

UNITED STATES COMMISSION ON CIVIL RIGHTS

+ + + + +

TELEPHONIC MEETING

+ + + + +

THURSDAY

OCTOBER 8, 2009

+ + + + +

The Meeting convened telephonically,  
pursuant to notice at 5:15 p.m., Gerald A. Reynolds,  
Chairman, presiding.

COMMISSIONERS PRESENT:

GERALD A. REYNOLDS, CHAIRMAN

PETER N. KIRSANOW, COMMISSIONER

ASHLEY L. TAYLOR, COMMISSIONER

GAIL HERIOT, COMMISSIONER

TODD F. GAZIANO, COMMISSIONER

STAFF PRESENT:

MARTIN DANNENFELSER, STAFF DIRECTOR

STAFF PRESENT:

DAVID BLACKWOOD, General Counsel, OGC

CHRISTOPHER BYRNES, RPCU

DEMITRIA DEA

PAMELA A. DUNSTON, Chief, ASCD

ROBERT LERNER, Asst. Deputy Director

TINALOUISE MARTIN, Director, OM

EMMA MONROIG, Solicitor

LENORE OSTROWSKY

COMMISSIONER ASSISTANTS PRESENT:

TIM FAY

DOMINIQUE LUDVIGSON

KIMBERLY SCHULD

RICHARD SCHEMCHER

TABLE OF CONTENTS

I.	Approval of Agenda	6
II.	Management and Operations	
	Submission of FY 2011 Budget Estimate to the Office of Management and Budget	7
III.	Program Planning	
	Approval of Letter to Attorney General Holder re: ACORN	15
IV.	Adjourn	20

P R O C E E D I N G S

5:23 P.M.

OPERATOR: Good afternoon. My name is Jamie and I will be your conference operator today. At this time I would like to welcome everyone to the Commission meeting conference call.

All lines have been placed on mute to prevent any background noise. If you should need assistance during the call, please press star, then a zero, and an operator will come back on line to assist you.

Thank you, Mr. Reynolds. You may begin your conference.

CHAIRMAN REYNOLDS: Thank you. Good afternoon. This is Chairman Reynolds. It is 5:23 Eastern Daylight Time on October 8, 2009. We're having a telephonic meeting with all of the Commissioners participating from different locations.

I will call the name of each Commissioner in order to determine if there's a quorum to hold a meeting.

Vice Chair Thernstrom?

(No response.)

Commissioner Gaziano?

COMMISSIONER GAZIANO: Here.

1 CHAIRMAN REYNOLDS: Commissioner Kirsanow?

2 COMMISSIONER KIRSANOW: Here.

3 CHAIRMAN REYNOLDS: Commissioner Melendez?

4 (No response.)

5 CHAIRMAN REYNOLDS: Commissioner Yaki?

6 (No response.)

7 CHAIRMAN REYNOLDS: Commissioner Taylor?

8 COMMISSIONER TAYLOR: I'm here.

9 CHAIRMAN REYNOLDS: Commissioner Heriot?

10 COMMISSIONER HERIOT: Here.

11 CHAIRMAN REYNOLDS: Is the Staff Director  
12 present?

13 MR. DANNENFELSER: Present.

14 CHAIRMAN REYNOLDS: Is the court reporter  
15 on the line?

16 COURT REPORTER: Yes, sir.

17 CHAIRMAN REYNOLDS: Okay. Well, then the  
18 meeting will come to order. If a Commissioner wants  
19 to make a statement, please identify yourself first.  
20 Whenever it's necessary to take a vote, the following  
21 procedure will be used. I will call out the name of  
22 each Commissioner. The Commissioner should then  
23 answer yes, no, or abstain after the voting has  
24 concluded. I will read out how each of you has voted  
25 to ensure that the tally is correct.

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25

APPROVAL OF THE AGENDA

CHAIRMAN REYNOLDS: First item, I move to approve the agenda. Is there a second?

COMMISSIONER KIRSANOW: Kirsanow seconds.

CHAIRMAN REYNOLDS: Any proposed changes?

(No response.)

Okay, I have one. I propose that we table discussion of the National Conference. We want to wait until we have some representation from the Democratic Commissioners.

Is there a second?

COMMISSIONER GAZIANO: Second.

CHAIRMAN REYNOLDS: Discussion?

(No response.)

Okay, we're just voting for the amendment.

Commissioner Gaziano, how do you vote?

COMMISSIONER GAZIANO: Could we move for the agenda, as amended, with the friendly amendment?

CHAIRMAN REYNOLDS: That will work. I vote aye.

CHAIRMAN REYNOLDS: Commissioner Kirsanow?

COMMISSIONER KIRSANOW: Yes.

CHAIRMAN REYNOLDS: Commissioner Taylor?

COMMISSIONER TAYLOR: Aye.

1 CHAIRMAN REYNOLDS: And Commissioner  
2 Heriot?

3 COMMISSIONER HERIOT: Yes.

4 CHAIRMAN REYNOLDS: Okay, the vote is  
5 unanimous.

6 MANAGEMENT AND OPERATIONS

7 CHAIRMAN REYNOLDS: Okay, bear with me.  
8 The Staff Director informs me that the Office of  
9 Management and Budget has requested that the  
10 Commission submit two budget estimates for Fiscal Year  
11 2011. The first would be a flat-line budget at the  
12 2010 level of \$9.4 million. And second would be a  
13 budget that reflects a 5 percent rescission to that  
14 amount to the level of \$8.93 million.

15 Copies of these budget proposals and  
16 related documents were sent to Commissioners on  
17 Friday, September 18th and then again yesterday  
18 evening.

19 Mr. Staff Director, please provide  
20 Commissioners with a description of the staff's  
21 recommendations regarding each of these budgets?

22 MR. DANNENFELSER: Thank you, Mr.  
23 Chairman.

24 We started with the premise that there  
25 would be built-in costs from cost of living

1 adjustments for staff and other basic operations that  
2 tend to increase in the neighborhood of four to five  
3 percent per year. And from that, worked from a  
4 \$228,968 shortfall with the flat-line budget. We took  
5 some reductions in travel and rent in there and also  
6 had savings of about \$145,000 that we projected in IT  
7 savings for 2011. This was accomplished by the  
8 purchase of several PCs and laptops during FY 2009  
9 with end-of-year funds instead of what was otherwise  
10 projected for purchase in 2011.

11 We had a delay of a project to establish  
12 Regional Office connectivity to the agency shared  
13 common computer drive and the postponement of the  
14 purchase of new desktop software in the Regional  
15 Offices.

16 We also realized some savings by phasing  
17 in biometric identification tokens instead of bringing  
18 about immediate agency-wide implementation that  
19 produced a 57 percent savings in that particular area.

20 And we identified and reduced some redundant costs in  
21 the areas of printing, communication, and contractual  
22 services. And on page five of the budget narrative,  
23 there is a chart that delineates those particular  
24 savings in that area.

25 With regard to the five percent reduction



1 budget which is another five percent beyond that flat-  
2 line budget, the main thing we did there was in the  
3 area of personnel. We had currently three positions  
4 that are budgeted in 2010 that are not filled. They  
5 are the Deputy Staff Director position, the secretary  
6 in the Office of the Staff Director, and a social  
7 scientist in the Office of Civil Rights Evaluation.  
8 So we projected that those positions would not be  
9 filled in 2011 and we also eliminated \$50,000 that was  
10 projected for the employee bonus pool in that  
11 particular, under that particular scenario which is  
12 certainly not something that we would normally choose  
13 to do, but given the tough decisions that would have  
14 to be made under that type of budget, we made that  
15 decision.

16 So I think those are the highlights, Mr.  
17 Chairman, but I would be happy to address any other  
18 specific questions that Commissioners might have.

19 CHAIRMAN REYNOLDS: Questions? Comments?

20 COMMISSIONER GAZIANO: I'll have an  
21 amendment in a minute, but I don't have any questions  
22 for the Staff Director at this time.

23 CHAIRMAN REYNOLDS: Commissioner Heriot?

24 COMMISSIONER HERIOT: No.

25 CHAIRMAN REYNOLDS: Commissioner Taylor?

1 COMMISSIONER TAYLOR: Not at this time.

2 CHAIRMAN REYNOLDS: Commissioner Kirsanow?

3 COMMISSIONER KIRSANOW: No questions.

4 CHAIRMAN REYNOLDS: Okay, Commissioner  
5 Gaziano?

6 COMMISSIONER GAZIANO: Thank you. With  
7 due regard to the OMB request, I am going to move for  
8 a slight increase in our two budget amounts that we  
9 submit for FY 2011.

10 Let me just briefly explain my reasoning.

11 For the past several years, we've made requests of  
12 \$12 million and that's been our, I think, our most  
13 sincere estimate of what we would need to fully fund  
14 the vacant positions, but it doesn't seem realistic  
15 that those sort of requests are being favorably  
16 considered. So I think a more modest request might be  
17 in order. But I do note, in sort of coming up with  
18 the amount, that, according to bills currently pending  
19 and other news reports, the following civil rights  
20 agencies are slated to get -- that we are supposed to  
21 help review and somewhat oversee -- are getting huge  
22 increases. The EEOC is slated to get a \$23 million  
23 increase over last year. The Civil Rights Division at  
24 Justice is slated to get a \$22 million increase and  
25 wants to create 54 new legal positions. The

1 Department of Labor Office of Federal Contract  
2 Compliance Program is slated to get a \$27.4 million  
3 increase and that's a 25 percent increase over  
4 previous years.

5 Jerry's old office at Education, the  
6 Office of Civil Rights is slated to get an increase,  
7 but not by quite as much. So I submit that although  
8 it would be nice to not only not get 54 new legal  
9 positions, but if we could just have our Office of the  
10 General Counsel perhaps instead of having two of seven  
11 slots filled, three of seven, that might help us  
12 monitor these other civil rights agencies.

13 So, with that, I propose that everywhere  
14 in the budget where we have asked for the proposed  
15 budget, where we've asked for \$9,400,000, that we ask  
16 for \$9,950,000 and, with a five percent rescission  
17 figure, that would work out to be \$9,452,500, and the  
18 only other request or change that I would include in  
19 my motion is on page six, under B, it begins "as  
20 further required" and change the word "required" to  
21 "as further requested."

22 CHAIRMAN REYNOLDS: Okay.

23 COMMISSIONER KIRSANOW: Kirsanow seconds.

24 CHAIRMAN REYNOLDS: Well, hold on. A few  
25 comments. We sent out, in our official capacity,

1 we've sent out several letters and I think that that  
2 is -- that's Commission work that should be reflected,  
3 at least we should consider including that type of  
4 policy discussion into this document, and isn't it  
5 also true that several of you have testified on  
6 Capitol Hill and, if so, was that done in your  
7 capacity as a Commissioner or in your individual  
8 capacity? If it's the former, I would also think that  
9 the documents should reflect those activities also.

10 COMMISSIONER HERIOT: The occasions on  
11 which I've testified, the call went out to the  
12 Commission, not to me personally. So whether my  
13 comments were on behalf of the Commission, I don't  
14 think that's necessarily fair to say, but the request  
15 was made to send a Commissioner to Capitol Hill and  
16 that's what we did.

17 COMMISSIONER GAZIANO: You presume then  
18 you testified in your individual as a Commissioner.

19 COMMISSIONER HERIOT: As an individual  
20 Commissioner.

21 COMMISSIONER GAZIANO: Sure.

22 COMMISSIONER HERIOT: So yes, I think  
23 that's Commission activity.

24 COMMISSIONER KIRSANOW: This is Kirsanow.  
25 I testified in my individual capacity, but I am

1 readily identified as a Commissioner of the Civil  
2 Rights Commission.

3 In addition to that, the matters upon  
4 which I testify are within the purview of the  
5 Commission and supported by, generally supported in  
6 some measure, by research done by our special  
7 assistants.

8 CHAIRMAN REYNOLDS: Did Commissioner Yaki  
9 testify on Capitol Hill?

10 COMMISSIONER HERIOT: He also testified on  
11 the Native Hawaiian Government Reorganization Act  
12 before the House Committee on Natural Resources. So  
13 the answer to that is yes.

14 CHAIRMAN REYNOLDS: Okay, so I think that  
15 it would be -- that we should consider having those  
16 contributions to public policy discussions reflected  
17 in this document, as well as the policy statements  
18 that have gone out in some of our letters, at least  
19 those letters that have gone out as a part of a  
20 Commission vote.

21 COMMISSIONER GAZIANO: Mr. Chairman, this  
22 is Commissioner Gaziano for the record. You also  
23 reminded me that some of our letters are for  
24 information at EEOC and the Department of Justice, of  
25 which we have not been favorably blessed with

1 responses. As a matter of fact, EEOC said that it  
2 would be somewhat burdensome for them to have to  
3 respond to us and we could just look at their website.

4 Again, this is another reason why I think at least a  
5 modest increase in our budget is appropriate, if these  
6 other agencies we're trying to look at are getting \$22  
7 and \$23 million increases.

8 CHAIRMAN REYNOLDS: Any other comments?

9 COMMISSIONER KIRSANOW: I think those  
10 increases are so that they can more readily reply to  
11 our information requests.

12 COMMISSIONER GAZIANO: I hope so.

13 COURT REPORTER: I'm sorry, this is the  
14 court reporter. Could I ask people to please identify  
15 themselves before they speak. Thank you.

16 CHAIRMAN REYNOLDS: All right. May I have  
17 a motion that the Staff Director be directed to  
18 finalize and submit to OMB the 2011 budget estimate as  
19 well as the budget estimate with the five percent  
20 rescission, but making the changes that have been  
21 agreed upon during this exchange?

22 COMMISSIONER GAZIANO: I so move if you  
23 mean the figures that I've included.

24 CHAIRMAN REYNOLDS: The figures, the  
25 inclusion of discussion of the testimony on Capitol

1 Hill, as well as the policy issues that we've dealt  
2 with in some of the letters that we sent out.

3 COMMISSIONER GAZIANO: Sure, I'll accept  
4 that or move that or accept that as a friendly  
5 amendment to my motion.

6 CHAIRMAN REYNOLDS: Okay.

7 COMMISSIONER KIRSANOW: Kirsanow seconds.

8 CHAIRMAN REYNOLDS: Do we need discussion?  
9 Commissioner Gaziano?

10 COMMISSIONER GAZIANO: Yes.

11 CHAIRMAN REYNOLDS: Commissioner Kirsanow?

12 COMMISSIONER KIRSANOW: Yes.

13 CHAIRMAN REYNOLDS: Commissioner Taylor?

14 COMMISSIONER TAYLOR: Yes.

15 CHAIRMAN REYNOLDS: Commissioner Heriot?

16 COMMISSIONER HERIOT: I'm going to abstain  
17 on this one.

18 CHAIRMAN REYNOLDS: Okay. Let the record  
19 reflect that Commissioners Gaziano, Kirsanow, Taylor  
20 and the Chairman voted in favor of the motion and  
21 Commissioner Heriot abstained.

22 PROGRAM PLANNING

23 CHAIRMAN REYNOLDS: Okay, next up is a  
24 discussion vote on a letter to Attorney General Holder  
25 that Commissioner Kirsanow circulated on September 23

1 regarding ACORN in light of the recent activities that  
2 have cast the organization in the news once again.  
3 The letter was recirculated again yesterday evening  
4 via email.

5 Commissioner Kirsanow, would you like to  
6 speak to your letter?

7 COMMISSIONER KIRSANOW: Well, we've  
8 already spoken about it. This is Kirsanow.

9 COMMISSIONER HERIOT: Do I have -- the  
10 copy that was attached to Marty's email, is that the  
11 current copy or is there a different version now?

12 CHAIRMAN REYNOLDS: Of the -- I believe  
13 that the -- if you're referring to Marty's email that  
14 was sent out yesterday evening, I believe that's the  
15 latest version.

16 COMMISSIONER HERIOT: I have to make sure  
17 I'm looking at the right thing here.

18 CHAIRMAN REYNOLDS: Commissioner Kirsanow?

19 COMMISSIONER KIRSANOW: Yes. I think  
20 we've had discussion on this, a significant amount of  
21 discussion on it and, again, I simply move the  
22 Commission approve the letter to Attorney General  
23 Holder, as amended.

24 COMMISSIONER TAYLOR: Taylor seconds.

25 CHAIRMAN REYNOLDS: Okay, I have a few



1 friendly amendments.

2 COMMISSIONER HERIOT: Me, too.

3 CHAIRMAN REYNOLDS: Okay, you go first.

4 COMMISSIONER HERIOT: One of mine is just  
5 a ridiculous quibble. And that is the use of the word  
6 "disenfranchise" which is a perfectly legitimate word,  
7 but it also competes with disfranchise, which is also  
8 a perfectly legitimate word, and partisans of  
9 disfranchise actually sometimes believe that they are  
10 right and that disenfranchise is wrong. So, in the  
11 interest of most conservative grammar, I would go for  
12 disfranchise.

13 COMMISSIONER KIRSANOW: I would accept  
14 that.

15 COMMISSIONER HERIOT: The other one is  
16 that I would prefer not to refer specifically to RICO,  
17 but rather refer to federal law.

18 COMMISSIONER KIRSANOW: Kirsanow accepts  
19 that too.

20 CHAIRMAN REYNOLDS: Is that it,  
21 Commissioner Heriot?

22 COMMISSIONER HERIOT: Yes, it is.

23 CHAIRMAN REYNOLDS: Okay, on the first  
24 line of the last paragraph at the bottom of the first  
25 page, I would ask that we amend the letter to insert

1 the words "several Commissioners" in place of "we" so  
2 that it would read: "On October 28th, several  
3 Commissioners wrote to your predecessor, Attorney  
4 General Michael Mukasey."

5 Commissioner Kirsanow, are you comfortable  
6 with the --

7 COMMISSIONER KIRSANOW: I am.

8 CHAIRMAN REYNOLDS: Okay.

9 COMMISSIONER HERIOT: Yes, because I think  
10 I was not one of those who wrote. I don't remember  
11 that letter.

12 COMMISSIONER GAZIANO: Yes, that's my  
13 recollection as well from my records. So I prefer  
14 that wording as well. This is Commissioner Gaziano.

15 CHAIRMAN REYNOLDS: Okay. And the second  
16 change, I'd like to change -- well, looking at the  
17 last paragraph of the letter, first sentence, I'd like  
18 to change the word "recent" to "former" so that the  
19 sentence would read, "According to press accounts, a  
20 former ACORN Board Member, Marcel Reid" yadda, yadda,  
21 yadda.

22 COMMISSIONER KIRSANOW: I'll accept that  
23 also.

24 CHAIRMAN REYNOLDS: Any further  
25 amendments?

1                   COMMISSIONER KIRSANOW: Mr. Chair, I would  
2 move that we approve the letter to Attorney General  
3 Holder, as amended by the friendly amendments.

4                   CHAIRMAN REYNOLDS: Commissioner Gaziano,  
5 how do you vote?

6                   COMMISSIONER GAZIANO: Aye.

7                   CHAIRMAN REYNOLDS: Commissioner Kirsanow?

8                   COMMISSIONER KIRSANOW: Yes.

9                   CHAIRMAN REYNOLDS: Commissioner Heriot?

10                  COMMISSIONER HERIOT: Yes.

11                  CHAIRMAN REYNOLDS: Commissioner Taylor?

12                  COMMISSIONER TAYLOR: Yes.

13                  CHAIRMAN REYNOLDS: Okay, the motion  
14 passes unanimously and that concludes the meeting.

15                  COMMISSIONER GAZIANO: Could I just make  
16 one quick motion? I move that the letter so approved  
17 by a majority be circulated to any others, or is that  
18 necessary to see if they want to join in who are not  
19 at the meeting?

20                  CHAIRMAN REYNOLDS: Sure, we can -- well,  
21 Pete, do you have any concerns with that suggestion?

22                  COMMISSIONER KIRSANOW: No, not off the  
23 top of my head, although I think everyone had an  
24 opportunity to weigh in.

25                  COMMISSIONER GAZIANO: Okay, leave it to

1 the person originating the letter then?

2 COMMISSIONER KIRSANOW: Can we do this,  
3 because this is really more administrative than  
4 anything else. If one of our special assistants could  
5 indicate that this letter was about to go out and that  
6 they would give a window period of until noon tomorrow  
7 in which the other Commissioners who were not present  
8 on the call can voice whether or not to include their  
9 signatories onto the letter.

10 CHAIRMAN REYNOLDS: Okay, we have a plan.

11 All right, folks, that concludes the meeting. Thank  
12 you very much.

13 (Whereupon, at 5:43 p.m., the meeting was  
14 concluded.)

15

16

17

18

19

20

21

22

23

24

25

<p style="text-align: center;"><b>A</b></p> <p><b>abstain</b> 5:23 15:16  <b>abstained</b> 15:21  <b>accept</b> 15:3,4 17:13  18:22  <b>accepts</b> 17:18  <b>accomplished</b> 8:7  <b>accounts</b> 18:19  <b>ACORN</b> 3:7 16:1  18:20  <b>Act</b> 13:11  <b>activities</b> 12:9 16:1  <b>activity</b> 12:23  <b>addition</b> 13:3  <b>address</b> 9:17  <b>Adjourn</b> 3:8  <b>adjustments</b> 8:1  <b>administrative</b>  20:3  <b>afternoon</b> 4:3,15  <b>agencies</b> 10:20  11:12 14:6  <b>agency</b> 8:12  <b>agency-wide</b> 8:18  <b>agenda</b> 3:2 6:2,4,19  <b>agreed</b> 14:21  <b>amend</b> 17:25  <b>amended</b> 6:19  16:23 19:3  <b>amendment</b> 6:16  6:19 9:21 15:5  <b>amendments</b> 17:1  18:25 19:3  <b>amount</b> 7:14 10:18  16:20  <b>amounts</b> 10:8  <b>answer</b> 5:23 13:13  <b>appropriate</b> 14:5  <b>Approval</b> 3:2,6 6:2  <b>approve</b> 6:4 16:22  19:2  <b>approved</b> 19:16  <b>area</b> 8:19,24 9:3  <b>areas</b> 8:21  <b>ASCD</b> 2:2  <b>ASHLEY</b> 1:13  <b>asked</b> 11:14,15</p>	<p><b>assist</b> 4:10  <b>assistance</b> 4:9  <b>assistants</b> 2:5 13:7  20:4  <b>Asst</b> 2:3  <b>attached</b> 16:10  <b>Attorney</b> 3:6 15:24  16:22 18:3 19:2  <b>aye</b> 6:21,25 19:6</p> <hr/> <p style="text-align: center;"><b>B</b></p> <p><b>B</b> 11:19  <b>back</b> 4:10  <b>background</b> 4:8  <b>basic</b> 8:1  <b>bear</b> 7:7  <b>begins</b> 11:19  <b>behalf</b> 12:13  <b>believe</b> 16:12,14  17:9  <b>beyond</b> 9:1  <b>bills</b> 10:18  <b>biometric</b> 8:17  <b>BLACKWOOD</b>  2:1  <b>blessed</b> 13:25  <b>Board</b> 18:20  <b>bonus</b> 9:10  <b>bottom</b> 17:24  <b>briefly</b> 10:10  <b>bringing</b> 8:17  <b>budget</b> 3:4,4 7:9,10  7:11,13,15 8:4,22  9:1,2,14 10:8  11:14,15 14:5,18  14:19  <b>budgeted</b> 9:4  <b>budgets</b> 7:21  <b>built-in</b> 7:25  <b>burdensome</b> 14:2  <b>BYRNES</b> 2:1</p> <hr/> <p style="text-align: center;"><b>C</b></p> <p><b>C</b> 4:1  <b>call</b> 4:6,9,19 5:21  12:11 20:8  <b>capacity</b> 11:25 12:7  12:8,25</p>	<p><b>Capitol</b> 12:6,15  13:9 14:25  <b>cast</b> 16:2  <b>certainly</b> 9:12  <b>Chair</b> 4:22 19:1  <b>Chairman</b> 1:9,11  4:14,15 5:1,3,5,7  5:9,11,14,17 6:3,6  6:14,20,22,24 7:1  7:4,7,23 9:17,19  9:23,25 10:2,4  11:22,24 13:8,14  13:21 14:8,16,24  15:6,8,11,13,15  15:18,20,23 16:12  16:18,25 17:3,20  17:23 18:8,15,24  19:4,7,9,11,13,20  20:10  <b>change</b> 11:18,20  18:16,16,18  <b>changes</b> 6:6 14:20  <b>chart</b> 8:23  <b>Chief</b> 2:2  <b>choose</b> 9:12  <b>CHRISTOPHER</b>  2:1  <b>circulated</b> 15:25  19:17  <b>civil</b> 1:1 9:7 10:19  10:23 11:6,12  13:1  <b>come</b> 4:10 5:18  <b>comfortable</b> 18:5  <b>coming</b> 10:17  <b>comments</b> 9:19  11:25 12:13 14:8  <b>Commission</b> 1:1  4:6 7:10 12:2,12  12:13,23 13:2,5  13:20 16:22  <b>Commissioner</b>  1:12,13,14,15 2:5  4:19,24,25 5:1,2,3  5:5,7,8,9,10,18,22  5:22 6:5,13,17,18  6:22,23,24,25 7:1</p>	<p>7:3 9:20,23,24,25  10:1,2,3,4,6 11:23  12:7,10,15,17,18  12:19,20,21,22,24  13:1,8,10,21,22  14:9,12,22 15:3,7  15:9,10,11,12,13  15:14,15,16,21,25  16:5,7,9,16,18,19  16:24 17:2,4,13  17:15,18,21,22  18:5,7,9,12,14,22  19:1,4,6,7,8,9,10  19:11,12,15,22,25  20:2  <b>Commissioners</b>  1:10 4:18 6:11  7:16,20 9:18  15:19 18:1,3 20:7  <b>Committee</b> 13:12  <b>common</b> 8:13  <b>communication</b>  8:21  <b>competes</b> 17:7  <b>Compliance</b> 11:2  <b>computer</b> 8:13  <b>concerns</b> 19:21  <b>concluded</b> 5:24  20:14  <b>concludes</b> 19:14  20:11  <b>conference</b> 4:4,6,13  6:9  <b>connectivity</b> 8:12  <b>conservative</b> 17:11  <b>consider</b> 12:3  13:15  <b>considered</b> 10:16  <b>CONTENTS</b> 3:1  <b>Contract</b> 11:1  <b>contractual</b> 8:21  <b>contributions</b>  13:16  <b>convened</b> 1:8  <b>Copies</b> 7:15  <b>copy</b> 16:10,11  <b>correct</b> 5:25</p>	<p><b>cost</b> 7:25  <b>costs</b> 7:25 8:20  <b>Counsel</b> 2:1 11:10  <b>court</b> 5:14,16 14:13  14:14  <b>create</b> 10:25  <b>current</b> 16:11  <b>currently</b> 9:3 10:18</p> <hr/> <p style="text-align: center;"><b>D</b></p> <p><b>D</b> 4:1  <b>DANNENFELS...</b>  1:17 5:13 7:22  <b>DAVID</b> 2:1  <b>Daylight</b> 4:16  <b>DEA</b> 2:2  <b>dealt</b> 15:1  <b>decision</b> 9:15  <b>decisions</b> 9:13  <b>delay</b> 8:11  <b>delineates</b> 8:23  <b>DEMITRIA</b> 2:2  <b>Democratic</b> 6:11  <b>Department</b> 11:1  13:24  <b>Deputy</b> 2:3 9:5  <b>description</b> 7:20  <b>desktop</b> 8:14  <b>determine</b> 4:20  <b>different</b> 4:18  16:11  <b>directed</b> 14:17  <b>Director</b> 1:17 2:3,3  5:11 7:8,19 9:5,6  9:22 14:17  <b>discussion</b> 6:9,14  12:4 14:25 15:8  15:24 16:20,21  <b>discussions</b> 13:16  <b>disenfranchise</b>  17:6,10  <b>disfranchise</b> 17:7,9  17:12  <b>Division</b> 10:23  <b>document</b> 12:4  13:17  <b>documents</b> 7:16</p>
--	---	--	---	---

12:9 <b>DOMINIQUE</b> 2:7 <b>drive</b> 8:13 <b>due</b> 10:7 <b>DUNSTON</b> 2:2	<b>folks</b> 20:11 <b>following</b> 5:20 10:19 <b>former</b> 12:8 18:18 18:20 <b>four</b> 8:2 <b>Friday</b> 7:17 <b>friendly</b> 6:19 15:4 17:1 19:3 <b>fully</b> 10:13 <b>fund</b> 10:13 <b>funds</b> 8:9 <b>further</b> 11:20,21 18:24 <b>FY</b> 3:4 8:8 10:9	15:15,16,21 16:9 16:16 17:2,4,15 17:21,22 18:9 19:9,10 <b>highlights</b> 9:16 <b>Hill</b> 12:6,15 13:9 15:1 <b>hold</b> 4:20 11:24 <b>Holder</b> 3:7 15:24 16:23 19:3 <b>hope</b> 14:12 <b>House</b> 13:12 <b>huge</b> 10:21	<b>Justice</b> 10:24 13:24	7:6,9 <b>Marcel</b> 18:20 <b>MARTIN</b> 1:17 2:3 <b>Marty's</b> 16:10,13 <b>matter</b> 14:1 <b>matters</b> 13:3 <b>mean</b> 14:23 <b>measure</b> 13:6 <b>meeting</b> 1:3,8 4:6 4:17,21 5:18 19:14,19 20:11,13 <b>Melendez</b> 5:3 <b>Member</b> 18:20 <b>Michael</b> 18:4 <b>million</b> 7:12,14 10:12,22,24 11:2 14:7 <b>mine</b> 17:4 <b>minute</b> 9:21 <b>modest</b> 10:16 14:5 <b>monitor</b> 11:12 <b>MONROIG</b> 2:4 <b>motion</b> 11:19 14:17 15:5,20 19:13,16 <b>move</b> 6:3,18 10:7 14:22 15:4 16:21 19:2,16 <b>Mukasey</b> 18:4 <b>mute</b> 4:7
<hr/> <b>E</b> <hr/>	<hr/> <b>G</b> <hr/>	<hr/> <b>I</b> <hr/>	<hr/> <b>L</b> <hr/>	<hr/> <b>N</b> <hr/>
<b>E</b> 4:1,1 <b>Eastern</b> 4:16 <b>Education</b> 11:5 <b>EEOC</b> 10:22 13:24 14:1 <b>eliminated</b> 9:9 <b>email</b> 16:4,10,13 <b>EMMA</b> 2:4 <b>employee</b> 9:10 <b>end-of-year</b> 8:9 <b>ensure</b> 5:25 <b>establish</b> 8:11 <b>estimate</b> 3:4 10:13 14:18,19 <b>estimates</b> 7:10 <b>Evaluation</b> 9:7 <b>evening</b> 7:18 16:3 16:14 <b>exchange</b> 14:21 <b>explain</b> 10:10	<b>G</b> 4:1 <b>GAIL</b> 1:14 <b>Gaziano</b> 1:15 4:24 4:25 6:13,17,18 9:20 10:5,6 12:17 12:21 13:21,22 14:12,22 15:3,9 15:10,19 18:12,14 19:4,6,15,25 <b>General</b> 2:1 3:6 11:10 15:24 16:22 18:4 19:2 <b>generally</b> 13:5 <b>Gerald</b> 1:8,11 <b>getting</b> 10:21 14:6 <b>give</b> 20:6 <b>given</b> 9:13 <b>go</b> 17:3,11 20:5 <b>going</b> 10:7 15:16 <b>Good</b> 4:3,14 <b>Government</b> 13:11 <b>grammar</b> 17:11	<b>identification</b> 8:17 <b>identified</b> 8:20 13:1 <b>identify</b> 5:19 14:14 <b>II</b> 3:3 <b>III</b> 3:5 <b>immediate</b> 8:18 <b>implementation</b> 8:18 <b>include</b> 11:18 20:8 <b>included</b> 14:23 <b>including</b> 12:3 <b>inclusion</b> 14:25 <b>increase</b> 8:2 10:8 10:23,24 11:3,3,6 14:5 <b>increases</b> 10:22 14:7,10 <b>indicate</b> 20:5 <b>individual</b> 12:7,18 12:19,25 <b>information</b> 13:24 14:11 <b>informs</b> 7:8 <b>insert</b> 17:25 <b>interest</b> 17:11 <b>issues</b> 15:1 <b>item</b> 6:3 <b>IV</b> 3:8	<b>L</b> 1:13 <b>Labor</b> 11:1 <b>laptops</b> 8:8 <b>latest</b> 16:15 <b>law</b> 17:17 <b>leave</b> 19:25 <b>legal</b> 10:25 11:8 <b>legitimate</b> 17:6,8 <b>LENORE</b> 2:4 <b>LERNER</b> 2:3 <b>letter</b> 3:6 15:24 16:3,6,22 17:25 18:11,17 19:2,16 20:1,5,9 <b>letters</b> 12:1 13:18 13:19,23 15:2 <b>level</b> 7:12,14 <b>light</b> 16:1 <b>line</b> 4:10 5:15 9:2 17:24 <b>lines</b> 4:7 <b>living</b> 7:25 <b>locations</b> 4:18 <b>look</b> 14:3,6 <b>looking</b> 16:17 18:16 <b>LUDVIGSON</b> 2:7	<b>N</b> 1:12 4:1 <b>name</b> 4:3,19 5:21 <b>narrative</b> 8:22 <b>National</b> 6:9 <b>Native</b> 13:11 <b>Natural</b> 13:12 <b>necessarily</b> 12:14 <b>necessary</b> 5:20 19:18 <b>need</b> 4:8 10:13 15:8 <b>neighborhood</b> 8:2 <b>new</b> 8:14 10:25 11:8 <b>news</b> 10:19 16:2 <b>nice</b> 11:8 <b>noise</b> 4:8
<hr/> <b>F</b> <hr/>	<hr/> <b>H</b> <hr/>	<hr/> <b>J</b> <hr/>	<hr/> <b>M</b> <hr/>	
<b>F</b> 1:15 <b>fact</b> 14:1 <b>fair</b> 12:14 <b>favor</b> 15:20 <b>favorably</b> 10:15 13:25 <b>FAY</b> 2:6 <b>federal</b> 11:1 17:17 <b>figure</b> 11:17 <b>figures</b> 14:23,24 <b>filled</b> 9:4,9 11:11 <b>finalize</b> 14:18 <b>first</b> 5:19 6:3 7:11 17:3,23,24 18:17 <b>Fiscal</b> 7:10 <b>five</b> 8:2,22,25 9:1 11:16 14:19 <b>flat</b> 9:1 <b>flat-line</b> 7:11 8:4	<b>happy</b> 9:17 <b>Hawaiian</b> 13:11 <b>head</b> 19:23 <b>help</b> 10:21 11:11 <b>Heriot</b> 1:14 5:9,10 7:2,3 9:23,24 12:10,19,22 13:10	<b>Jamie</b> 4:4 <b>Jerry's</b> 11:5 <b>join</b> 19:18	<b>main</b> 9:2 <b>majority</b> 19:17 <b>making</b> 14:20 <b>Management</b> 3:3,4	

noon 20:6  
 normally 9:12  
 note 10:17  
 notice 1:8

---

**O**

---

**O** 4:1  
**occasions** 12:10  
**October** 1:6 4:16  
 18:2  
**office** 3:4 7:8 8:12  
 9:6,7 11:1,5,6,9  
**Offices** 8:15  
**official** 11:25  
**OGC** 2:1  
**Okay** 5:17 6:8,16  
 7:4,7 10:4 11:22  
 13:14 15:6,18,23  
 16:25 17:3,23  
 18:8,15 19:13,25  
 20:10  
**old** 11:5  
**OM** 2:3  
**OMB** 10:7 14:18  
**once** 16:2  
**operations** 3:3 7:6  
 8:1  
**operator** 4:3,4,10  
**opportunity** 19:24  
**order** 4:20 5:18  
 10:17  
**organization** 16:2  
**originating** 20:1  
**OSTROWSKY** 2:4  
**oversee** 10:21

---

**P**

---

**P** 4:1  
**page** 8:22 11:19  
 17:25  
**PAMELA** 2:2  
**paragraph** 17:24  
 18:17  
**part** 13:19  
**participating** 4:18  
**particular** 8:19,23  
 9:11,11  
**partisans** 17:8

**passes** 19:14  
**PCs** 8:8  
**pending** 10:18  
**people** 14:14  
**percent** 7:13 8:3,19  
 8:25 9:1 11:3,16  
 14:19

**perfectly** 17:6,8  
**period** 20:6  
**person** 20:1  
**personally** 12:12  
**personnel** 9:3  
**Pete** 19:21  
**PETER** 1:12  
**phasing** 8:16  
**place** 18:1  
**placed** 4:7  
**plan** 20:10  
**Planning** 3:5 15:22  
**please** 4:9 5:19  
 7:19 14:14

**policy** 12:4 13:16  
 13:17 15:1  
**pool** 9:10  
**position** 9:5  
**positions** 9:3,8  
 10:14,25 11:9  
**postponement** 8:13  
**predecessor** 18:3  
**prefer** 17:16 18:13  
**premise** 7:24  
**present** 1:10,16,22  
 2:5 5:12,13 20:7

**presiding** 1:9  
**press** 4:9 18:19  
**presume** 12:17  
**prevent** 4:8  
**previous** 11:4  
**printing** 8:21  
**procedure** 5:21  
**produced** 8:19  
**Program** 3:5 11:2  
 15:22  
**project** 8:11  
**projected** 8:6,10  
 9:8,10  
**proposals** 7:15

**propose** 6:8 11:13  
**proposed** 6:6 11:14  
**provide** 7:19  
**public** 13:16  
**purchase** 8:8,10,14  
**pursuant** 1:8  
**purview** 13:4  
**p.m** 1:8 4:2 20:13

---

**Q**

---

**questions** 9:18,19  
 9:21 10:3  
**quibble** 17:5  
**quick** 19:16  
**quite** 11:7  
**quorum** 4:20

---

**R**

---

**R** 4:1  
**read** 5:24 18:2,19  
**readily** 13:1 14:10  
**realistic** 10:14  
**realized** 8:16  
**really** 20:3  
**reason** 14:4  
**reasoning** 10:10  
**recirculated** 16:3  
**recollection** 18:13  
**recommendations**  
 7:21  
**record** 13:22 15:18  
**records** 18:13  
**reduced** 8:20  
**reduction** 8:25  
**reductions** 8:5  
**redundant** 8:20  
**refer** 17:16,17  
**referring** 16:13  
**reflect** 12:9 15:19  
**reflected** 12:2  
 13:16  
**reflects** 7:13  
**regard** 8:25 10:7  
**regarding** 7:21  
 16:1  
**Regional** 8:12,14  
**Reid** 18:20  
**related** 7:16

**remember** 18:10  
**reminded** 13:23  
**rent** 8:5  
**Reorganization**  
 13:11  
**reply** 14:10  
**reporter** 5:14,16  
 14:13,14  
**reports** 10:19  
**representation**  
 6:10  
**request** 10:7,16  
 11:18 12:14  
**requested** 7:9  
 11:21  
**requests** 10:11,15  
 14:11  
**required** 11:20,20  
**rescission** 7:13  
 11:16 14:20  
**research** 13:6  
**Resources** 13:12  
**respond** 14:3  
**response** 4:23 5:4,6  
 6:7,15  
**responses** 14:1  
**review** 10:21  
**Reynolds** 1:8,11  
 4:12,14,15 5:1,3,5  
 5:7,9,11,14,17 6:3  
 6:6,14,20,22,24  
 7:1,4,7 9:19,23,25  
 10:2,4 11:22,24  
 13:8,14 14:8,16  
 14:24 15:6,8,11  
 15:13,15,18,23  
 16:12,18,25 17:3  
 17:20,23 18:8,15  
 18:24 19:4,7,9,11  
 19:13,20 20:10  
**RICHARD** 2:8  
**RICO** 17:16  
**ridiculous** 17:5  
**right** 14:16 16:17  
 17:10 20:11  
**rights** 1:1 9:7 10:19  
 10:23 11:6,12

13:2  
**ROBERT** 2:3  
**RPCU** 2:1

---

**S**

---

**S** 4:1  
**savings** 8:6,7,16,19  
 8:24  
**scenario** 9:11  
**SCHEMCHERL** 2:8  
**SCHULD** 2:7  
**scientist** 9:7  
**second** 6:4,12,13  
 7:12 18:15  
**seconds** 6:5 11:23  
 15:7 16:24  
**secretary** 9:5  
**see** 19:18  
**send** 12:15  
**sent** 7:16 11:25  
 12:1 15:2 16:14  
**sentence** 18:17,19  
**September** 7:17  
 15:25  
**services** 8:22  
**seven** 11:10,11  
**shared** 8:12  
**shortfall** 8:4  
**signatories** 20:9  
**significant** 16:20  
**simply** 16:21  
**sincere** 10:13  
**sir** 5:16  
**six** 11:19  
**slated** 10:20,22,24  
 11:2,6  
**slight** 10:8  
**slots** 11:11  
**social** 9:6  
**software** 8:14  
**Solicitor** 2:4  
**somewhat** 10:21  
 14:2  
**sorry** 14:13  
**sort** 10:15,17  
**speak** 14:15 16:6  
**special** 13:6 20:4

<p><b>specific</b> 9:18  <b>specifically</b> 17:16  <b>spoken</b> 16:8  <b>staff</b> 1:16,17,22  5:11 7:8,19 8:1  9:5,6,22 14:17  <b>staff's</b> 7:20  <b>star</b> 4:9  <b>started</b> 7:24  <b>statement</b> 5:19  <b>statements</b> 13:17  <b>STATES</b> 1:1  <b>Submission</b> 3:4  <b>submit</b> 7:10 10:9  11:7 14:18  <b>suggestion</b> 19:21  <b>supported</b> 13:5,5  <b>supposed</b> 10:20  <b>sure</b> 12:21 15:3  16:16 19:20</p> <hr/> <p style="text-align: center;"><b>T</b></p> <hr/> <p><b>table</b> 3:1 6:8  <b>take</b> 5:20  <b>tally</b> 5:25  <b>Taylor</b> 1:13 5:7,8  6:24,25 9:25 10:1  15:13,14,19 16:24  16:24 19:11,12  <b>telephonic</b> 1:3 4:17  <b>telephonically</b> 1:8  <b>tend</b> 8:2  <b>testified</b> 12:5,11,18  12:25 13:10  <b>testify</b> 13:4,9  <b>testimony</b> 14:25  <b>Thank</b> 4:12,14 7:22  10:6 14:15 20:11  <b>Thernstrom</b> 4:22  <b>thing</b> 9:2 16:17  <b>think</b> 9:16 10:12,16  12:1,8,14,22  13:14 14:4,9  16:19 18:9 19:23  <b>three</b> 9:3 11:11  <b>THURSDAY</b> 1:5  <b>TIM</b> 2:6</p>	<p><b>time</b> 4:5,16 9:22  10:1  <b>TINALOUISE</b> 2:3  <b>today</b> 4:4  <b>TODD</b> 1:15  <b>tokens</b> 8:17  <b>tomorrow</b> 20:6  <b>top</b> 19:23  <b>tough</b> 9:13  <b>travel</b> 8:5  <b>true</b> 12:5  <b>trying</b> 14:6  <b>two</b> 7:10 10:8 11:10  <b>type</b> 9:14 12:3</p> <hr/> <p style="text-align: center;"><b>U</b></p> <hr/> <p><b>unanimous</b> 7:5  <b>unanimously</b> 19:14  <b>UNITED</b> 1:1  <b>use</b> 17:5</p> <hr/> <p style="text-align: center;"><b>V</b></p> <hr/> <p><b>vacant</b> 10:14  <b>version</b> 16:11,15  <b>Vice</b> 4:22  <b>voice</b> 20:8  <b>vote</b> 5:20 6:17,21  7:4 13:20 15:24  19:5  <b>voted</b> 5:24 15:20  <b>voting</b> 5:23 6:16</p> <hr/> <p style="text-align: center;"><b>W</b></p> <hr/> <p><b>wait</b> 6:10  <b>want</b> 6:9 19:18  <b>wants</b> 5:18 10:25  <b>website</b> 14:3  <b>weigh</b> 19:24  <b>welcome</b> 4:5  <b>went</b> 12:11  <b>we're</b> 4:16 6:16  <b>we've</b> 10:11 11:15  12:1 15:1 16:7,20  <b>we're</b> 14:6  <b>window</b> 20:6  <b>word</b> 11:20 17:5,6  17:8 18:18  <b>wording</b> 18:14</p>	<p><b>words</b> 18:1  <b>work</b> 6:20 11:17  12:2  <b>worked</b> 8:3  <b>wrong</b> 17:10  <b>wrote</b> 18:3,10</p> <hr/> <p style="text-align: center;"><b>Y</b></p> <hr/> <p><b>yadda</b> 18:20,20,21  <b>Yaki</b> 5:5 13:8  <b>year</b> 7:10 8:3 10:23  <b>years</b> 10:11 11:4  <b>yesterday</b> 7:17  16:3,14</p> <hr/> <p style="text-align: center;"><b>Z</b></p> <hr/> <p><b>zero</b> 4:10</p> <hr/> <p style="text-align: center;"><b>\$</b></p> <hr/> <p><b>\$12</b> 10:12  <b>\$145,000</b> 8:6  <b>\$22</b> 10:24 14:6  <b>\$228,968</b> 8:4  <b>\$23</b> 10:22 14:7  <b>\$27.4</b> 11:2  <b>\$50,000</b> 9:9  <b>\$8.93</b> 7:14  <b>\$9,400,000</b> 11:15  <b>\$9,452,500</b> 11:17  <b>\$9,950,000</b> 11:16  <b>\$9.4</b> 7:12</p> <hr/> <p style="text-align: center;"><b>1</b></p> <hr/> <p><b>15</b> 3:7  <b>18th</b> 7:17</p> <hr/> <p style="text-align: center;"><b>2</b></p> <hr/> <p><b>20</b> 3:8  <b>2009</b> 1:6 4:16 8:8  <b>2010</b> 7:12 9:4  <b>2011</b> 3:4 7:11 8:7  8:10 9:9 10:9  14:18  <b>23</b> 15:25  <b>25</b> 11:3  <b>28th</b> 18:2</p> <hr/> <p style="text-align: center;"><b>5</b></p> <hr/>	<p><b>5</b> 7:13  <b>5:15</b> 1:8  <b>5:23</b> 4:2,15  <b>5:43</b> 20:13  <b>54</b> 10:25 11:8  <b>57</b> 8:19</p> <hr/> <p style="text-align: center;"><b>6</b></p> <hr/> <p><b>6</b> 3:2</p> <hr/> <p style="text-align: center;"><b>7</b></p> <hr/> <p><b>7</b> 3:4</p> <hr/> <p style="text-align: center;"><b>8</b></p> <hr/> <p><b>8</b> 1:6 4:16</p>
--	--	---	---