERSON: We do have one

15 individual who signed in for -- to speak.

16 And please keep your comments restricted  
17 to the item on the agenda which is dealing with the  
18 budget.

09:05AM 19

(At this time, there was a brief  
20 discussion off the record, after which  
21 time the proceedings continued as  
22 follows:)

09:06AM 23

CHAIRMAN ANDERSON: So we'll go ahead and

24 hear Ms. Morrison's comments, Ms. Marilou Morrison from  
25 Austin, Texas, on cost-cutting measures, is what she

1 wants to speak about. You have three minutes.

2 MS. MORRISON: Okay. Good morning.

3 Mr. Anderson had -- really didn't want me to speak, but  
4 the attorney overruled him. So here I am.

09:06AM 5 CHAIRMAN ANDERSON: That's incorrect. And  
6 if you're going to quote me, quote me correctly, all  
7 right?

8 MS. MORRISON: Okay.

9 CHAIRMAN ANDERSON: Thank you.

09:07AM 10 MS. MORRISON: Okay. He said -- I don't  
11 remember what you said, but, anyway, the gist of it was  
12 that you didn't want me to speak. So apparently the  
13 Commission has --

14 CHAIRMAN ANDERSON: Ms. Morrison, keep  
09:07AM 15 your comments to the items on the agenda, and do not  
16 quote me any longer.

17 MS. MORRISON: I will not quote you, I  
18 promise, but what I will do is --

19 CHAIRMAN ANDERSON: You may continue.

09:07AM 20 MS. MORRISON: I beg your pardon?

21 CHAIRMAN ANDERSON: You may continue.

22 MS. MORRISON: I didn't hear you.

23 CHAIRMAN ANDERSON: You may continue.

24 MS. MORRISON: Thank you. Apparently the  
09:07AM 25 Commission has finally come to the realization that

1 action is required because of the budget. I hope some  
2 functions of the CRD can be salvaged, and it may still  
3 be possible. Surely you realize by now that poor  
4 management is the primary problem. I worked closely  
09:07AM 5 with most of the CRD's managers for years and have  
6 firsthand knowledge of their limitations. Because of  
7 their lack of relevant experience, training and  
8 education, most were marginal investigators or reviewers  
9 even when they had benefit of adequate supervision, but  
09:08AM 10 when they became managers of others, well, the current  
11 situation became inevitable.

12 Employment investigation was the easiest  
13 job I ever had in my 24 years as a state employee, and  
14 as I recall, one former housing investigator, Robert  
09:08AM 15 Hood, trained two new housing investigators and had them  
16 both active in about three months. The three of them  
17 consistently closed up to 24 housing cases each month.  
18 After these left, the Housing Unit went into a free  
19 fall. I cannot believe that so many of those hires  
09:08AM 20 during the past eight years could have failed because  
21 of -- failed to become competent investigators if they  
22 had even minimally adequate training and support from  
23 their supervisors. Incompetent supervisors are  
24 obstacles to production and, therefore, income.  
09:08AM 25 Replacement of the current unqualified manageable staff

1 with those who have relevant experience, education and  
2 ability is absolutely critical now if the Commissioners  
3 are -- care about equal housing and employment  
4 opportunities in Texas. Please do not allow one  
09:09AM 5 commissioner with a petty grudge against me for  
6 demonstrating to everyone that my understanding of  
7 employment law exceeds his to influence you to neglect  
8 your duty to the citizens of this state.

9 In that vein, why is the CRD wasting  
09:09AM 10 taxpayers' money on a case for which they have no  
11 jurisdiction? The case has already been remanded to  
12 district court from the Fifth Circuit. Although it  
13 seems unlikely that the City will hire any of them, I  
14 understand that some of the CRD management are trying  
09:09AM 15 desperately to find other jobs. Thank you.

16 AGENDA ITEM NO. 3

17 CHAIRMAN ANDERSON: We'll go ahead and get  
18 into the issues concerning the budget. And, Daryl, do  
19 you want to begin?

09:10AM 20 MR. STEGLICH: Good morning, Chairman  
21 Anderson, Commissioners. For the record, my name is  
22 Daryl Steglich, Texas Workforce Commission, Finance  
23 Department. What I had provided to you are two panels.  
24 The first top sheet you should have -- was presented at  
09:10AM 25 the October meeting, the most recent meeting, regarding

1 the 2011 civil rights budget, revenues and  
2 expenditures -- or revenues and budget. So the EEOC  
3 cases were 804, and the HUD cases are 358. The second  
4 page is how we've done to date through the end of  
09:11AM 5 October, and I'll -- the second page is divided into two  
6 sections. The top section is the 2011, cases on one  
7 side, revenues on the other side, and the bottom is the  
8 2010 information for your reference.

9 As far as the 2011 cases for the -- going  
09:11AM 10 across the top, you have a housing target, the housing  
11 actual and the status. Through October the status for  
12 the housing is 0. Therefore, all cases associated with  
13 meeting the budget requirements have been made for  
14 September and October. For the employment cases, based  
09:11AM 15 on the 804 cases, the target is 67 cases per month.  
16 However, they have -- "they" being the Civil Rights  
17 Division, have exceeded that number by 15. So at this  
18 point in time, based on the budgetary number for the  
19 number of cases, we are above the level we should be for  
09:12AM 20 the employment cases and on target for the housing  
21 cases.

22 Now, if we'll go over to the revenue side  
23 and -- I'll present the information on the revenue side.  
24 At the bottom right-hand corner of the schedule, there's  
09:12AM 25 an 8,250. number. That's the additional funds that have

1 been brought in based on the number of cases in excess  
2 of what was -- what we had originally budgeted. And we  
3 started out the year as was presented in the last  
4 meeting at about a 33,000-dollar deficit. This 8,250.  
09:12AM 5 reduces that deficit. If we continue on that trend, we  
6 should be able to bring in sufficient funding associated  
7 with the current budget to cover the current budget --  
8 expected budget expenditures. And I think Mr. Gomez  
9 will have some more comments to make associated with  
09:13AM 10 that. I'll answer any questions that you might have.

11 CHAIRMAN ANDERSON: So the 8,250. was just  
12 employment?

13 MR. STEGLICH: That was generated in  
14 excess of what we have anticipated in the budget, yes,  
09:13AM 15 sir. That came out of the employment side.

16 CHAIRMAN ANDERSON: Are we expecting to  
17 close more than -- 15 extra cases a month in employment?

18 MR. GOMEZ: Yes, sir. For the record,  
19 Robert Gomez, division director. What we have -- in  
09:13AM 20 working with Daryl and looking at the numbers and the  
21 closures that we are targeting and achieving as far as  
22 employment, we did come up with another scenario which  
23 basically leaves the housing side as is, and we're  
24 currently meeting the housing numbers. On the  
09:14AM 25 employment side, since we are closing more cases than

1 the target of 804, we shifted the target to 866, and so  
2 866 would be the target that we're looking at and with  
3 my discussions again with Daryl and Jim in Budget since  
4 we are meeting those numbers and we targeted those  
09:14AM 5 numbers. And we are sure that the staff that we have on  
6 board currently for employment in the employment section  
7 will achieve those numbers. And if I may, I'll have  
8 Becky hand out what I put together in as far as  
9 utilizing the same information that both Daryl and I  
09:14AM 10 used to come up with a scenario, and this one targets  
11 866 closures for the fiscal year.

12 MR. STEGLICH: The 866 cases will provide  
13 us with sufficient revenue to make it through the year,  
14 assuming the budget is -- ends up being the expended  
09:15AM 15 amount.

16 CHAIRMAN ANDERSON: Do we anticipate any  
17 extra expenditures, extra -- any extra cost during the  
18 course of the year for increases, cost of insurance,  
19 things like this, that will put our expenditures side  
09:15AM 20 higher than we anticipated?

21 MR. STEGLICH: For the current year, I'm  
22 not aware that there are any amounts that we have not  
23 built in. There was an amount built into the budgetary  
24 numbers for the expected increases that may happen with  
09:15AM 25 our insurance and anything else that we might have for

1 benefits.

2 CHAIRMAN ANDERSON: And we're currently a  
3 couple of employees down. Have we posted those  
4 positions or not?

09:16AM 5 MR. GOMEZ: We are currently working on  
6 the postings, Chair Anderson, as per the action item  
7 from the meeting of October 20th. The action item read:  
8 "Chair Anderson suggested that Mr. Gomez proceed with  
9 the posting of the vacant investigator position." We do  
09:16AM 10 have all the documentation together. We are working on  
11 one last element of that posting which is an exercise  
12 that we're working on that we're going to send over to  
13 HR so they can review. We wanted this exercise in order  
14 to identify the strengths and weaknesses of the  
09:16AM 15 applicants during the interview phase. So we pretty  
16 much have it done. We are just working on that exercise  
17 and not anticipating the meeting -- in a couple of weeks  
18 after your last meeting, we were targeting this by the  
19 middle of November. So it should be ready within a  
09:16AM 20 couple of weeks or maybe even next week to be posted.

21 CHAIRMAN ANDERSON: If we add those --  
22 they're not extra people. But if we add those  
23 investigators, will that change the expenditures to the  
24 point where we're going to have to close a greater  
09:17AM 25 number of cases to make up for that additional salaries

1 and benefits?

2 MR. GOMEZ: Definitely, Chair Anderson, as  
3 we discussed on October 20th. And I think Commissioner  
4 Stidvent grasped a -- the recommendation that I was  
09:17AM 5 making to you-all on the 20th, is that if we do hire  
6 additional staff -- if we post and hire for the first  
7 six months, at the very least we will be incurring a  
8 negative as far as additional expenditures because those  
9 investigators will not be generating that revenue and  
09:17AM 10 covering the expenditures of the additional salary.  
11 And, therefore, my recommendation at the October 20th  
12 meeting was not to post and not to fill those positions  
13 until we got the budget down, set and ready to go as far  
14 as being stable enough to incur that additional  
09:18AM 15 expenditure without seeing the benefit of the additional  
16 revenue from the newly hired investigators.

17 CHAIRMAN ANDERSON: Are there any  
18 employment investigators that could go into housing and  
19 be able to provide closure rates quicker than hiring  
09:18AM 20 somebody from the outside?

21 MR. GOMEZ: At this point in time, we --  
22 the only way that I can respond to that, Chair Anderson,  
23 is that you're very well aware of and some of the  
24 Commissioners are aware of that when we attempted to go  
09:18AM 25 into the dual employment/housing investigations that it

1 did not work out well with staff. Also, we do need  
2 those employment closures because currently -- as,  
3 again, I made you-all aware on October 20th is, we have  
4 an employment investigator vacancy and a mediator  
09:18AM 5 vacancy which reflects on the employment closures, and  
6 at that point in time, we will not meet either the  
7 numbers for employment in as far as the contract with  
8 EEOC is concerned. And so I would hesitate on doing  
9 that, yes, more than likely given the past experience  
09:19AM 10 the -- from staff -- from the employment investigators,  
11 the kind of hesitation in going into housing because  
12 they feel more comfortable in employment. That would  
13 impact the closure numbers I believe as it did when we  
14 went into the generic system. So at this point in time,  
09:19AM 15 I would not venture to recommend to do that.

16 What I have started and what we are  
17 currently doing is addressing another action item from  
18 your October 20th meeting, Chair Anderson, as per the  
19 action item from the commissioners meeting on the 20 --  
09:19AM 20 of October 20th. The action item reads: "Research the  
21 possibility of having the training and monitor reviewers  
22 investigate and close complaints of employment  
23 discrimination," and we're doing this with the hope that  
24 it doesn't impact our reviews, our trainings and also  
09:20AM 25 our fire department reviews that we do from the training

1 and monitoring section. But CRD management is taking  
2 the following action: Management has decided to make  
3 one of the training reviewers close two employment cases  
4 per month and the other training reviewer to close two  
09:20AM 5 housing cases per month starting this month. This was  
6 decided for the purpose of closing an additional 20  
7 employment cases to be applied towards the EEOC contract  
8 closure number and addressing the CRD budget by closing  
9 an additional 20 housing cases that yield a positive net  
09:20AM 10 revenue.

11 CHAIRMAN ANDERSON: The document that you  
12 or Tony sent to us -- I guess it was you -- said that  
13 they were voluntary. So there's no mandate for them to  
14 close it -- close those two cases a month?

09:21AM 15 MR. GOMEZ: In reference to the voluntary,  
16 it was voluntary in as far as if they wanted to  
17 volunteer to do either housing or employment. So one of  
18 the training reviewers volunteered to do the housing.  
19 The other volunteered to do the employment. But this is  
09:21AM 20 a task that was assigned to them through Tony, the  
21 manager, in as far as the expectation of closing these  
22 cases as a part of the team for CRD and meeting the  
23 budget.

24 CHAIRMAN ANDERSON: I'm sure the other  
09:21AM 25 Commissioners probably have some questions, but I have

1 at least one more. What changes did you make that  
2 resulted in the numbers that were greater than the  
3 budget numbers? What changes -- what actions did you  
4 and your team do to get those increased?

09:22AM

5 MR. GOMEZ: The increase from --

6 CHAIRMAN ANDERSON: Employment that you  
7 got to to the 8,250. surplus.

09:22AM

8 MR. GOMEZ: The changes that we made  
9 basically was, we sat down with employment staff and

10 realized that we were short on employment. We spoke to  
11 the staff. They knew the situation on the budget, and

12 them meeting the outstanding number instead of the

13 proficient number, that is how we're going to achieve

14 the 866 that we have targeted for the year. Also, we

09:22AM

15 stressed to the employment investigators and also to the  
16 mediators the need to meet the target -- or the

17 contractual number that we have with our partnership

18 agreement with EEOC. And basically that's it.

19 CHAIRMAN ANDERSON: Have we ever closed

09:22AM

20 those excess numbers in the past, and do we anticipate

21 that that's going to be a -- I won't say a trend -- that

22 will be the standard from this point on?

23 MR. GOMEZ: We're hoping that it is a

24 standard, and we're basing it on the trend that we've

09:23AM

25 had so far in the previous two months of this fiscal

1 year, Chair Anderson, because if you look at the handout  
2 that I passed out, we closed 81 -- the target was 73.  
3 We closed 81 in September which gave us a +8, and then  
4 we closed 65 in October which yields still a +3 as far  
09:23AM 5 as the status on the far right-hand column that you see  
6 there under "Employment." So we anticipate based on  
7 this pattern and with the anticipation of the closures  
8 of the employment staff and mediation staff reaching  
9 their outstanding numbers that we will keep this trend  
09:23AM 10 going for the remainder of the fiscal year.

11 CHAIRMAN ANDERSON: Commissioners, I sort  
12 of dominated. So please ask questions if you have any.

13 We were talking about having a plan of  
14 action. Did you-all have a chance to -- Daryl and your  
09:24AM 15 team put together a plan of action so we make sure that  
16 this is going to work for the entire 12 months, fiscal  
17 year?

18 MR. GOMEZ: Well, the plan of action, we  
19 were going to meet -- get together and put a plan of  
09:24AM 20 action together, but having that we did have this  
21 meeting today after having met on the 20th of October,  
22 it was kind of expedited. So we have been working  
23 together. And what you see in front of you so far is  
24 part of that plan of action that we do have going, which  
09:24AM 25 is the -- getting together with the employment staff and

1 raising that number to 866 and also addressing the  
2 action items as part of the plan in having the training  
3 and voluntary reviewers to investigate both employment  
4 and housing cases and the possibility of posting those  
09:24AM 5 vacancies that we do have with the expectation that we  
6 will stabilize the budget and we are able to do that --  
7 incur that additional expenditure when we actually do  
8 post and actually hire additional investigators.

9 CHAIRMAN ANDERSON: How long will it take,  
09:25AM 10 Brenda? How long will it take after the posting for  
11 us --

12 MS. NICHOLS: It won't take us very long  
13 to get those postings once we receive those documents,  
14 less than a week.

09:25AM 15 CHAIRMAN ANDERSON: And then how long  
16 before they're actually on board?

17 MS. NICHOLS: The posting must remain open  
18 for 10 working days, and then it reverts back to CRD  
19 management to conduct the interviews and go through the  
09:25AM 20 hiring process -- selection process.

21 CHAIRMAN ANDERSON: Robert and Brenda, in  
22 the past have we had applicants who have solid  
23 investigative skills and background, either or both?

24 MS. NICHOLS: Robert, you screen the  
09:25AM 25 applications and conduct the interviews?

1 MR. GOMEZ: Yes, ma'am. After we -- when  
2 we post the position, Chair Anderson, in the time period  
3 that I've been here -- the six years that I've been here  
4 as director for Civil Rights, what we have seen is --  
09:26AM 5 when we went from posting initially entry-level  
6 Investigator Vs versus Investigator IIIs, we did see a  
7 down trend in the experience level of investigators.

8 You know, if I may share with you, our  
9 investigators compared to other investigators in other  
09:26AM 10 agencies are paid less to start off with, and when you  
11 start -- because of the budget situation that we have,  
12 when you start entry-level hiring off the street, so to  
13 speak, at an Investigator III rather than  
14 Investigator V, that just kind of lessens the experience  
09:26AM 15 level of the pool that you're going to get to apply for  
16 these positions. So in the trend that I've seen in the  
17 six years that I've been here, I think when we  
18 started -- when we were posting positions at  
19 Investigator V positions for entry-level, we did get  
09:27AM 20 individuals with a higher level of expertise in as far  
21 as investigative experience is concerned. Once we  
22 started posting at a III, then that level of experience  
23 does diminish somewhat.

24 CHAIRMAN ANDERSON: Anybody have any  
09:27AM 25 questions?

1                   COMMISSIONER OSTERHOUT: This revised  
2 budget that we've got here, 2011, this is a negative  
3 budget, am I not right?

4                   MR. STEGLICH: The revenue amount is less  
09:27AM 5 than the expected expenditure level. If the production  
6 for the EEOC cases increases to 866 as opposed to 804,  
7 then we're at a breakeven point. That is, the revenue  
8 generation would cover the expected expenditure level,  
9 which is the budget. And I think that's what Mr. Gomez  
09:28AM 10 is proposing, but the EEO cases -- we had originally  
11 assumed 804 -- will increase to 866 generating the  
12 additional revenue necessary.

13                   CHAIRMAN ANDERSON: If the investigators  
14 worked -- well, I know they don't like to work weekends,  
09:28AM 15 or maybe they do. I don't know. But if they worked a  
16 couple of weekends each month, they would have more  
17 money in their pockets and we'd close more cases. Can  
18 our budget stand that extra overtime?

19                   MR. GOMEZ: Chair Anderson, they actually  
09:28AM 20 don't have more money in their pockets because they're  
21 compensated with comp time if they work on weekends. So  
22 we had worked -- I believe two weekends ago we came in  
23 as far as the housing staff. The individuals that did  
24 not meet their targeted performance standard numbers for  
09:29AM 25 the previous month were required to come in and the

1 other investigators. It was voluntary -- on a voluntary  
2 basis. And we did have staff from both sides, the  
3 mandatory and the volunteers, that came in on that  
4 Saturday and worked some cases. Also, due to the  
09:29AM 5 guidance, direction and training and just the everyday  
6 tasks using assignments of the supervisors, the  
7 supervisors take advantage of coming in on Saturdays and  
8 reviewing those cases getting them ready to be processed  
9 and sent over to HUD. So they take advantage of that  
09:29AM 10 time, also.

11 CHAIRMAN ANDERSON: Have you-all been able  
12 to come up with any other ways to increase revenues, cut  
13 costs so that we're not here in July and August going  
14 through the same exercise?

09:30AM 15 MR. GOMEZ: We're trying everything that's  
16 available to us, Chair Anderson. We're looking at  
17 grants. We're looking at, you know, other special  
18 projects through either EEOC or HUD, and we're  
19 encouraging staff to close not only their proficient  
09:30AM 20 numbers but also their outstanding numbers.

21 The -- one of the negative aspects of  
22 trying to encourage staff to exceed their proficient  
23 number -- to achieve their outstanding numbers is what  
24 is the carrot at the end of the stick. You know, are we  
09:30AM 25 going to give them additional performance leave if they

1 do reach their outstanding numbers? If they reach their  
2 outstanding numbers, are they going to be in line for  
3 possibly some merit raises or bonuses at the end of the  
4 year? This -- you know, obviously because of the very  
09:30AM 5 situation of the budget that it's in, we can mention  
6 that, but we can't actually offer it because we don't  
7 know if we're going to have it.

8 CHAIRMAN ANDERSON: So that's a goal worth  
9 trying to attain. I mean, if we exceed -- if our  
09:31AM 10 revenues exceed our expenditures, there's money there.  
11 And I don't know what the State's requirement is. But  
12 is that money that we could use that we could designate  
13 for merit increases or bonuses?

14 MR. STEGLICH: I don't see why --

09:31AM 15 CHAIRMAN ANDERSON: You don't have to give  
16 it back to the State, do you?

17 MR. STEGLICH: No, sir. The money that's  
18 earned from the cases is available for the Civil Rights  
19 Division to use for appropriated expenses?

09:31AM 20 CHAIRMAN ANDERSON: Travel for HUD is paid  
21 for by HUD, right?

22 MR. GOMEZ: Yes, sir.

23 CHAIRMAN ANDERSON: What is the \$73,000?  
24 What is that travel for? Is that -- if -- we're not  
09:31AM 25 traveling anymore to go to our satellite offices, right?

1 MR. GOMEZ: Correct. We cut back on  
2 outreach. That probably encompasses all travel that's  
3 needed for the investigations, for the on-site reviews,  
4 for the trainers, for the reviewers, for the academy,  
09:32AM 5 which we're scheduling some academy trips out there  
6 towards the end of the fiscal year.

7 And, again, you are correct, Chair  
8 Anderson, in saying that HUD does allocate those monies  
9 ahead of time for the academy. That's out-of-state  
09:32AM 10 travel, and we've already worked with TWC executive  
11 staff in addressing the out-of-state travel. And we cut  
12 back on that also on two fronts, one being that they are  
13 going to offer, I believe, the first two classes for the  
14 academy online, and we're going to have our  
09:32AM 15 investigators get scheduled for that and get online for  
16 that so we won't have to incur the travel cost. And  
17 we're going to try to send the staff that are going to  
18 Washington, D.C. to the academy towards the middle -- or  
19 towards the end of the fiscal year so we can know how  
09:32AM 20 we're doing on the budget before we actually send them  
21 to Washington, D.C.

22 CHAIRMAN ANDERSON: Any additional  
23 comments from Robert or -- I see Tony coming up. So  
24 Mr. Robertson.

09:33AM 25 MR. ROBERTSON: Good morning, Chair,

1 Commissioners. For the record, Tony Robertson,  
2 Employment Enforcement. I just want to make sure -- and  
3 I know the Commissioners do understand this -- that when  
4 we met with our director in reference to the two trainer  
09:33AM 5 auditors that I have that conduct those policy reviews  
6 and do the trainings that one of the key things that we  
7 submitted also to HR was looking at how this would  
8 directly affect the central job functions, not looking  
9 at it as an additional duty as assigned, because if you  
09:33AM 10 recall, the last fiscal year all our investigators went  
11 through a reclassification, and some of those were  
12 upgraded. So that affects the budget as well.

13           These two gentlemen who are going to be  
14 doing this will pose the question, "Okay. Is this a  
09:34AM 15 permanent situation for me? And if it's a permanent  
16 situation for me, then I'm doing more for less." And so  
17 I understand that. So we have to probably look at the  
18 fact that if there's a reclassification situation it has  
19 to directly affect them as well. Well, that's going to  
09:34AM 20 be a budgetary issue as well. That will raise the  
21 budget that we're trying to accomplish. We'll most  
22 likely be set back in some shape, form or fashion.

23           So I'm just letting you -- just wanted to  
24 come and speak with you in reference to that, letting  
09:34AM 25 you know that you asked was this mandated. Well, no,

1 sir, it wasn't mandated, but we did approach them. I  
2 spoke to both staff, and they both indicated, "We will  
3 do what it takes to help."

4 Now, we're having them do this for the  
09:35AM 5 whole fiscal year. After this fiscal year, am I going  
6 to come back and tell them again and say, "I need you to  
7 do it for the next fiscal year"? Then comes the fact,  
8 "Well, Tony, I need a raise if I'm doing investigative  
9 work. I'm not paid as an investigator," which they are  
09:35AM 10 lower than the investigators. That question has to be  
11 seriously taken into consideration. And so I just want  
12 to put that out there.

13 They are willing and able. They are both  
14 two professional gentlemen who can get the job done.  
09:35AM 15 One will have to go through a learning curve. One will  
16 go through the online training for the fair housing. So  
17 we have to look at that six-month curve for that  
18 individual. But I think that they can move a little bit  
19 quicker than anything else to help try to close those  
09:35AM 20 cases. Their inventories were just issued to them this  
21 month. So we're giving them those cases, and then we're  
22 going to go through a training on Monday with one of the  
23 investigators who will do the housing cases. The  
24 employment cases, myself as a team lead, we've got him  
09:36AM 25 on board. We're moving forward with that situation as

1 well.

2                   So I just wanted to say that because it  
3 does initially may -- or will eventually -- excuse me --  
4 have an impact on our budget because of the  
09:36AM 5 classification issue. We have not gotten word back from  
6 Brenda yet in reference to this, but we have asked the  
7 question, how will this directly affect their PPR, how  
8 will it affect their classification. And so I just  
9 wanted to put that out there.

09:36AM 10                   CHAIRMAN ANDERSON: Why would it  
11 necessarily? I mean, don't they -- aren't job  
12 descriptions broad enough that says "and other duties as  
13 assigned"?

14                   MR. ROBERTSON: Understood, Chair. But  
09:36AM 15 other duties as assigned when it goes into a  
16 classification that they're not hired for and we're  
17 asking them to put forth effort on dealing with a bunch  
18 of training situations where others have been trained,  
19 have gone to the academies and gotten that skill set or  
09:36AM 20 gotten that training, to ask them to do that same issue,  
21 they would want to get the same type of training as  
22 well. But at the same time, they're intelligent enough  
23 to say, "Well, if I'm doing this, I would like to look  
24 at reclassifying."

09:37AM 25                   MR. GOMEZ: At this point in time, Chair

1 Anderson, what we're looking at is whether or not all  
2 other duties as assigned will fall -- eventually fall  
3 under all other duties as assigned or do we actually  
4 have to look at the reclassification of these  
09:37AM 5 individuals because they're taking on a  
6 task/responsibility/duty that's not in their job  
7 description currently that they're doing as trainers and  
8 reviewers. So that's the question that we're posing to  
9 HR.

09:37AM 10 MR. ROBERTSON: That's correct.

11 MR. GOMEZ: Now, with the spirit, as Tony  
12 says, of teamwork and working as a team, they say,  
13 "Yeah. We'll go ahead and do it. We'll go ahead and do  
14 it and get on board and try to meet the budget because  
09:37AM 15 it impacts all of us." But as Tony has stated, you  
16 know, how are these individuals going to look at it in  
17 as far as at the end of the fiscal year, and also how  
18 are we going to respond to that question? That is the  
19 reason why we sent this over to HR, to give us that  
09:38AM 20 clarification and direction in order for us to be able  
21 to respond to these individuals.

22 COMMISSIONER STIDVENT: I would urge  
23 you --

24 MR. ROBERTSON: Yes, ma'am.

09:38AM 25 COMMISSIONER STIDVENT: -- to consider a

1 number of things. One is, from a management  
2 perspective, if you're assigned a case load, it seems to  
3 me that those trainers should have received the same  
4 amount of training as the housing or employment  
09:38AM 5 investigators, could be given those cases that don't  
6 require complicated reviews.

7 MR. ROBERTSON: Absolutely.

8 COMMISSIONER STIDVENT: And then, two, I  
9 was also struck by the fact that you said there would be  
09:38AM 10 a six-month learning curve for these individuals, and it  
11 seems to me that somewhere along the lines our numbers  
12 are off. If there's a six-month learning curve for  
13 someone coming in off the street with no prior  
14 experience in CRD, why would it be a six-month learning  
09:38AM 15 curve for someone who's already familiar with these  
16 issues and with the operating of CRD? So there's some  
17 disconnects I can identify right now. So I urge you to  
18 consider those and think critically about those because  
19 it doesn't make sense that someone with no experience in  
09:39AM 20 CRD has a six-month learning curve and these folks who  
21 are generally familiar with the issues would have a  
22 six-month learning curve.

23 MR. GOMEZ: I believe, Commissioners, we  
24 were talking about the new hires with a six-month  
09:39AM 25 learning curve. These individuals, since they have

1 training in both employment and housing, that their  
2 learning curve -- we have not established what their  
3 learning curve would be --

4 COMMISSIONER STIDVENT: I misunderstood  
09:39AM 5 because I thought I heard a starting --

6 MR. GOMEZ: No, ma'am, because we don't --

7 COMMISSIONER STIDVENT: Okay.

8 MR. GOMEZ: We haven't had this experience  
9 before with someone coming off as a trainer/reviewer  
09:39AM 10 doing cases. So we actually don't have a learning curve

11 period that we have -- that we know of yet. These

12 individuals, you know, they're coming on board, and I

13 have spoken to these individuals and know these

14 individuals and the way they do their job currently and

09:39AM 15 what they're doing as far as the training, their

16 reviewing, going out there on site, training --

17 delivering that training. And I feel as though they are

18 competent enough to come in and possibly, in all

19 likelihood not have that six-month learning curve either

09:40AM 20 in employment and housing, definitely not in employment.

21 In housing, because the housing cases, as we've shared

22 with you-all before, are a little bit more difficult,

23 take a little bit more time and effort in the detail

24 that's concerned for HUD for complying with their

09:40AM 25 standards. Then that will take a little bit longer, but

1 it should not take the six-month curve time.

2 COMMISSIONER STIDVENT: Okay.

3 MR. GOMEZ: But at this point in time  
4 since this is new and we have not done this before, we  
09:40AM 5 have no way of knowing how long it would be. And then  
6 again also taking -- as you-all already are well aware  
7 of, when you have different individuals, it's going to  
8 take different individuals different times to grasp that  
9 material and actually apply it.

09:40AM 10 CHAIRMAN ANDERSON: Have we had new hires  
11 from the outside that were able to come in and start  
12 closing cases before the six months is up -- before the  
13 six-month learning curve is complete and they're closing  
14 at an acceptable rate, I guess, three cases a month or  
09:41AM 15 whatever?

16 MR. GOMEZ: I can answer that question in  
17 regards to the housing side because basically in the  
18 past two, two and a half years we've basically hired  
19 only housing investigators. So that indication and that  
09:41AM 20 trend could probably -- I could share with you and that  
21 it depends again on the individual, because if the  
22 individual grasps it -- we had an individual that came  
23 in, and I believe at the three-month period or going  
24 into the third month he was already closing the  
09:41AM 25 proficient number for Investigator III. We have other

1 individuals that have been with us for over a year and  
2 are still not closing the proficient number for an  
3 Investigator III. So it depends on the individual.

4 We also had another individual that came  
09:42AM 5 in on the employment side, and because of the vast  
6 experience that this other individual had on the  
7 employment side as far as employment investigations,  
8 when that individual shifted over to the housing side,  
9 he applied basically his investigative skills in  
09:42AM 10 housing. And it didn't take him the six months to learn  
11 how to apply the housing aspect of investigations to his  
12 housing investigations having had that extensive -- and  
13 we're talking about over 20 years experience in  
14 investigating employment cases. So --

09:42AM 15 CHAIRMAN ANDERSON: Of course, we all know  
16 what can come in the door, but that seems to me would be  
17 the model we want to look for when we're doing the  
18 screening, is those type of individuals. If you could  
19 model the same one with this background and experience,  
09:42AM 20 the interview indicates they have the same level of  
21 interest and desire to succeed, these are the ones we  
22 want to bring on. I know it's somewhat difficult to do  
23 sometimes, but if that's the standard, then model the  
24 people you select. You're only looking for a couple.  
09:43AM 25 Look for those that are successful as the ones that can

1 get on board within three months.

2 MR. GOMEZ: Yes, sir. And as I mentioned  
3 before in regards to the action item of posting those  
4 positions, that's what we're currently doing. We are --  
09:43AM 5 have the documents ready to post those positions. We  
6 are working on an exercise that will give us hopefully  
7 that indication of individuals that could come in and  
8 hit the ground running.

9 CHAIRMAN ANDERSON: Why don't we -- unless  
09:43AM 10 there's some more questions, why don't we go into  
11 executive session, and we can come back if need to and  
12 talk about the budget some more so that we can talk  
13 about these cases. And is everybody okay with that?

14 COMMISSIONER JAMES: Mr. Gomez, a little  
09:44AM 15 earlier my train derailed, and I want to get it back on  
16 the tracks for a second; and I think you can help me  
17 with that.

18 MR. GOMEZ: I'm sorry, Commissioner James.

19 COMMISSIONER JAMES: No, no. I was just  
09:44AM 20 saying that I think you can help me get my thought train  
21 back on the tracks because it derailed a little while  
22 ago. I want to make sure I'm clear. The numbers that  
23 we're proposing here, the increased numbers, those are  
24 as a result of employees coming from another area to  
09:44AM 25 help or they're a result of the people we're going to

1 try to hire to help? But where did those numbers come  
2 from?

09:44AM 3 MR. GOMEZ: Those are -- these numbers are  
4 the current staff that are closing cases, because on  
5 that handout that I provided you, those are the actual  
6 closures we have from September and October from current  
7 staff. That's without these other two individuals -- or  
8 the one individual that's going to start closing  
9 employment cases and the other individual closing  
09:45AM 10 housing cases. This reflects the current staff that we  
11 have.

12 COMMISSIONER JAMES: Oh, okay. So they've  
13 had an exceptionally good couple of months or -- and I'm  
14 trying to circle back to what the Chair was trying to  
09:45AM 15 get back to because I didn't understand it. What is the  
16 cause and effect with these numbers that we're seeing  
17 here?

18 MR. GOMEZ: The cause and effect on the  
19 numbers basically is just the closures, that we have  
09:45AM 20 talked to staff. We sat down with staff. We told our  
21 staff that if we need -- that we needed for them to come  
22 on board and address the budget because we're all a team  
23 and it impacts the whole division. We explained to them  
24 what the situation is if we don't meet the budget. We  
09:46AM 25 explained to them that the revenue produced basically

1 keeps the budget afloat for the whole team, whether  
2 they're revenue producers or nonrevenue producers.

3                   What these numbers indicate is the number  
4 of cases that they're closing in reaching -- in certain  
09:46AM 5 circumstances, just to give you an example, in reaching  
6 and surpassing their outstanding numbers because an  
7 outstanding number for, let's say, an Investigator V  
8 based at 11 -- well, some of these investigators have  
9 come on board and are doing 12 and 13. We had an  
09:46AM 10 individual that for one month -- in that list that you  
11 requested last time, if you go down the list, one of  
12 them actually closed 14 for one month. And so they're  
13 coming on board, and we told them what the urgency of  
14 the budget is and the urgency of us meeting the budget  
09:46AM 15 in as far as the current staff, also the fact that we  
16 were not going to be able to fill those vacant positions  
17 because of the negative impact as far as expenditures  
18 versus revenue, as far as the employment investigator  
19 and the mediator vacancy that we have.

09:47AM 20                   COMMISSIONER STIDVENT: Mr. Gomez, did  
21 they not understand that before? It seems that we've  
22 had this discussion here a number of times. Did they  
23 not -- was that not conveyed, and did they not  
24 understand the -- why haven't they understood this  
09:47AM 25 before now?

1 MR. GOMEZ: If I had that answer, I mean,  
2 I could have done this a long time ago because we do  
3 share this with staff. In fact, staff usually -- their  
4 response is that "Here we go again with the numbers"  
09:47AM 5 when we have full staff meetings. That's one of the  
6 things that we cover at every staff meeting. That's one  
7 of the things that we cover every Monday when we meet  
8 with the housing staff. I know Tony covers that when he  
9 has his staff meeting with the employment people. So we  
09:47AM 10 cover that consistently and constantly.

11 So to answer your question, I really  
12 wouldn't know how to put that, or as a response, the  
13 only thing I can tell you is what we have done this  
14 year. And basically what we stress them -- what we  
09:48AM 15 encourage the staff is that we're all starting this year  
16 knowing what we're going into and knowing that we're  
17 starting with a clean slate, so to speak. This was  
18 especially true with our housing investigators.

19 COMMISSIONER JAMES: Okay. And I hear all  
09:48AM 20 this, and, quite frankly, I don't think anybody could  
21 have anything but a smile on their face when they see  
22 performance exceeding that. But it's difficult to  
23 smile, especially in light of what the Commissioner just  
24 said because there has -- I guess what I'm struggling  
09:48AM 25 with is what was the cause and effect and, wow, let's do

1 more of that feed, you know, feed me more of that. I'll  
2 be -- and there has to have been something other than a  
3 talking-to, and maybe there wasn't. I'm just struggling  
4 with that because that would have had to have happened  
09:48AM 5 in July and August.

6 MR. GOMEZ: It's a combination of --  
7 Commissioner James, like you bring up the talking-to or  
8 whatever, I think the people -- staff look at the  
9 situation the way it is in comparison to the universal  
09:49AM 10 situation or the economy. They know that they need the  
11 job. They've got the job. We've stressed the position  
12 that we're in as far as the budget.

13 Another aspect to look at that probably  
14 goes hand in hand with this -- and I know I've shared  
09:49AM 15 that with you-all before -- is the experience level of  
16 staff. Now they're experienced. Now they have the  
17 knowledge of working and investigating cases. It's  
18 probably -- I would even venture to say it's easier for  
19 them to do it now because they have that experience.

09:49AM 20 The other controls that we have in place as far as  
21 meeting every week with the housing investigators, with  
22 their cases, going through their cases, making it  
23 simpler for them to figure out what is going on in their  
24 cases, and just the simple level of experience that has  
09:50AM 25 come up in just working these cases day in and day out.

1                   COMMISSIONER JAMES:  And please take my  
2 line of questioning totally the way it's intended which  
3 is to take us forward rather than being overly critical.  
4 And so I think what you're asking us to do is to say or  
09:50AM 5 is to -- yeah, say we are confident because of your  
6 confidence in these numbers, we're confident that all of  
7 this budget will be nice and tidy, in 10 months or so  
8 everything will be great when, in fact, we have a number  
9 of years behind us that we're always a little shaky,  
09:50AM 10 some great, some not so great, but always a little  
11 shaky.  And so am I right in saying that you're asking  
12 us to feel confident about the two months of work that  
13 we see here because that's what we can expect the  
14 performance level to be and the results to be at the  
09:51AM 15 conclusion of this fiscal year.

16                   MR. GOMEZ:  That's exactly it,  
17 Commissioner James, and I'm glad you put it that way  
18 because there are no guarantees.  There's no guarantees  
19 that the staff we have right now is going to remain with  
09:51AM 20 us.  You know, I just mentioned the fact before that  
21 that we are the lowest paying investigators within the  
22 State.  I've worked for five agencies, and I know that  
23 for a fact, that we are the lowest paid investigators  
24 for any agency that is doing comparable work.  We cannot  
09:51AM 25 guarantee that all staff is going to get here.

1                   At this point in time, I'm glad you also  
2 mentioned that we do have a smile on our face, because  
3 given the numbers for the past two months for this year  
4 projected, we are going to meet or exceed the numbers  
09:51AM 5 with the 866 that we have targeted. And, also, if you  
6 look at that chart, we're meeting the housing target  
7 whereas last year we weren't. Last year we had three  
8 investigators. The year before that we had three  
9 10-year investigators.

09:52AM 10                   So I cannot provide you with a guarantee,  
11 but I can give you exactly what you stated because I can  
12 give you that warm, fuzzy feeling and smile on your face  
13 that based on the past two months that we are meeting  
14 the number of cases in housing, we're exceeding the  
09:52AM 15 number in employment and projecting the numbers that I  
16 feel confident with the staff we have now, the  
17 experience that we have now, if we don't lose any of  
18 that staff, that we will meet the budget. And that's  
19 where we are at this point in time. I cannot make any  
09:52AM 20 guarantees or tell you that definitely we are going to  
21 meet the budget because we don't know what's going to  
22 happen during the year. We can base it on what has  
23 happened up to this time of the year and based on the  
24 numbers that I know we can reach given the staff that we  
09:52AM 25 have.

1                   COMMISSIONER JAMES:  And to a large  
2 degree, that's fair enough.  One more question and then  
3 I'm done.  I guess the other thing that probably needs  
4 to be put on the table is the what-if.  What is the  
09:53AM 5 contingency plan if we said, "Okay.  You're confident,  
6 as confident as you can be.  We'll be confident"?  What  
7 have you thought about as a contingency plan if that  
8 goes south?

9                   MR. GOMEZ:  It would depend on the  
09:53AM 10 contingency, I guess.  It would depend on the situation.  
11 If we lose any more investigators, then obviously we're  
12 not going to make those numbers.  That's a given.  But  
13 on the other hand, we will not have that expenditure  
14 because we will not have that salary and overhead for  
09:53AM 15 that investigator.  We will go into the hiring process.  
16 The hiring process as presented by HR, you know, takes  
17 about -- approximately 20, 25 days, maybe even 30 days.  
18 And then as I have presented to you-all year after year,  
19 we also have a learning curve.  If we're looking at a  
09:54AM 20 housing investigator, definitely it's six months at a  
21 minimum.  If we're looking at an employment  
22 investigator, it would depend on -- again, as Chair  
23 Anderson has presented, it depends on the type of  
24 individual that we attract as Investigator III, and  
09:54AM 25 through our screening process, that will determine how

1 fast the individual can get on board and start closing  
2 cases because it is directly -- it is impacted directly  
3 by the number of cases this individual will close.

09:54AM 4 Therefore, that will be the thing that I -- the response  
5 that I can give you, is that we will act on it, and we  
6 will act on it swiftly and try to do that as quickly as  
7 possible with the knowledge that, you know, since we are  
8 working here with a very tight budget that is reflected  
9 all or totally by our case closures and whether we meet  
09:54AM 10 it or not both on the numbers side and the budget side  
11 that it is going to be a negative impact. If we lose  
12 somebody, it's going to be a negative impact on the  
13 numbers immediately. Once we hire somebody, then it's  
14 going to be impacted on the numbers and on the budget  
09:55AM 15 side because we incur that expenditure.

16 So I revert back to the warm, fuzzy  
17 feeling that we have now and the smile we have on our  
18 face now and go forward and try to deal with any of  
19 those contingencies that come about during this fiscal  
09:55AM 20 year.

21 COMMISSIONER DIGGS: I'm sorry to  
22 interrupt. Can you tell me what the housing closings  
23 were in December?

24 MR. GOMEZ: For December it depends on how  
09:55AM 25 many we closed in November, Commissioner.

1 COMMISSIONER DIGGS: So the target  
2 fluctuates?

3 MR. GOMEZ: Right. We start off with 30  
4 to meet the 358 there combined, and if you notice there  
09:55AM 5 for September we start with the 30 and we close 24. And  
6 there were --

7 COMMISSIONER DIGGS: Got it.

8 MR. GOMEZ: So there were remaining 6. So  
9 going into October, taking that -6, then we start with  
09:55AM 10 36, and we closed 36. So we met it. So now the target  
11 goes back to 30. And if you look at the number on the  
12 bottom, it's -98. That's the number of cases that needs  
13 to be closed the remainder of the year. Therefore, we  
14 divide that number by 10 months which are remaining.  
09:56AM 15 That will give us an average back to 30 per month.

16 COMMISSIONER DIGGS: Okay. Now I  
17 understand. Okay.

18 AGENDA ITEM NO. 4

19 CHAIRMAN ANDERSON: The Commission on  
09:56AM 20 Human Rights executive -- will make its executive  
21 session announcement for November 4th, 2010. We are now  
22 going into executive session pursuant to Government  
23 Code, Section 551.074(A)(1), to discuss the appointment,  
24 employment, evaluation, reassignment, duties,  
09:56AM 25 accomplishments, performance, goals, and

1 responsibilities of the Texas Workforce Commission Civil  
2 Rights Division Director. We're going into executive  
3 session pursuant to Government Code, Section 551.074 to  
4 discuss the appointment, employment, evaluation,  
09:56AM 5 reassignment, duties, accomplishments, performance,  
6 goals, and responsibilities of executive staff and other  
7 personnel; going into executive session pursuant to  
8 Government Code 551.071(1)(2) concerning contemplated  
9 litigation or pending litigation of the following cases:  
09:57AM 10 Texas Commission on Human Rights, Texas Workforce  
11 Commission, David Powell and Robert Gomez v. Marilou  
12 Morrison; John Benavides, et al v. Texas Commission on  
13 Human Rights; Texas Workforce Commission-Civil Rights  
14 Division v. Cameron Overstreet, et al; Texas Workforce  
09:57AM 15 Division-Civil Rights Division v. Raymond Henshaw and  
16 Mark Henshaw; Texas Workforce Commission -- did you want  
17 Petrello on here or not?

18 MR. JONES: Yes, sir.

19 CHAIRMAN ANDERSON: -- Texas Workforce  
09:57AM 20 Commission-Civil Rights Division v. Spiros Tsokos; and  
21 Anthony G. Petrello v. Matthew W. Prucka, et al. And  
22 identified in this agenda where the Commissioners seek  
23 the advice of their attorney as privileged  
24 communications under the Texas Disciplinary Rules of  
09:57AM 25 Professional Conduct of the State Bar of Texas. The

1 Commission on Human Rights is now in closed session on  
2 November 4th, 2010. The time is now 9:57 a.m., and we'd  
3 like to have the attorneys and Mr. Crump and HR with us,  
4 please.

5 (At this time, the Texas Commission on  
6 Human Rights went into executive session  
7 from 9:57 o'clock a.m. until 12:10 o'clock  
8 p.m., after which time the proceedings  
9 continued as follows:)

12:13PM 10 CHAIRMAN ANDERSON: Back in open session.  
11 Our closed executive session ended on November 4th, 2010  
12 at 12:10 p.m., and we're back on the record in open  
13 session at 12:13. Do I have a motion?

14 COMMISSIONER STIDVENT: Yes. Chair  
12:13PM 15 Anderson, I move to accept the resignation of the  
16 director of the Civil Rights Division, Robert Gomez.

17 CHAIRMAN ANDERSON: Do I have a second?

18 COMMISSIONER MICHALKA: Yes, sir, second.

19 CHAIRMAN ANDERSON: Commissioner Michalka  
12:14PM 20 seconded. Any discussion?

21 (No audible response.)

22 CHAIRMAN ANDERSON: Seeing none, all in  
23 favor say aye.

24 THE COMMISSION: Aye.

12:14PM 25 CHAIRMAN ANDERSON: All opposed?

1 (No audible response.)

2 CHAIRMAN ANDERSON: Seeing none, the  
3 resignation of Mr. Gomez is accepted by the  
4 Commissioners of the Civil Rights Division for the TWC.

12:14PM

5 AGENDA ITEM NO. 5

6 CHAIRMAN ANDERSON: Is there any other  
7 business that we need to conclude -- that we need to  
8 address before we conclude?

9 (No audible response.)

12:14PM

10 CHAIRMAN ANDERSON: Seeing none, this  
11 meeting is adjourned. Thank you very much.

12 (At this time, there was a brief  
13 discussion off the record, after which  
14 time the proceedings continued as  
15 follows:)

12:14PM

16 CHAIRMAN ANDERSON: We're back on the  
17 record. Sorry. The Commissioners would like to ask  
18 Mr. Crump through the TWC to continue the operations of  
19 the Civil Rights Division until an interim director is  
20 selected by the TWC.

12:15PM

21 MR. CRUMP: Yes, sir.

22 CHAIRMAN ANDERSON: That is an affirmative  
23 by Mr. Crump and --

24 COMMISSIONER DIGGS: Next meeting?

12:15PM

25 CHAIRMAN ANDERSON: Next meeting is --

1 MS. SMITH: January 19th.

2 CHAIRMAN ANDERSON: -- January 19th, 2011  
3 at 9:00 a.m. And this meeting is adjourned. Thank you.

4 (At this time, the proceedings were  
5 adjourned at 12:15 o'clock p.m.,  
6 Thursday, November 4, 2010.)

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1 STATE OF TEXAS )

2 COUNTY OF TRAVIS )

3 I, LYDIA L. EDWARDS, certified shorthand  
4 reporter for the State of Texas, do hereby certify that  
5 the above-captioned matter came on for hearing before  
6 the TEXAS COMMISSION ON HUMAN RIGHTS as hereinafter set  
7 out.

8 I FURTHER CERTIFY that the proceedings of said  
9 hearing were reported by me, accurately reduced to  
10 typewriting under my supervision and control, and, after  
11 being so reduced, were filed with the TEXAS COMMISSION  
12 ON HUMAN RIGHTS.

13 GIVEN UNDER MY OFFICIAL hand of office at  
14 Austin, Texas, the \_\_\_\_\_ day of November, 2010.

15  
16  
17  
18

-----  
Lydia L. Edwards  
Certification No. 2567  
My Commission Expires 12/31/10  
  
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