



**INDIANA
CIVIL
RIGHTS
COMMISSION**

MITCHELL E. DANIELS, JR. GOVERNOR



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BEFORE THE STATE OF INDIANA

CIVIL RIGHTS COMMISSION

- - -

PUBLIC MEETING OF DECEMBER 12, 2008

ORIGINAL

- - -

PROCEEDINGS

in the above-captioned matter, before the Indiana Civil Rights Commission, David C. Carter/Alpha Blackburn, Chairpersons, taken before me, Lindy L. Meyer, Jr., a Notary Public in and for the State of Indiana, County of Shelby, at the Indiana Government Center South, Conference Center, Room A, 402 West Washington Street, Indianapolis, Indiana, on Friday, December 12, 2008 at 1:23 o'clock p.m.

- - -

William F. Daniels, RPR/CP CM d/b/a
ACCURATE REPORTING OF INDIANA
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"Morality cannot be legislated, but behavior can be regulated." - Dr. Martin Luther King, Jr

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1
2 1:23 o'clock a.m.
December 12, 2008

3 CHAIRMAN CARTER: So, I would like to
4 call the December meeting of the Indiana Civil
5 Rights Commission to order, and we will do this
6 probably out of order of the agenda since we
7 don't have a quorum and can't vote on anything.

8 We don't have to approve the financial
9 report and Joan Essex isn't here to provide it,
10 but we have two financial reports, or two months'
11 worth, October and November. Is there anything
12 else beyond the existence of the report?

13 Barry, do you have any questions about
14 them?

15 COMM. BAYNARD: No, but I'm just kind
16 of reading the minutes.

17 CHAIRMAN CARTER: Okay. Well, we
18 can't vote on that --

19 COMM. BAYNARD: Yeah.

20 COMM. CARTER: -- until we get more
21 people here. I remember reading in the record of
22 the -- I think it was the last meeting we had,
23 Alpha saying, "Is there any old business? Is

1 CHAIRMAN CARTER: Yeah. HUD has
2 different rules of presentation.

3 MR. KIRKLAND: Right. Plus that's
4 the reason why Melissa is now the intake
5 supervisor, just in time, so --

6 COMM. BAYNARD: Well, she's well
7 organized.

8 MR. KIRKLAND: Definitely. So, I
9 think she's a great asset, sort of like a hidden
10 jewel there in the organization, and you find --
11 you know, one of the things you find when you do
12 various one-on-ones, you start to find what
13 various individuals do, and very dedicated, very
14 dedicated, very task driven, and understands it.

15 COMM. BAYNARD: Well, I certainly
16 appreciate the way she handled this one.

17 CHAIRMAN CARTER: Yeah. It's a
18 pleasure to be able to follow through the --

19 COMM. BAYNARD: Yes.

20 CHAIRMAN CARTER: -- both the logic
21 of the --

22 MR. KIRKLAND: Right.

23 CHAIRMAN CARTER: -- reasoning behind

1 3:00 o'clock to kind of look and see what's the
2 new plan and how they want us to go about
3 assessing that.

4 Of course, you know, we have two funding
5 streams, which is HUD and EEOC, so there are some
6 mandates that are required, that we have to do,
7 as it relates to training, as it relates to just
8 making sure that we are where we need to be in
9 compliance where it doesn't affect our budget.
10 So, hopefully the outcome -- I'll have a report
11 for you all afterwards on that meeting at our
12 next meeting in January on where we are and some
13 of the things that we may have to do.

14 Along that line, I made some personnel
15 changes, new -- which we just talked about,
16 Melissa Deering, who used to work as a housing
17 investigator is now in charge of intake. Marco
18 Deckert, who worked in intake as supervisor, has
19 been promoted to EEOC supervisor, and Josh, I
20 know some of you all have met him, he's now also
21 director of our ADR, so we can try and bring on
22 line more mediation cases. So, those are some of
23 the changes that we made.

1 MR. KIRKLAND: Exactly.

2 CHAIRMAN CARTER: So, they all have
3 their own requirements, but they --

4 MR. KIRKLAND: Right.

5 CHAIRMAN CARTER: -- also have their
6 own pots of money.

7 MR. KIRKLAND: But, you know, the key
8 to survival is the more cases that are coming in,
9 that generates more dollars for us.

10 CHAIRMAN CARTER: Sure.

11 MR. KIRKLAND: It's just simple
12 mathematics. We rely on the public, so those
13 cases that we can get over to EEOC and those we
14 can get over to HUD, and I think that's the
15 uniqueness about it.

16 CHAIRMAN CARTER: We seem -- I
17 remember years ago we used to have these -- this
18 period, this crunch period, of when we had to
19 make the EEOC --

20 MR. KIRKLAND: Contract.

21 CHAIRMAN CARTER: -- contract, and so
22 we had lots and lots of those cases, but that
23 doesn't seem to have happened in the last few

1 CHAIRMAN CARTER: Well --

2 MR. KIRKLAND: -- we can entertain
3 public comment.

4 CHAIRMAN CARTER: Yeah, we can
5 entertain public comment if there are people who
6 want to make a public comment. We don't usually
7 have an audience even of three.

8 MS. WILLIAMS: Well, I don't know
9 what you mean by public comment. I'm actually
10 here because of a civil rights case appeal.

11 CHAIRMAN CARTER: Uh-huh.

12 MS. WILLIAMS: And so, I was told
13 that I could come and listen, so is there a
14 certain order that you go through to get to that?

15 CHAIRMAN CARTER: Well, right now
16 what we're doing is we're waiting for other
17 Commissioners, who we've been told that they're
18 on the road --

19 MR. KIRKLAND: Right.

20 CHAIRMAN CARTER: -- and they're
21 running late, and we -- since we don't have a
22 quorum. We have to have four Commissioners to
23 vote on anything. And usually what we do in the

1 some glaring reason for changing the
2 determination, then the Commissioner makes that
3 recommendation, and again, we vote on whether to
4 accept that recommendation or not.

5 MS. WILLIAMS: Oh, I see.

6 CHAIRMAN CARTER: But usually that
7 recommendation is accepted. Usually the finding
8 is accepted, or recommended to be accepted, and
9 essentially nothing changes from the original
10 determination, because our staff, I'm proud to
11 say, does a very good job of investigating, for
12 the most part.

13 COMM. BAYNARD: But at this stage, we
14 would be voting on an appeals case.

15 CHAIRMAN CARTER: Yes.

16 COMM. BAYNARD: So, we would decide
17 whether an appeal is accepted, and then -- or
18 remand it back to the investigators, or then it
19 would be accepted as a no probable cause or, you
20 know -- but it happens at this stage, yes.

21 MS. WILLIAMS: I was also told that
22 after it is voted on by the Commissioners, that
23 there's really nothing else that can be done, and

1 goes, if the Commission upholds the no probable
2 cause finding, that would be it.

3 CHAIRMAN CARTER: So, taking it to a
4 civil court, for instance? It's already --

5 MR. LANGE: It's happened before, and
6 the courts have said this is not an appeal -- a
7 decision that can be appealed to us, so far.

8 CHAIRMAN CARTER: Okay. Oh, yes,
9 could you identify yourself for the court
10 recorder?

11 MS. WILLIAMS: Yes. My name is
12 Angela Williams.

13 CHAIRMAN CARTER: Angela Williams;
14 thank you.

15 MS. WILLIAMS: I would also like to
16 know, I did have some complaints about the way my
17 case was handled, and what do I do about those
18 complaints?

19 MR. KIRKLAND: Well --

20 MR. LANGE: I'm sorry.

21 MR. KIRKLAND: Yeah. Well, one, you
22 definitely can talk with me about who handled
23 your case and that kind of stuff, and let me give

1 MR. LANGE: Okay. And if I
2 understand the agenda correctly, her case is to
3 be assigned to a Commissioner today, who will
4 then review it, not today, but sometime
5 thereafter --

6 MS. WILLIAMS: It would have to be
7 reviewed?

8 MR. LANGE: -- and the likely -- the
9 earliest likely vote would be at the January
10 meeting.

11 MS. WILLIAMS: Okay. That makes a
12 difference, because I was told that this meeting
13 was actually postponed from November, and then --

14 MR. LANGE: Yeah.

15 MS. WILLIAMS: I mean I have heard
16 that. I mean it would have already -- would be
17 the one that was being decided, so that's really
18 the reason why I was here.

19 CHAIRMAN CARTER: Well, we didn't
20 meet in November.

21 MR. LANGE: We didn't meet in
22 November, so we're -- the Commission is running a
23 month behind.

1 dig it up and dust it off, and I felt like that
2 after that -- I mean even before that, I had to
3 type up the initial thing that the investigators
4 create. It just was so --

5 CHAIRMAN CARTER: The complaint.

6 MS. WILLIAMS: -- just was so --
7 didn't have enough information, and so when I,
8 you know, complained that "Well, this isn't at
9 all what I told you on the phone," they were
10 like, "Well, you know, you can type up
11 something." I typed it up, very long -- I forget
12 what they called that first initial --

13 CHAIRMAN CARTER: Complaint form?

14 MS. WILLIAMS: Complaint form, yeah,
15 complaint form. And then, you know, I took it
16 back down there, and I put so much information in
17 it because there was so much to know. That was
18 too long, so they told me to keep it to two or
19 three pages. They should have told me that to
20 begin with.

21 So, I went and redid that, and I felt like
22 once I finally got to the investigator that I was
23 assigned to, I felt she had a very biased

1 So, you know, I just felt like -- another
2 thing I had mentioned, that I was thinking about
3 getting an attorney, because for me, it's really
4 more about the principle. I want something done
5 about this because it's so bogus that I was just
6 not going to stand for it.

7 And so, I felt -- you know, I came to the
8 investigator and I was telling her that I was
9 thinking about getting an attorney. "Oh, we have
10 people that can advise you. We have our own
11 attorneys. You don't really need to do that."
12 So, I kind of shied away from that, just to be
13 let down, I feel.

14 So, I just -- I feel like I have a lot of
15 complaints and, you know, I just feel like it
16 wasn't handled properly. I mean the people that
17 I complained against still aren't being held
18 responsible because it's not even typed up right.

19 CHAIRMAN CARTER: It sounds to me as
20 if a conversation with Mr. Kirkland is --

21 MR. KIRKLAND: Right.

22 CHAIRMAN CARTER: -- is in order.

23 MS. WILLIAMS: Okay. I just wanted

1 MR. KIRKLAND: Late January.

2 MR. LANGE: Late January, the 30th of
3 January.

4 MS. WILLIAMS: The 30th of January?
5 Okay. 1:30?

6 MS. SHARP: 1:00.

7 MR. LANGE: 1:00.

8 MS. WILLIAMS: At 1:00 o'clock?
9 Still in this Conference Room A?

10 MS. SHARP: Yes.

11 MS. WILLIAMS: Okay.

12 MR. LANGE: Probably.

13 COMM. BAYNARD: Who was the
14 investigator?

15 MR. LANGE: If it's not in this
16 conference room, it will be somewhere in the
17 building.

18 MS. WILLIAMS: Who was the
19 investigator; is that what you asked me?

20 COMM. BAYNARD: Yes.

21 MS. WILLIAMS: Sheila Johnson.

22 CHAIRMAN CARTER: It is the 30th?

23 MR. KIRKLAND: Yes, the 30th.

1 between 8:00 to 6:00. I'm usually here late. I
2 put some long hours in, so --

3 MS. WILLIAMS: Okay.

4 MR. KIRKLAND: -- just call. My
5 assistant's name is Paula Barnett, so --

6 MS. WILLIAMS: Paula?

7 MR. KIRKLAND: Paula Barnett.

8 MS. WILLIAMS: Barnett?

9 MR. KIRKLAND: Uh-huh.

10 MS. WILLIAMS: Thank you all very
11 much.

12 MR. KIRKLAND: You're welcome.

13 MS. WILLIAMS: Have a wonderful day
14 and Happy Holidays to you.

15 CHAIRMAN CARTER: Same to you.

16 MR. KIRKLAND: Same to you.

17 Do you have another person that --

18 CHAIRMAN CARTER: Did you want to
19 address us? You were here last meeting, weren't
20 you?

21 MS. MURRAY: Yes. Sandra Murray.

22 CHAIRMAN CARTER: And I think we do
23 have your two cases. I've got to stop coming to

1 MR. KIRKLAND: Uh-huh.

2 COMM. BAYNARD: So, yeah, it's just
3 nice to know that things keep moving along the
4 way they should.

5 MR. KIRKLAND: Yeah, getting that
6 team back on track, that's tremendous for the
7 agency.

8 CHAIRMAN CARTER: And it could be
9 that those two months were just because there
10 weren't people who --

11 COMM. BAYNARD: Right.

12 CHAIRMAN CARTER: -- agreed to go
13 through the process.

14 COMM. BAYNARD: Are we still using
15 law students as mediators?

16 MR. KIRKLAND: That's the plan that
17 he's trying to -- he's working on currently right
18 now, to try to get them more so involved and use
19 that as an opportunity. He has -- on staff with
20 him is Jonathan and Diane Graves, so Diane's been
21 doing it for quite some time.

22 CHAIRMAN CARTER: Is that something
23 you have to -- someone has to go to law schools

1 MR. KIRKLAND: Well, there seems to
2 be some of -- the training period for a couple
3 individuals I've talked to, and going through
4 training, they started to, you know, work through
5 some of the different law schools and cities
6 where they're located and use it as one of their
7 tools, you know.

8 One of the things that EEOC has, a sort of
9 incentive, that they give us cases that we can
10 mediate. Those are dollars for us, so what Danny
11 Harding over at EEOC had told me, he said, "Once
12 you've got your ADR back up and running," he
13 said, "I'll start, you know, trying to make sure
14 you guys get your share of some of those cases."

15 CHAIRMAN CARTER: But it also
16 seems --

17 MR. LANGE: This is one of the first
18 state agencies in the nation to do a lot of
19 alternative dispute resolutions.

20 CHAIRMAN CARTER: Is this --

21 MR. LANGE: The state deserves a lot
22 of the credit for that.

23 CHAIRMAN CARTER: Is this sort of the

1 law is supposed to accomplish, of getting the
2 people who are in a position of being a
3 respondent to understand what the complaint is
4 and the person who feels aggrieved to understand
5 the respondent's position and maybe give a little
6 as well, that the respondent wasn't meaning to be
7 discriminatory, necessarily, say. It just seems
8 like so many of these cases we read come down to
9 a conflict of personalities or a --

10 MR. LANGE: Miscommunication.

11 CHAIRMAN CARTER: -- or a
12 misunderstanding --

13 MR. LANGE: Yeah.

14 CHAIRMAN CARTER: -- or a lack of
15 understanding.

16 (Ms. Blackburn arrived.)

17 MR. LANGE: One closer.

18 CHAIRMAN CARTER: There's one. We're
19 treading water.

20 MS. BLACKBURN: Sorry to keep you all
21 waiting.

22 COMM. BAYNARD: The gavel is yours.

23 CHAIRMAN CARTER: We need one --

1 CHAIRPERSON BLACKBURN: -- we don't
2 have a Director. He is coming back, though,
3 isn't he?

4 COMM. CARTER: So, we did -- pretty
5 much the only -- we covered the financial report.
6 Joan isn't here either, so --

7 CHAIRPERSON BLACKBURN: Okay. You
8 could not approve the minutes.

9 COMM. CARTER: Couldn't do anything
10 else. Couldn't do the minutes.

11 CHAIRPERSON BLACKBURN: We didn't
12 have any old business.

13 COMM. CARTER: Instead of the
14 minutes, we have the actual transcription of the
15 two meetings. And otherwise --

16 (Mr. Kirkland returned.)

17 CHAIRPERSON BLACKBURN: There's our
18 Director.

19 COMM. CARTER: And we did --

20 CHAIRPERSON BLACKBURN: We're in
21 business now, Mr. Kirkland.

22 MR. KIRKLAND: Are we rolling?

23 COMM. CARTER: We did the Director's

1 COMM. CARTER: Aye.

2 COMM. BAYNARD: Aye.

3 COMM. CRENSHAW: Aye.

4 CHAIRPERSON BLACKBURN: Aye.

5 Anyone opposed?

6 (No response.)

7 CHAIRPERSON BLACKBURN: Thank you.

8 I assume we have no old business, really,

9 or new.

10 Consent agreements? Findings of fact?

11 COMM. BAYNARD: Yes, we have some

12 findings of fact.

13 CHAIRPERSON BLACKBURN: Yes. Okay.

14 May I have a motion to approve the findings, if

15 there are any?

16 COMM. BAYNARD: Yes.

17 CHAIRPERSON BLACKBURN: You said

18 there were some. They're not in my packet.

19 MS. SHARP: We don't have any.

20 MR. LANGE: It's --

21 COMM. CARTER: Killibrew. Is that

22 the only one?

23 MR. LANGE: Oh, the Director --

1 Comm. Baynard.

2 COMM. BAYNARD: Yes, Madam Chair. In
3 the case of Harris versus Lake County Council and
4 the case of Ray versus Princeton Lakes
5 Apartments, I would recommend to the Commission
6 that we uphold the Director's findings of no
7 probable cause -- Director and Deputy Director's
8 findings of no probable cause.

9 CHAIRPERSON BLACKBURN: Thank you.

10 May I have a motion to accept that
11 recommendation?

12 COMM. CARTER: So moved.

13 COMM. CRENSHAW: Second.

14 CHAIRPERSON BLACKBURN: All in favor?

15 COMM. CARTER: Aye.

16 COMM. BAYNARD: Aye.

17 COMM. CRENSHAW: Aye.

18 CHAIRPERSON BLACKBURN: Aye.

19 Anyone opposed?

20 (No response.)

21 CHAIRPERSON BLACKBURN: Okay.

22 Comm. Carter, do you have a report?

23 COMM. CARTER: Yes. In the two cases

1 cause.

2 CHAIRPERSON BLACKBURN: May I have a
3 motion to accept the recommendation in all four
4 cases?

5 COMM. CARTER: So moved.

6 COMM. BAYNARD: Second.

7 CHAIRPERSON BLACKBURN: All in favor?

8 COMM. CARTER: Aye.

9 COMM. BAYNARD: Aye.

10 COMM. CRENSHAW: Aye.

11 CHAIRPERSON BLACKBURN: Aye.

12 Anyone opposed?

13 (No response.)

14 CHAIRPERSON BLACKBURN: Okay.

15 I don't know -- do we have a report from
16 Gidney or Garcia?

17 MS. SHARP: No, I have no report.

18 CHAIRPERSON BLACKBURN: We have not?

19 Or Ramos?

20 MS. SHARP: No, no report from Ramos,
21 either.

22 CHAIRPERSON BLACKBURN: In the cases
23 that I reviewed, which are Byrd versus Community

1 has a case, I think, who's here today. Okay.

2 Then if you wouldn't mind to give the
3 highlights, please, of the Director's Report
4 again.

5 MR. KIRKLAND: Okay. As I said
6 previously, one of the highlights that we do have
7 is -- I talked about the personnel changes.
8 Melissa Deering, who used to work in -- as HUD --
9 part of the HUD reface team is now the intake
10 supervisor -- she's been promoted -- and also
11 Marco Deckert has been promoted to the EEOC
12 supervisor, as well as Josh Brewster is now
13 director of ADR.

14 And I'm really excited about the team.
15 With Josh being involved with ADR, he's
16 definitely getting more cases resolved, and he's
17 also looking at the money that those cases
18 generate, also which assists us with our dollars
19 over at EEOC. It puts the mediation team back on
20 track, so that's -- the good news is Danny
21 Harding said that he'll start forwarding more
22 cases, which generates more dollars for the
23 agency.

1 month -- as you know, yesterday the Governor is
2 asking for agencies to at least look for a
3 ten-percent reduction, of course, a freeze on all
4 hiring, as we address the issues of this
5 recession.

6 So, one of the things as a goal to try to
7 get money, make sure that we can shore up money
8 for the state's budget, and Tuesday, myself,
9 along with Joan Essex, will be meeting with the
10 Governor, along with other agency heads and
11 finance people so that we can hear the message
12 exactly how -- what he wants us to look like,
13 along with Ryan Kitchel and Chris Rule. Those
14 are the budget agency heads. They're in charge
15 of the whole statewide budget, so this will be
16 the plan and this is what we'll have to adhere
17 to.

18 All requests of new personnel will need to
19 be pre -- you'll have to seek prior approval,
20 opposed to what we usually do, put it out on the
21 job register personnel.

22 CHAIRPERSON BLACKBURN: Right. You
23 have to make a case for --

1 else --

2 MR. KIRKLAND: No, that's it.

3 CHAIRPERSON BLACKBURN: -- of a
4 business nature that we need to discuss and
5 report on?

6 (No response.)

7 CHAIRPERSON BLACKBURN: If not, how
8 did the Christmas party go? I'm sorry I couldn't
9 attend.

10 MR. KIRKLAND: Oh, the Thanksgiving
11 holiday?

12 CHAIRPERSON BLACKBURN: Yes, the
13 Thanksgiving party.

14 MR. KIRKLAND: It was great. It was
15 really nice. They had a lot of food, too much
16 food.

17 CHAIRPERSON BLACKBURN: Does that
18 mean you're going to have another party for
19 Christmas?

20 MR. KIRKLAND: Well, actually they're
21 having a caroling on the 18th there in the office
22 from -- I think it's 1:30 to 2:00 -- well, no,
23 1:30 to 2:30 --

1 And one of the things I want to try to
2 continue to achieve is that I want the agency
3 overall, everyone, to somewhat have a general
4 idea about being happy where you are.

5 And with regards to that, just to remind
6 me, I did hire Virginia Hernandez, who is working
7 in housing, and also Tawania Pryor. Virginia
8 Hernandez was a state employee, and she worked
9 over in Workforce Development, and she came over
10 with us. She's also bilingual, so that helps us
11 with our needs with that as well, which is an
12 added plus.

13 Tawania Pryor worked formerly with EEOC,
14 after leaving and living in Florida, came back,
15 and so she's back on board, and she really adds
16 that extra kick for our EEOC team.

17 CHAIRPERSON BLACKBURN: Sounds very
18 good.

19 Any other announcements?

20 MR. KIRKLAND: No, not from me.

21 CHAIRPERSON BLACKBURN: Nobody else
22 has any announcements?

23 (No response.)

1 MR. KIRKLAND: Uh-huh.

2 MS. MURRAY: Do they go out -- you're
3 going to send them out next week?

4 MS. SHARP: Yes, the first part of
5 next week. I'll mail you a certified letter.

6 MS. MURRAY: Okay. Thank you.

7 CHAIRPERSON BLACKBURN: Thank you for
8 being here.

9 MS. MURRAY: You're welcome.

10 COMM. CARTER: Sorry you had to wait
11 so long.

12 MS. MURRAY: Oh, that's okay.

13 CHAIRPERSON BLACKBURN: That
14 concludes our meeting. You have in your packet
15 the dates through 2010. I do want to say, I
16 want -- I had to be reminded today, so I
17 apologize I was a little late, but we need a
18 quorum at our meetings, so please be aware that
19 if you have your meeting dates, bounce somebody
20 else off your schedule if you can, you know,
21 because these meetings are very important.

22 MR. KIRKLAND: Madam Chair, I want
23 to -- one thing that I know that I previously

1 the --

2 COMM. CRENSHAW: Probably morning
3 would be better for me, because I'll just come up
4 the night before. It'll give me a reason,
5 instead of me waking up at 5:00 --

6 CHAIRPERSON BLACKBURN: Uh-huh.

7 COMM. CRENSHAW: -- 4:30 in the
8 morning to have time to stop in the office. If I
9 come up Thursday evening, I don't have to worry
10 about stopping in the office; I'm already here.
11 So, morning is --

12 MR. LANGE: You like morning better?

13 COMM. CRENSHAW: For me.

14 MR. LANGE: Well, I think it's only
15 fair we wait to hear from John, too, since --

16 CHAIRPERSON BLACKBURN: Okay.

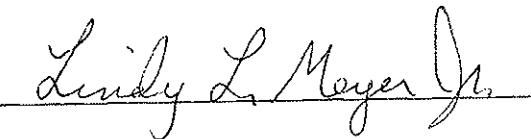
17 MR. LANGE: -- he's also in a corner
18 of the state, albeit the other corner.

19 MR. KIRKLAND: Yeah, that's right.

20 CHAIRPERSON BLACKBURN: We'll look at
21 that issue and see if a better time slot wouldn't
22 ensure better attendance at our meetings, because
23 we've never had this problem --

CERTIFICATE

1
2 I, Lindy L. Meyer, Jr., the undersigned
3 Court Reporter and Notary Public residing in the
4 City of Shelbyville, Shelby County, Indiana, do
5 hereby certify that the foregoing is a true and
6 correct transcript of the proceedings taken by me
7 on Friday, December 12, 2008 in this matter and
8 transcribed by me.

9
10 

11 Lindy L. Meyer, Jr.,

12 Notary Public in and

13 for the State of Indiana.

14
15 My Commission expires October 27, 2016.
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**INDIANA
CIVIL
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COMMISSION**



MITCHELL E. DANIELS, JR. GOVERNOR

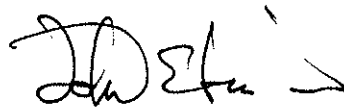
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ADJOURNMENT:

There being no further business to come before the Commission, the meeting was adjourned.

Tony A. Kirkland
Director
January 30, 2009



~~David Carter~~ **John E. Garcia**
Chair
January 30, 2009

“Morality cannot be legislated, but behavior can be regulated.” – Dr. Martin Luther King, Jr

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