

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

BEFORE THE STATE OF INDIANA
CIVIL RIGHTS COMMISSION

- - -

PUBLIC MEETING OF DECEMBER 15, 2006

- - -

ORIGINAL

PROCEEDINGS

in the above-captioned matter, before the Indiana
Civil Rights Commission, Alpha Blackburn,
Chairperson, 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 C, 402 West Washington Street, Indianapolis,
Indiana, on Friday, December 15, 2006 at 3:18
o'clock p.m.

- - -

William F. Daniels, RPR/CP CM d/b/a
ACCURATE REPORTING OF INDIANA
12922 Brighton Avenue
Carmel, Indiana 46032
(317) 848-0088

1 APPEARANCES:

2 COMMISSION MEMBERS:

3 Alpha Blackburn, Chairperson
4 David C. Carter
5 Steven A. Ramos
6 Barry Baynard
7 Charles D. Gidney

8 INDIANA CIVIL RIGHTS COMMISSION
9 By Gregory Kellam Scott, Director/Secretary
10 & Christine Cde Baca, Dep. Director
11 Indiana Government Center North
12 100 North Senate Avenue, Room N103
13 Indianapolis, Indiana 46204
14 On behalf of the Commission.

15 OTHER COMMISSION STAFF PRESENT:

16 Robert D. Lange
17 Eric Chandler
18 Tawanda Sharp
19 Frederick S. Bremer

20 - - -

21
22
23

1 3:18 o'clock p.m.
December 15, 2006

2 - - -

3 CHAIRPERSON BLACKBURN: Good
4 afternoon. The Indiana Civil Rights Commission
5 is now in public session. You have minutes from
6 October and November's meetings. May I have a
7 motion to approve them?

8 COMM. BAYNARD: Did we get November's
9 meeting's minutes?

10 COMM. RAMOS: I saw October's.

11 COMM. BAYNARD: I didn't see
12 November's.

13 MS. SHARP: It's just October's.

14 CHAIRPERSON BLACKBURN: I'm sorry?

15 MS. SHARP: It's just October's.

16 CHAIRPERSON BLACKBURN: Okay. Am I
17 holding the wrong copy?

18 COMM. CARTER: I would move to accept
19 the October --

20 CHAIRPERSON BLACKBURN: May I have a
21 motion to accept the minutes of October 27th?

22 COMM. BAYNARD: Second.

23 CHAIRPERSON BLACKBURN: All in favor?

1 COMM. CARTER: Aye.

2 COMM. RAMOS: Aye.

3 COMM. BAYNARD: Aye.

4 COMM. GIDNEY: Aye.

5 CHAIRPERSON BLACKBURN: Anyone

6 opposed?

7 (No response.)

8 CHAIRPERSON BLACKBURN: And you've
9 just been handed the fantastic and beautiful
10 Financial Management Report.

11 MR. CHANDLER: Good afternoon,
12 Commissioners. You all have a company before you
13 of the November 30th, 2006 Financial Report.
14 There's really not much change as we're in that
15 part of the year right now where a lot of the
16 business is kind of slow and disbursements are
17 kind of slow right now.

18 You've got a summary of where we are right
19 now with regards to all of the balances and all
20 of the fund accounts. Right now the total agency
21 fund balance is sitting at 476,488, and all of
22 the following pages you've got the detailed
23 breakdown of where we are right now with regards

1 to the balances and all of the distributions --
2 or disbursements that we've got during the month
3 of November right now.

4 And unless we've got any explicit or
5 detailed questions with regards to anything,
6 that's all I've got on the report as it stands.

7 COMM. RAMOS: Mandatory reversion is
8 seven percent?

9 MR. CHANDLER: That's the percentage
10 with regards to the appropriations that the state
11 holds back.

12 COMM. RAMOS: Okay.

13 CHAIRPERSON BLACKBURN: How did it
14 come out on the conference?

15 MR. CHANDLER: The conference was
16 actually quite successful. We had, if I'm not
17 mistaken, with regards to attendance, about a
18 hundred and forty-five people in attendance.
19 Everyone seemed to be really pleased with the
20 reception that we were able to get from the city.
21 They were quite pleased with the city itself.

22 The cooperation that was done between
23 Indiana Civil Rights as a co-host came off quite

1 well, and I believe that overall, everybody
2 enjoyed themselves thoroughly with the conference
3 and the classes and everything that everybody
4 attended, they were really happy with it.

5 The overall response from the people that
6 attended, from what I saw and from what people
7 expressed to me, was that they really enjoyed
8 themselves and they would gladly come back again.
9 And I know that the conference, as far as next
10 year is concerned, is scheduled to be in Atlanta,
11 Georgia.

12 MS. CDE BACA: And next year's
13 conference will be a joint conference with NAHRW
14 and IAOHRA.

15 CHAIRPERSON BLACKBURN: Maybe we can
16 arrange for the Commissioners to experience that
17 Atlanta conference --

18 MR. CHANDLER: Yeah.

19 CHAIRPERSON BLACKBURN: -- if we plan
20 well enough in advance. How did we come out on
21 the money is really what I was asking.

22 MR. CHANDLER: We did -- well, I'm
23 still finalizing a lot of the budget with

1 everything, because we're still going through a
2 lot of the expenses, there's still some income
3 coming in, still some expenses going out.

4 In terms of the revenue that came in with
5 the -- we were looking at, from what we brought
6 in, a little over \$29,000 that came in with
7 regards to the moneys that came in from the
8 registrations and the bags and whatnot that were
9 taken in and whatnot, so we didn't do too bad on
10 it.

11 I think the only thing that probably
12 hindered the attendance and whatnot, you know,
13 was the fact that the conference was held during
14 election week. Other than that, I think
15 attendance and everything came off quite well.

16 CHAIRPERSON BLACKBURN: Great.

17 Any questions?

18 (No response.)

19 CHAIRPERSON BLACKBURN: New business.

20 MS. CDE BACA: Okay. New business,
21 Judge Scott.

22 MR. SCOTT: Well, the first matter on
23 the new business is the IUPUI issues raised by

1 African-Americans, and the Urban League has taken
2 leadership with respect to that and has had the
3 opportunity to be with the students and accepted
4 a program that involves the students as well as
5 the administration of the IUPUI campus.

6 And so, at least to the extent that the
7 students are speaking greater consideration and
8 fairer treatment, we are aware of their concerns
9 and are participating in the efforts that the
10 Urban League is directing in terms of meeting
11 these students.

12 I don't have anything in particular to
13 point out at this point in time regarding those
14 meetings; however, I just wanted to make sure the
15 Commissioners knew that more than reading it in
16 the newspapers, the Commission staff is aware of
17 what is occurring, and certainly we are
18 interested in what may unfold in the near future.

19 I don't know if there are any questions
20 that anyone has regarding that.

21 (No response.)

22 MR. SCOTT: If not, I'll then go to
23 the Dr. Martin Luther King, Jr. Indiana Holiday

1 Commission. And for all those present,
2 especially our guests from the public, I want to
3 mention that our holiday celebration for the
4 State of Indiana will be January 11th. It will
5 be during the noon hour, from 12:00 noon until
6 1:00 o'clock in the rotunda, and that we have a
7 speaker, Brandon Cosby, who will participate in
8 the program.

9 And we will still have the Youth Summit.
10 I want to mention this aspect of the Youth Summit
11 to the Commissioners. You've heard us use that
12 phrase before. I want you to know that we've
13 also expanded the Summit, and we are beginning to
14 talk about also a Youth Forum, so that the
15 contact that occurs between the other people who
16 are involved who come to the State Capitol to
17 celebrate in January have a continual contact
18 with the Commission staff and with others during
19 the period of time after that and before the next
20 event will occur.

21 And we're hoping to expand that in terms
22 of what we're doing with respect to education,
23 what we're doing with respect to providing

1 assistance to young Hoosiers as they make their
2 way to adulthood. But I would like to make sure
3 that all are aware of our January 11th program
4 and that we invite you to participate.

5 We are expecting a wonderful turnout that
6 has occurred from the various schools throughout
7 the state. In fact, we had to move the location
8 from the government building to the Madam B.J.
9 Walker building, and with the assistance of Eric
10 Chandler, we have been able to obtain the use of
11 an auditorium in that building, which will expand
12 and make it available to more students, expand
13 the -- or increase the number of students who can
14 participate.

15 COMM. RAMOS: What's the vehicle in
16 which these schools are notified to make their
17 decisions?

18 MS. CDE BACA: We send out requests
19 to -- or information packets to every --
20 virtually every school in the state, and then
21 they respond.

22 COMM. RAMOS: Okay.

23 MS. CDE BACA: But we have a database

1 that has every school in the state, and we send a
2 list to them, to middle and high schools across
3 the state.

4 COMM. RAMOS: Do you get a mixture of
5 participation?

6 MS. CDE BACA: We do get a mixture.
7 Last year we had -- I believe last year we even
8 had students from as far away as Evansville.

9 COMM. RAMOS: Hmm. As far as
10 minority representation, predominantly
11 African-American, but Hispanic, Asian --

12 MS. CDE BACA: Yes.

13 COMM. RAMOS: -- Caucasian?

14 MR. SCOTT: Yeah, we had a wonderful
15 turnout from the Latino community, and we are
16 trying to expand so that those who are from the
17 other culture centers of our community have
18 the -- are aware of the program and can certainly
19 increase participation so that it's not totally a
20 program that is addressing African-Americans and
21 Anglos or white students, as Dr. King would
22 certainly not only urge, but would require.

23 COMM. RAMOS: Can you provide that in

1 soft copy, Christine?

2 MS. CDE BACA: Yes.

3 COMM. RAMOS: Can you send me a copy,
4 and perhaps all of the Commissioners? Because I
5 work a lot with the schools, and --

6 MS. CDE BACA: Okay.

7 COMM. RAMOS: -- I'd certainly like
8 to see somebody who's representative on the
9 Latino side as well --

10 MS. CDE BACA: I will do that.

11 COMM. RAMOS: -- and so forth in that
12 whole celebration.

13 MR. SCOTT: Okay. If there are no
14 other questions, we'll then go the third item,
15 and that is appellate review, and with respect to
16 appellate review, we had questions that certainly
17 arose, and we wanted to walk with the
18 Commissioners through the Commission's own rules
19 as to how review of a no probable cause would be
20 handled in the course of the Commission's
21 business, and also how we administratively should
22 be responding so that the Commissioners have
23 first responsibility on the appeal, and all of

1 the Commissioners have it at the forefront from
2 the staff.

3 And I believe you have before you, or
4 somewhere within reach, a copy of certainly our
5 statutes, 22-9-1-6, which speaks to the purpose
6 and the powers of the Commission, and certainly
7 the Commission has the power to adopt rules to
8 carry out its charge under the Indiana Civil
9 Rights law.

10 And I mention that as broadly as that, and
11 you need not focus necessarily on that statute,
12 but at least that identifies where the
13 legislative intent and authority granted to the
14 Commission exists.

15 Then going to our rules, the rules that
16 the Commission has adopted, we have rule
17 910 IAC 1-3-2, investigation and findings,
18 appeals and dismissal of matters. And I'm going
19 to walk you through, focusing more on an appeal
20 of a no probable cause determination.

21 And as you know, in subsection (g) 13-2 --
22 1-3-2, subsection (g), there is no appeal for a
23 probable cause determination. And the sense of

1 that is that the determination by the
2 administrative law judge will either uphold or
3 deny the business of discrimination, so in
4 effect, the appeal will be handled that way.

5 But with respect to no probable cause
6 matters, if we begin with subsection (g), that a
7 party aggrieved by a finding of the Director or
8 Deputy Director must seek appeal within 15 days,
9 and this appeal would be reviewed by the
10 Commissioners.

11 And a written appeal of that finding of
12 the Commission, because you have delegated to the
13 Director or the Deputy Director the authority and
14 power to make rulings on behalf of the
15 Commission, no probable cause or probable cause.
16 As paragraph (h) suggests, as is our practice,
17 the Chair appoints a Commissioner to review and
18 rule on each appeal.

19 If we go then to subsection (1), (h)(1),
20 you will notice that the reviewing Commissioner
21 determines that a finding of no probable cause
22 might be reversed, not a determination that it
23 should be, not even a determination that rises to

1 the level of a recommendation of the Commission,
2 but after reviewing the matter before the
3 Commissioners, if you believe that reversal might
4 be in order, then there is a requirement that
5 each respondent shall be notified of that
6 potentiality and allow 15 days to object in
7 writing.

8 So, in essence, if a Commissioner, while
9 reviewing a file, believes there is a basis that
10 might cause the matter to be reversed, the
11 Commissioners should give notice to Christine or
12 me, the Deputy Director or the Director, so that
13 we then can issue notice to the respondents and
14 give the respondent 15 days in which to object in
15 writing.

16 Then the Commissioners should set that
17 file aside and await any objections that may be
18 sent to the Commission's offices by a respondent.
19 Then the Commissioners will receive that and
20 include that in the matters as the Commissioners
21 deliberate in his or her review of the no
22 probable cause determination.

23 In the course of the proceedings and as we

1 provide information to you as each monthly
2 meeting comes up, there is an opportunity that
3 there would be material submitted, and that, of
4 course, would be -- I'm sorry -- the materials
5 that the Commissioner has would be the file, and
6 in that file includes information that came in
7 from complainants and respondents, and certain
8 deliberative material which is included.

9 The Commissioner then makes a
10 recommendation to the Commission, and what we
11 will do in the future is provide to all of the
12 Commissioners a copy of the complaint for that
13 particular matter under review. And if there is
14 an objection that is submitted by a respondent,
15 we will provide that to the Commissioners as
16 well.

17 Once the meeting at which the Commissioner
18 makes a recommendation is occurring, the
19 Commissioners, if you look at subsection (2)
20 of (h), the very end portion, the Commission
21 shall consider only evidence submitted to the
22 reviewing Commissioner in ruling on an appeal of
23 the Director's or Deputy Director's finding of no

1 probable cause.

2 That certainly raises a question as to
3 whether we have individual complainants or
4 respondents within the meeting in one week. I
5 believe they should be accommodated, and
6 certainly they're allowed to speak, but at the
7 same time, that Commissioner makes a
8 recommendation and the other Commissioners will
9 be hearing the same statements, so that that
10 language of the requirement that the
11 Commissioners shall consider only evidence
12 submitted to the reviewing Commissioner will not
13 be violated.

14 The Commissioner will then make a
15 recommendation and neither a recommendation --
16 there are actually three outcomes. One is that
17 the no probable cause finding shall be upheld.
18 If that is the case and there is a vote by the
19 Commissioners to uphold the no probable cause,
20 then we're in paragraph three and a notice of
21 dismissal will be issued following that meeting.

22 The Commission may determine that they
23 need to remand the matter for further inquiry.

1 That would then take us into paragraph four.
2 Once that matter's remanded, which should include
3 specific instructions as to the reasons for the
4 remand, then the investigator can conduct the
5 completion of the investigation pursuant to the
6 Commission's instructions.

7 At least pending the conduct of that
8 additional inquiry, the determination of no
9 probable cause is set aside, pending the further
10 investigation. After that further investigation
11 is completed, the matter is submitted to the
12 Director or Deputy Director as the case may be,
13 and if the Deputy Director or Director stands on
14 their original determination, the Director or
15 Deputy Director can do so without issuing another
16 finding.

17 However, if the Deputy Director or
18 Director decides that the matter needs to be
19 issued as a PC, they can then issue that
20 determination in the normal course of Commission
21 business, and the matter would then proceed as if
22 it was originally a probable cause determination.

23 Now, paragraph five is very tricky, and

1 later today you're going to hear a presentation
2 from one of the attorneys in our office, Fred
3 Bremer, who will be discussing a regulation to
4 address retaliation.

5 Assuming the Commission authorizes the
6 staff to proceed in that regard, I would like to
7 have the Commission authorize that we proceed to
8 have paragraph five amended, because paragraph
9 five, in essence, takes the Commissioner that has
10 reviewed the file and has made a recommendation
11 that there should be either further investigation
12 or that there should be a reversal, that this
13 should be a probable cause matter, and then take
14 that Commissioner out of the calculus in
15 reviewing that matter further, and to me that
16 just does not make sense.

17 Second of all, even though the proviso
18 appears in this paragraph that if the
19 Commissioner is necessary in order not to lose a
20 quorum, the general rule, Robert's Rules of
21 Order, as well as case law with respect to
22 corporations, is that once a quorum has been
23 established, the quorum is not destroyed or

1 altered by the mere fact that a member necessary
2 for the quorum no longer participates in the
3 proceedings.

4 Our rule now makes it implicit that if a
5 Commissioner suggests that a matter that is no PC
6 should be reversed, that it should be a PC, we
7 then take that Commissioner out of the calculus
8 of actions of the Commission, and that just does
9 not make sense.

10 So, in essence, what would occur, if the
11 Commissioners received the files they have today
12 and they are engaged in a recusal because a
13 complainant has appealed, and in the course of
14 their review they determine that "Hey, this is a
15 matter that might need to be reversed," that
16 Commissioner should contact the Director or the
17 Deputy Director and so advise them.

18 And not necessarily that you've already
19 decided beyond any doubt that you are
20 recommending this, but if you believe it might
21 be, after full read, then we would notify the
22 respondents. You would -- that Commissioner
23 would then set aside the file, we would give the

1 respondent 15 days to object in writing.

2 We would provide the respondent probably
3 with a second copy of the no PC, a copy of the
4 complaint, and then allow that respondent to
5 object, as our rules state, then provide any
6 objection that is filed in our office, which must
7 be filed within 15 days of receipt, provide that
8 to the Commissioner.

9 And then the Commissioner for that matter
10 under consideration as the Commissioner then
11 prepares to make his or her recommendation to
12 colleague Commissioners. That then gives the
13 respondents due process and an opportunity to
14 speak to the matters that are before the
15 Commission.

16 As we place matters that are to be heard
17 on the calendar for the Commission, we would then
18 certainly provide at least information to the
19 complainant and respondent. They might want to
20 appear, they might oh not want to. As the
21 Commissioner then makes his or her recommendation
22 to the applicable Commissioners, then the
23 Commission can uphold the determination of the

1 Director or Deputy Director, or reverse, or,
2 without reversing, remand for further
3 investigation.

4 What we would also do, in preparation for
5 the meeting, every Commissioner would receive a
6 copy of the complaint that was filed in any
7 matter under review. The complaints are
8 generally two pages in length and are not very
9 lengthy. The Commissioners would also receive
10 any objections that were filed by a respondent,
11 but that would only occur in the event a
12 Commissioner felt that this might be a case that
13 would be reversed, and there are not that many
14 cases that are reversed.

15 Then after the meeting has been held and
16 the Commissioners have voted, paragraph (i) comes
17 into play, and in the event any of these findings
18 have been upheld and any right to appeal has been
19 exhausted, then the Director or the Deputy
20 Director would issue a matter of dismissal, and
21 it would probably be, again, as we collect
22 signatures, we would have a form, which would
23 then allow for the Chair to sign on behalf of the

1 Commission, so that we can issue the final action
2 of the Commission, that action which follows the
3 exhaustion of the administrative appellate
4 rights.

5 Are there any questions that any of the
6 Commissioners have of me or -- I think Judge
7 Lange's probably there, and Christine as well.

8 (No response.)

9 CHAIRPERSON BLACKBURN: There are no
10 questions.

11 MS. CDE BACA: No questions.

12 MR. LANGE: No.

13 MS. CDE BACA: The next thing you
14 have on the agenda was illegal immigration.

15 MR. SCOTT: Illegal immigration, and
16 I would actually like to defer that to the next
17 meeting.

18 And also, Chair Blackburn --

19 CHAIRPERSON BLACKBURN: Yes.

20 MR. SCOTT: -- if you don't mind, I
21 would like to have the Old Business precede the
22 New Business on the agenda.

23 CHAIRPERSON BLACKBURN: You've

1 already gone through the New Business, so --

2 MR. SCOTT: Right. No, I mean for
3 future meetings.

4 CHAIRPERSON BLACKBURN: Well, in that
5 I didn't draft the agenda, I think that's just
6 fine.

7 MR. SCOTT: Okay. Thank you. And I
8 believe next would be --

9 MS. CDE BACA: Old Business, and
10 that's Commission Retaliation Regulatory Scheme.

11 MR. SCOTT: Correct.

12 And Commissioners, I will leave Christine
13 to introduce Fred Bremer, but I do just want to
14 comment that Fred has been a member of the staff
15 for several years and is performing very well in
16 our office and performing in a manner which, I
17 think, each and every Commissioner would be very
18 pleased.

19 MS. CDE BACA: Fred?

20 MR. BREMER: Thank you, Christine.

21 MS. CDE BACA: Sure.

22 MR. BREMER: The Commission has on
23 its agenda a resolution to approve the Director

1 to commence the procedures for adoption of new
2 regulations regarding the subject of retaliation.

3 Retaliation is a term that has been used
4 throughout many years by the Commission to
5 describe activities where people are being
6 penalized in some way for coming before this
7 Commission with their complaints and for other
8 reasons, participating in hearings and so forth.

9 We've always used the term retaliation.
10 We've used the designation RT for certain types
11 of complaints that fall within that category.
12 However, the actual term does not appear in the
13 act itself or in the existing regulations.

14 So, one thing that's going to be
15 accomplished by the regulation is to finally
16 officially introduce this term into the
17 Commission's law. And there's a way that -- a
18 roundabout way that it's brought in these
19 regulations, because we're finding it necessary
20 to define what a protected activity is.

21 In other words, to talk about what people
22 should be safe in doing in terms of dealing with
23 this Commission in the future, we're calling

1 these things -- we're styling these things
2 protected activities, not protected classes, but
3 protected activities.

4 And there's a whole list of them there
5 that relate to the -- in large part, to the
6 little portion of the statute that says the
7 Commission is empowered to prevent people from
8 discharging, spelling or otherwise discriminating
9 against any other person by testifying in a
10 hearing or in any way assisting the Commission in
11 any matter under its investigation.

12 It's that last category, assisting -- in
13 any way assisting the Commission in any manner
14 under its investigation. This is a broad
15 category. There are a lot of -- on the second
16 page of the -- or the second numbered page of the
17 resolution papers that I believe you have, that
18 idea is expanded upon in nine different
19 categories, subcategories, specifying what -- the
20 public will have notice, you know, what we deem
21 to be retaliation.

22 We have done that informally all of these
23 years, and well, but this is notice now, finally,

1 if this regulation is adopted. We, of course,
2 define retaliation, as I've mentioned before. We
3 relate it to the protected activities, and then
4 there is a procedure, since the Commission is
5 given the power in terms of preventing
6 retaliation, that calls up images in the law of
7 the Commission having authority to enjoin people
8 from retaliating against others for assisting the
9 Commission in its important tasks.

10 That's why the terminology on the third
11 numbered page, temporary cease and desist
12 orders -- order -- is used. That is borrowed
13 right from the law as practiced by attorneys for
14 temporary injunctions, and the same concepts are
15 described here about how this would come about.

16 This procedure certainly is very unique to
17 the regulation. We haven't done anything similar
18 to that over the years, but the idea is that the
19 Commission has the authority to prevent
20 something, and we've got to have a mechanism by
21 which to do that.

22 It isn't -- up to now we've been more or
23 less waiting for something to happen and then

1 accepting a case for retaliation and
2 investigating it like any other case, but this
3 takes the initiative back to the Commission to
4 get out there and prevent this from happening in
5 the first place.

6 And, of course, that goes on there on the
7 fourth and fifth numbered pages in some detail,
8 giving some structure to this and the period of
9 time we can issue temporary orders, in some cases
10 without notice, and we have done that, the
11 commission has done that, these -- procedures
12 like this, with no script to go by.

13 This provides a script, and something that
14 can be pointed out to the general public, this is
15 what we're going to do, this is the authority we
16 have, this is where everybody stands on this
17 procedure.

18 The Commission hasn't adopted new rules
19 for quite some time. It's been some years back.
20 This is, of course, a real procedure. It
21 involves, first of all, giving kind of a general
22 notice in the Indiana Register that there's going
23 to be a rule on this subject, kind of summarizing

1 it. That has to be so many days in advance,
2 then, of an actual publication in newspapers, in
3 the Indiana Register, the actual text of the rule
4 as proposed.

5 And then there's a hearing on it and a
6 vote about that. Some have been here before on
7 the Commission. We have gone through that.
8 Basically at the hearing, the Commission can --
9 as a result of public comment, may come up with a
10 different text than what is published. The whole
11 procedure contemplates that being done. But this
12 gets the ball rolling, and that's what we're
13 asking the Commission to do.

14 Judge Scott, is that --

15 MR. SCOTT: Yes, I think that --

16 MR. BREMER: -- what you had in mind
17 for me to present?

18 MR. SCOTT: Yes, sir. And only one
19 matter, and that is that the statute not only
20 authorizes the Commission to so act, but it makes
21 it mandatory, because it states the Commission --
22 well, I shouldn't say necessarily this
23 regulation, but it takes steps to prevent

1 retaliation, and so the language used by the
2 legislature is "shall."

3 MR. BREMER: That little word means a
4 lot to us, doesn't it?

5 MR. SCOTT: Yes, it certainly does.

6 And I would say this: We are here today
7 before the Commission with this presentation
8 solely to obtain a resolution that directs the
9 staff to proceed in its approach to take the
10 necessary steps to have the rules prepared in
11 proper form and then announced and publicized.

12 CHAIRPERSON BLACKBURN: Are there any
13 questions?

14 (No response.)

15 CHAIRPERSON BLACKBURN: Hearing none,
16 may I have a motion to approve the resolution?

17 COMM. CARTER: So moved.

18 COMM. RAMOS: Seconded.

19 CHAIRPERSON BLACKBURN: All in favor?

20 COMM. CARTER: Aye.

21 COMM. RAMOS: Aye.

22 COMM. BAYNARD: Aye.

23 COMM. GIDNEY: Aye.

1 CHAIRPERSON BLACKBURN: Anyone
2 opposed?

3 (No response.)

4 CHAIRPERSON BLACKBURN: Thank you.
5 You have consent agreements. They're
6 listed in your agenda as Nichols versus Indy
7 Subs, LLC; Nichols versus Indy Subs, LLC, with
8 the next -- the number. You'll get those numbers
9 from our agenda; Jordan verses IUPUI; Cagle
10 versus Orange County Farm Bureau Cooperative
11 Association.

12 May I have a motion to accept those
13 agreements?

14 MR. BREMER: May I speak to the
15 Nichols consent agreements just a moment?

16 If I may, I wanted to inform the
17 Commission, the Chantelle Nichols and Michelle
18 Nichols cases against Subway have been settled.
19 The settlement documents are in transit, the
20 actual documents with the signatures to this
21 Commission. We have both obviously --

22 CHAIRPERSON BLACKBURN: Right.

23 MR. BREMER: -- by fax. We thought

1 perhaps if the Commission could approve them
2 provisionally upon the originals arriving within
3 a reasonable time, that that would be a good
4 thing since next month's meeting is a snow month
5 and we don't know when this meeting might be
6 happening.

7 CHAIRPERSON BLACKBURN: That does not
8 seem unreasonable.

9 May I have a motion to accept?

10 COMM. CARTER: So moved.

11 COMM. BAYNARD: Seconded.

12 CHAIRPERSON BLACKBURN: All in favor?

13 COMM. CARTER: Aye.

14 COMM. BAYNARD: Aye.

15 COMM. RAMOS: Aye.

16 COMM. GIDNEY: Aye.

17 MR. BREMER: Thank you.

18 CHAIRPERSON BLACKBURN: Thank you,
19 Mr. Bremer.

20 CHAIRPERSON BLACKBURN: And may I
21 have a motion then to accept the other consent
22 agreements?

23 COMM. GIDNEY: So moved.

1 COMM. BAYNARD: Second.

2 CHAIRPERSON BLACKBURN: All in favor?

3 COMM. CARTER: Aye.

4 COMM. BAYNARD: Aye.

5 COMM. RAMOS: Aye.

6 COMM. GIDNEY: Aye.

7 CHAIRPERSON BLACKBURN: Anyone

8 opposed?

9 (No response.)

10 CHAIRPERSON BLACKBURN: We have --

11 COMM. CARTER: Madam Chair --

12 CHAIRPERSON BLACKBURN: Yes.

13 COMM. CARTER: -- before we leave the
14 consent agreements, I have something I would like
15 to ask the staff, and that is: For some years
16 now, since we raised the issue before, we have
17 had the original complaint attached to the
18 consent agreement so that we know what they're
19 talking about, and in the past couple of months
20 that procedure has stopped.

21 And I would -- unless there's a reason not
22 to include the original complaint, I would like
23 that to be recommenced, because when we read

1 these consent agreements, we're supposed to
2 approve of them, but if we don't know what the
3 complaint was --

4 MS. CDE BACA: We will make sure that
5 the complaints are, from here on out, attached to
6 the consent agreements.

7 COMM. CARTER: Thank you.

8 MS. CDE BACA: You're welcome.

9 CHAIRPERSON BLACKBURN: We have
10 proposed findings of fact, conclusions of law and
11 order. The first is Carter versus Wal-Mart
12 Stores East, L.P.

13 May I have a motion to accept?

14 COMM. BAYNARD: So moved.

15 COMM. CARTER: Second.

16 CHAIRPERSON BLACKBURN: All in favor?

17 COMM. CARTER: Aye.

18 COMM. BAYNARD: Aye.

19 COMM. RAMOS: Aye.

20 COMM. GIDNEY: Aye.

21 CHAIRPERSON BLACKBURN: Anyone

22 opposed?

23 (No response.)

1 CHAIRPERSON BLACKBURN: And Chambers
2 versus Becich -- Becich and Crayne.

3 May I have a motion to accept?

4 COMM. GIDNEY: So moved.

5 COMM. RAMOS: Seconded.

6 CHAIRPERSON BLACKBURN: All in favor?

7 COMM. CARTER: Aye.

8 COMM. BAYNARD: Aye.

9 COMM. RAMOS: Aye.

10 COMM. GIDNEY: Aye.

11 CHAIRPERSON BLACKBURN: Thank you.

12 And Chamberlin versus Hickerson.

13 COMM. CARTER: Madam Chair, in the
14 case of Chamberlin versus Jimmy Dale Hickerson
15 doing business as Hickerson Transport, I move
16 that the Commission enter findings of fact,
17 conclusions of law and order that modifies the
18 order proposed by the Administrative Law Judge in
19 his proposed findings of fact, conclusions of law
20 in order in the following respects: One, the
21 period for which back pay is awarded is adjusted
22 by awarding back pay for 20 months to the date of
23 the hearing, rather than the 12 months proposed

1 by the Administrative Law Judge; and two, awards
2 back pay to Complainant for days on which he was
3 not called by Respondent for 48 days, instead of
4 the 19 days proposed by the Administrative Law
5 Judge.

6 CHAIRPERSON BLACKBURN: And the
7 Administrative Law Judge will fill in the details
8 for us on that?

9 MR. LANGE: I will have an order for
10 you next meeting.

11 CHAIRPERSON BLACKBURN: All right.
12 Thank you.

13 May I have a motion to accept?

14 COMM. RAMOS: So moved.

15 COMM. BAYNARD: Second.

16 CHAIRPERSON BLACKBURN: All in favor?

17 COMM. CARTER: Aye.

18 COMM. BAYNARD: Aye.

19 COMM. RAMOS: Aye.

20 COMM. GIDNEY: Aye.

21 CHAIRPERSON BLACKBURN: Anyone
22 opposed?

23 (No response.)

1 CHAIRPERSON BLACKBURN: Thank you.

2 There being no other orders -- oh, yes,
3 there is one more.

4 Comm. Baynard?

5 COMM. BAYNARD: Yes, Madam Chair. In
6 the case of Hancher versus Quail Run Associates
7 Limited Partnership, I move that the Commission
8 enter an order that overrules the Respondents
9 objections and adopts the findings of fact,
10 conclusions of law and order proposed by the
11 Administrative Law Judge in his proposed findings
12 of fact, conclusions of law and order.

13 CHAIRPERSON BLACKBURN: May I have a
14 motion to accept?

15 COMM. CARTER: So moved.

16 COMM. RAMOS: Seconded.

17 CHAIRPERSON BLACKBURN: All in favor?

18 COMM. CARTER: Aye.

19 COMM. BAYNARD: Aye.

20 COMM. RAMOS: Aye.

21 COMM. GIDNEY: Aye.

22 CHAIRPERSON BLACKBURN: Anyone
23 opposed?

1 (No response.)

2 CHAIRPERSON BLACKBURN: Thank you.

3 I reviewed the cases of Kidd versus Anna's
4 Linen and Wilson versus Marikol Marketing, and
5 move to uphold the finding of no probable cause.

6 May I have a motion to accept the
7 recommendation?

8 COMM. GIDNEY: So moved.

9 COMM. CARTER: Second.

10 CHAIRPERSON BLACKBURN: All in favor?

11 COMM. CARTER: Aye.

12 COMM. BAYNARD: Aye.

13 COMM. RAMOS: Aye.

14 COMM. GIDNEY: Aye.

15 CHAIRPERSON BLACKBURN: Anyone
16 opposed?

17 (No response.)

18 CHAIRPERSON BLACKBURN: Thank you.

19 In the case of Weddle-Van Sickle versus
20 Franklin Family Restaurant, I'd like to continue
21 that case.

22 Comm. Carter?

23 COMM. CARTER: Madam Chair, in the

1 cases of Tamika Wheeler versus Indianapolis
2 Housing Agency, Fox versus Tendercare Home Health
3 Services, Inc., and Ennen versus The Kroger
4 Company, I recommend we uphold the finding of no
5 probable cause for those three cases.

6 CHAIRPERSON BLACKBURN: May I have a
7 motion to accept the recommendation?

8 COMM. BAYNARD: So moved.

9 CHAIRPERSON BLACKBURN: May I have a
10 second?

11 COMM. GIDNEY: Second.

12 CHAIRPERSON BLACKBURN: All in favor?

13 COMM. CARTER: Aye.

14 COMM. BAYNARD: Aye.

15 COMM. RAMOS: Aye.

16 COMM. GIDNEY: Aye.

17 CHAIRPERSON BLACKBURN: Anyone
18 opposed?

19 (No response.)

20 CHAIRPERSON BLACKBURN: Thank you.

21 COMM. CARTER: Oh, excuse me, Madam
22 Chair.

23 CHAIRPERSON BLACKBURN: Yes.

1 COMM. CARTER: The case of Tamika
2 Wheeler versus Indianapolis Housing Agency is --
3 it has been brought to my attention was not one
4 of my cases. These are from a couple of months
5 ago --

6 CHAIRPERSON BLACKBURN: Oh, I see.

7 COMM. CARTER: -- and Comm. Ramos has
8 that case, so --

9 COMM. RAMOS: I do.

10 CHAIRPERSON BLACKBURN: So, we'll ask
11 Mr. Ramos to make the report on reviewing this
12 one.

13 COMM. RAMOS: In the case of Tamika
14 Wheeler versus Indianapolis Housing Authority, I
15 make a motion to move to uphold the Director's
16 finding of no probable cause.

17 CHAIRPERSON BLACKBURN: And may I
18 have a motion to accept that recommendation?

19 COMM. CARTER: So moved.

20 COMM. BAYNARD: Second.

21 CHAIRPERSON BLACKBURN: All in favor?

22 COMM. CARTER: Aye.

23 COMM. BAYNARD: Aye.

1 COMM. RAMOS: Aye.

2 COMM. GIDNEY: Aye.

3 CHAIRPERSON BLACKBURN: Anyone
4 opposed?

5 (No response.)

6 CHAIRPERSON BLACKBURN: Anyone
7 opposed?

8 (No response.)

9 CHAIRPERSON BLACKBURN: Thank you.

10 Do we have a report on the cases reviewed
11 by Comm. Crenshaw?

12 MS. SHARP: No.

13 CHAIRPERSON BLACKBURN: All right.
14 Then what about Comm. Garcia?

15 MS. SHARP: Yes. Comm. Garcia
16 recommends that we uphold the findings in the
17 case of Harris versus Promex. He wants it
18 upheld.

19 CHAIRPERSON BLACKBURN: All right.

20 May I have a motion to accept that
21 recommendation?

22 COMM. CARTER: So moved.

23 COMM. RAMOS: Second.

1 COMM. GIDNEY: Second.

2 CHAIRPERSON BLACKBURN: All in favor?

3 COMM. CARTER: Aye.

4 COMM. BAYNARD: Aye.

5 COMM. RAMOS: Aye.

6 COMM. GIDNEY: Aye.

7 CHAIRPERSON BLACKBURN: Anyone

8 opposed?

9 (No response.)

10 CHAIRPERSON BLACKBURN: All right.

11 Comm. Gidney?

12 COMM. GIDNEY: Okay. I move for a
13 continuance in the case of Locke versus Prestwick
14 Golf Course.

15 CHAIRPERSON BLACKBURN: All right.

16 I'd like to assign to Comm. Carter to
17 please review the case of Kapalamula versus Arbor
18 at Ironwood and O'Connell and Nimon.

19 Do you need spelling on any of that?

20 (No response.)

21 CHAIRPERSON BLACKBURN: All right.

22 Thank you.

23 And now an Administrative Update, the

1 Director's Report.

2 MS. CDE BACA: Judge Scott?

3 MR. SCOTT: Yes. With respect to the
4 Director's Report, you see, I think, on the
5 agenda the Commission for Women, and that is on
6 the agenda really as a state purpose for number
7 two pertaining to Hispanic and Latino affairs.
8 The Commission on Admission Via Government has
9 made a recommendation that those two agencies
10 come under the auspices of the Indiana Civil
11 Rights Commission.

12 There -- it makes sense -- it's some of
13 the deliberations is the basis for doing that.
14 While I have not had extensive meetings with the
15 staff of the Commission for Women, I think there
16 are some benefits to that Commission coming under
17 our auspices, and also hopefully have an
18 opportunity to become more involved with women
19 and issues affecting women.

20 CHAIRPERSON BLACKBURN: Does it
21 require any action on the part of the Commission?

22 MR. SCOTT: I apologize; I could not
23 hear you.

1 CHAIRPERSON BLACKBURN: Does it
2 require any action on the part of the
3 Commissioners?

4 MR. SCOTT: No, it does not.

5 CHAIRPERSON BLACKBURN: Okay.

6 MR. SCOTT: It will be a legislative
7 matter before the General Assembly. Obviously
8 the Commission has the opportunity, though, to
9 take a position in support or in opposition or no
10 position at all, so I wanted the Commission to be
11 aware, in the event that there was concern that
12 any of the Commissioners might have.

13 With respect to the Commission on Hispanic
14 and Latino Affairs, as you know, I am an
15 ex-officio member of that agency and have enjoyed
16 very much my relationship with the Commissioners
17 as well as with Amy Mendoza and other members of
18 the Commission staff, and they are -- I think it
19 would be fair to say, they are pleased with the
20 process, and we are looking forward to the
21 legislation that will lead for that eventuality.

22 Let me say this, however: We have no
23 space in our office to house either of those two

1 agencies, and fortunately the plan is that they
2 will inevitably remain in the space they
3 currently occupy.

4 So, I think it will be a positive for the
5 Commission, so that we will add two
6 constituencies that will identify with us,
7 although I think they general do, based on
8 national origin and race and gender
9 discrimination. However, I think it gives us an
10 opportunity to become more involved and more
11 aware of the issues that relate to the members of
12 those -- or the constituents of those two
13 committees.

14 The third matter is ethics training, and I
15 believe you have been provided with information
16 from Christine regarding that, and I just wanted
17 to place it on the agenda to just really
18 encourage your participation.

19 There have been so many changes in the
20 rules recently regarding ethical mat -- or
21 matters that are of ethical concern that arise
22 before employees of the government, officers of
23 the government, as well as individuals that serve

1 on this Commission, and I think providing you the
2 information, and as much information as we can,
3 is certainly our responsibility as members of
4 your staff. So, we are encouraging and seriously
5 hoping that you will be taking on that additional
6 effort.

7 The ethics training will cover subjects
8 with respect to ethical consideration, several of
9 which are two matters which Governor Daniels has
10 put in place, which will affect the cognizance of
11 two points of government, the second one of which
12 actually is in adverse conflict to the Governor
13 in terms of his professional plans or what he
14 might do in the future.

15 So, he is holding a tighter rein on the
16 conduct of employees or those affiliated with
17 state government, and with those changes, it
18 becomes really important to have that additional
19 training, because the last group has certainly
20 been.

21 And I think that completes the Director's
22 report.

23 CHAIRPERSON BLACKBURN: Thank you.

1 And the Deputy Director's report.

2 MS. CDE BACA: You have before you
3 the November 2006 monthly production report. Our
4 total pending inventory at this point is 473
5 cases. During the month of November we had two
6 probable cause findings. We've had 55 new intake
7 additions to the inventory, 27 dispositions, and
8 that leaves us with 473 cases.

9 With regard to the Alternative Dispute
10 Resolution Unit, during the month of November
11 there were -- eight cases resulted in settlement
12 or closure. This was -- this will be the -- or
13 that was the second-to-last month for the IUPUI
14 students that were doing mediations for us. We
15 had 14 students, as you know, that participated
16 in the program this year, and they all did a very
17 good job for Steve doing their mediations, so we
18 had eight cases resulting in settlement during
19 the month of November.

20 And that is it.

21 CHAIRPERSON BLACKBURN: Okay. I
22 thank you very much.

23 Are there any additional announcements?

1 MR. CHANDLER: I've got one. It's
2 not really so much an announcement as much as
3 it's just a procedural notation that I wanted to
4 make to the Commissioners with regards to the
5 travel vouchers when you turn them in, and it's
6 just a couple of things.

7 One is to please make sure when you're
8 filling them out to make sure that you're signing
9 one -- the one that you are signing, because I've
10 had a couple that haven't been signed when
11 they're turned in.

12 Two, make sure that you are signing on the
13 right line, because there's been a couple of
14 cases where some of them have been turned in and
15 they've been signed on the line where I have to
16 sign at, and the auditors are getting picky about
17 it.

18 And the other is please make sure also
19 that with regards to your travel, that you do put
20 the times that you travel on there, because with
21 regards to per diem, they want the time that you
22 traveled to and from on there to be legal on
23 there, because they're picky about that as well,

1 so they want the to-and-from times in the round
2 trips on there for that as well, because
3 otherwise we'll have to probably contact you for
4 them as well, or we'll have to fudge it, one or
5 the other, and I'd rather not do that.

6 CHAIRPERSON BLACKBURN: Okay. Thank
7 you.

8 Any other announcements?

9 (No response.)

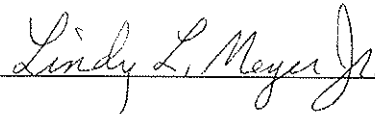
10 CHAIRPERSON BLACKBURN: Hearing none,
11 may have a moment to say Merry Christmas, happy
12 holidays, and look forward to seeing you in a
13 brand new year.

14 The meeting is adjourned.

15 - - -
16 Thereupon, the proceedings of
17 December 15, 2006 were concluded
18 at 4:17 o'clock p.m.
19 - - -
20
21
22
23

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

I, Lindy L. Meyer, Jr., the undersigned Court Reporter and Notary Public residing in the City of Shelbyville, Shelby County, Indiana, do hereby certify that the foregoing is a true and correct transcript of the proceedings taken by me on Friday, December 15, 2006 in this matter and transcribed by me.



Lindy L. Meyer, Jr.,

Notary Public in and
for the State of Indiana.

My Commission expires October 27, 2008.

§	A		
\$29,000 (1) - 7:6	able (2) - 5:20, 10:10	agency (2) - 4:20, 44:15	attached (2) - 33:17, 34:5
1	above-captioned (1) - 1:10	Agency (2) - 39:2, 40:2	attendance (4) - 5:17, 5:18, 7:12, 7:15
1 (1) - 14:19 1-3-2 (2) - 13:17, 13:22 100 (1) - 2:8 11th (2) - 9:4, 10:3 12 (1) - 35:23 12922 (1) - 1:22 12:00 (1) - 9:5 13-2 (1) - 13:21 14 (1) - 47:15 15 (10) - 1:6, 1:17, 3:1, 14:8, 15:6, 15:14, 21:1, 21:7, 49:16, 50:7 19 (1) - 36:4 1:00 (1) - 9:6	accept (13) - 3:18, 3:21, 31:12, 32:9, 32:21, 34:13, 35:3, 36:13, 37:14, 38:6, 39:7, 40:18, 41:20 accepted (1) - 8:3 accepting (1) - 28:1 accommodated (1) - 17:5 accomplished (1) - 25:15 accounts (1) - 4:20 ACCURATE (1) - 1:21 act (2) - 25:13, 29:20 action (4) - 23:1, 23:2, 43:21, 44:2 actions (1) - 20:8 activities (4) - 25:5, 26:2, 26:3, 27:3 activity (1) - 25:20 actual (4) - 25:12, 29:2, 29:3, 31:20 add (1) - 45:5 additional (4) - 18:8, 46:5, 46:18, 47:23 additions (1) - 47:7 address (1) - 19:4 addressing (1) - 11:20 adjourned (1) - 49:14 adjusted (1) - 35:21 administration (1) - 8:5 administrative (2) - 14:2, 23:3 Administrative (6) - 35:18, 36:1, 36:4, 36:7, 37:11, 42:23 administratively (1) - 12:21 Admission (1) - 43:8 adopt (1) - 13:7 adopted (3) - 13:16, 27:1, 28:18 adoption (1) - 25:1 adopts (1) - 37:9 adulthood (1) - 10:2 advance (2) - 6:20, 29:1 adverse (1) - 46:12 advise (1) - 20:17 Affairs (1) - 44:14 affairs (1) - 43:7 affect (1) - 46:10 affecting (1) - 43:19 affiliated (1) - 46:16 African (3) - 8:1, 11:11, 11:20 African-American (1) - 11:11 African-Americans (2) - 8:1, 11:20 afternoon (2) - 3:4, 4:11 agencies (2) - 43:9, 45:1	agenda (9) - 23:14, 23:22, 24:5, 24:23, 31:6, 31:9, 43:5, 43:6, 45:17 aggrieved (1) - 14:7 ago (1) - 40:5 agreement (1) - 33:18 agreements (7) - 31:5, 31:13, 31:15, 32:22, 33:14, 34:1, 34:6 allow (3) - 15:6, 21:4, 22:23 allowed (1) - 17:6 Alpha (2) - 1:11, 2:3 altered (1) - 20:1 Alternative (1) - 47:9 amended (1) - 19:8 American (1) - 11:11 Americans (2) - 8:1, 11:20 Amy (1) - 44:17 Anglos (1) - 11:21 Anna's (1) - 38:3 announced (1) - 30:11 announcement (1) - 48:2 announcements (2) - 47:23, 49:8 apologize (1) - 43:22 appeal (10) - 12:23, 13:19, 13:22, 14:4, 14:8, 14:9, 14:11, 14:18, 16:22, 22:18 appealed (1) - 20:13 appeals (1) - 13:18 appear (2) - 21:20, 25:12 APPEARANCES (1) - 2:1 appellate (3) - 12:15, 12:16, 23:3 applicable (1) - 21:22 appoints (1) - 14:17 approach (1) - 30:9 appropriations (1) - 5:10 approve (5) - 3:7, 24:23, 30:16, 32:1, 34:2 Arbor (1) - 42:17 arise (1) - 45:21 arose (1) - 12:17 arrange (1) - 6:16 arriving (1) - 32:2 Asian (1) - 11:11 aside (3) - 15:17, 18:9, 20:23 aspect (1) - 9:10 Assembly (1) - 44:7 assign (1) - 42:16 assistance (2) - 10:1, 10:9 assisting (4) - 26:10, 26:12, 26:13, 27:8 Associates (1) - 37:6 Association (1) - 31:11 Assuming (1) - 19:5 Atlanta (2) - 6:10, 6:17	attended (2) - 6:4, 6:6 attention (1) - 40:3 attorneys (2) - 19:2, 27:13 auditorium (1) - 10:11 auditors (1) - 48:16 auspices (2) - 43:10, 43:17 authority (5) - 13:13, 14:13, 27:7, 27:19, 28:15 Authority (1) - 40:14 authorize (1) - 19:7 authorizes (2) - 19:5, 29:20 available (1) - 10:12 Avenue (2) - 1:22, 2:8 await (1) - 15:17 awarded (1) - 35:21 awarding (1) - 35:22 awards (1) - 36:1 aware (6) - 8:8, 8:16, 10:3, 11:18, 44:11, 45:11 Aye (48) - 4:1, 4:2, 4:3, 4:4, 30:20, 30:21, 30:22, 30:23, 32:13, 32:14, 32:15, 32:16, 33:3, 33:4, 33:5, 33:6, 34:17, 34:18, 34:19, 34:20, 35:7, 35:8, 35:9, 35:10, 36:17, 36:18, 36:19, 36:20, 37:18, 37:19, 37:20, 37:21, 38:11, 38:12, 38:13, 38:14, 39:13, 39:14, 39:15, 39:16, 40:22, 40:23, 41:1, 41:2, 42:3, 42:4, 42:5, 42:6
2			
2 (1) - 16:19 20 (1) - 35:22 2006 (7) - 1:6, 1:17, 3:1, 4:13, 47:3, 49:16, 50:7 2008 (1) - 50:15 22-9-1-6 (1) - 13:5 27 (2) - 47:7, 50:15 27th (1) - 3:21			
3			
30th (1) - 4:13 317 (1) - 1:23 3:18 (2) - 1:17, 3:1			
4			
402 (1) - 1:16 46032 (1) - 1:22 46204 (1) - 2:9 473 (2) - 47:4, 47:8 476,488 (1) - 4:21 48 (1) - 36:3 4:17 (1) - 49:16			
5			
55 (1) - 47:6			
8			
848-0088 (1) - 1:23			
9			
910 (1) - 13:17			
			<p style="text-align: center;">B</p> <p>B.J (1) - 10:8 BACA (18) - 6:12, 7:20, 10:18, 10:23, 11:6, 11:12, 12:2, 12:6, 12:10, 23:11, 23:13, 24:9, 24:19, 24:21, 34:4, 34:8, 43:2, 47:2 Baca (1) - 2:7 bad (1) - 7:9 bags (1) - 7:8 balance (1) - 4:21 balances (2) - 4:19, 5:1 ball (1) - 29:12 Barry (1) - 2:4 based (1) - 45:7 basis (2) - 15:9, 43:13 Baynard (2) - 2:4, 37:4 BAYNARD (22) - 3:8, 3:11, 3:22, 4:3, 30:22, 32:11, 32:14, 33:1, 33:4, 34:14, 34:18, 35:8, 36:15, 36:18, 37:5, 37:19, 38:12, 39:8, 39:14, 40:20, 40:23, 42:4 beautiful (1) - 4:9</p>

<p>Becich [2] - 35:2 become [2] - 43:18, 45:10 becomes [1] - 46:18 BEFORE [1] - 1:1 begin [1] - 14:6 beginning [1] - 9:13 behalf [3] - 2:9, 14:14, 22:23 believes [1] - 15:9 benefits [1] - 43:16 between [2] - 5:22, 9:15 beyond [1] - 20:19 Blackburn [3] - 1:11, 2:3, 23:18 BLACKBURN [75] - 3:3, 3:14, 3:16, 3:20, 3:23, 4:5, 4:8, 5:13, 6:15, 6:19, 7:16, 7:19, 23:9, 23:19, 23:23, 24:4, 30:12, 30:15, 30:19, 31:1, 31:4, 31:22, 32:7, 32:12, 32:18, 32:20, 33:2, 33:7, 33:10, 33:12, 34:9, 34:16, 34:21, 35:1, 35:6, 35:11, 36:6, 36:11, 36:16, 36:21, 37:1, 37:13, 37:17, 37:22, 38:2, 38:10, 38:15, 38:18, 39:6, 39:9, 39:12, 39:17, 39:20, 39:23, 40:6, 40:10, 40:17, 40:21, 41:3, 41:6, 41:9, 41:13, 41:19, 42:2, 42:7, 42:10, 42:15, 42:21, 43:20, 44:1, 44:5, 46:23, 47:21, 49:6, 49:10 borrowed [1] - 27:12 brand [1] - 49:13 Brandon [1] - 9:7 breakdown [1] - 4:23 BREMER [7] - 24:20, 24:22, 29:16, 30:3, 31:14, 31:23, 32:17 Bremer [4] - 2:13, 19:3, 24:13, 32:19 Brighton [1] - 1:22 broad [1] - 26:14 broadly [1] - 13:10 brought [3] - 7:5, 25:18, 40:3 budget [1] - 6:23 building [3] - 10:8, 10:9, 10:11 Bureau [1] - 31:10 business [8] - 4:16, 7:19, 7:20, 7:23, 12:21, 14:3, 18:21, 35:15 Business [4] - 23:21, 23:22, 24:1, 24:9</p>	<p>campus [1] - 8:5 Capitol [1] - 9:16 captioned [1] - 1:10 Carmel [1] - 1:22 carry [1] - 13:8 Carter [4] - 2:3, 34:11, 38:22, 42:16 CARTER [28] - 3:18, 4:1, 30:17, 30:20, 32:10, 32:13, 33:3, 33:11, 33:13, 34:7, 34:15, 34:17, 35:7, 35:13, 36:17, 37:15, 37:18, 38:9, 38:11, 38:23, 39:13, 39:21, 40:1, 40:7, 40:19, 40:22, 41:22, 42:3 case [16] - 17:18, 18:12, 19:21, 22:12, 28:1, 28:2, 35:14, 37:6, 38:19, 38:21, 40:1, 40:8, 40:13, 41:17, 42:13, 42:17 cases [13] - 22:14, 28:9, 31:18, 38:3, 39:1, 39:5, 40:4, 41:10, 47:5, 47:8, 47:11, 47:18, 48:14 categories [1] - 26:19 category [3] - 25:11, 26:12, 26:15 Caucasian [1] - 11:13 Cde [1] - 2:7 CDE [18] - 6:12, 7:20, 10:18, 10:23, 11:6, 11:12, 12:2, 12:6, 12:10, 23:11, 23:13, 24:9, 24:19, 24:21, 34:4, 34:8, 43:2, 47:2 cease [1] - 27:11 celebrate [1] - 9:17 celebration [2] - 9:3, 12:12 Center [3] - 1:15, 2:8 centers [1] - 11:17 certain [2] - 16:7, 25:10 certainly [14] - 8:17, 11:18, 11:22, 12:7, 12:16, 13:4, 13:6, 17:2, 17:6, 21:18, 27:16, 30:5, 46:3, 46:19 CERTIFICATE [1] - 50:1 certify [1] - 50:5 Chair [8] - 14:17, 22:23, 23:18, 33:11, 35:13, 37:5, 38:23, 39:22 CHAIRPERSON [75] - 3:3, 3:14, 3:16, 3:20, 3:23, 4:5, 4:8, 5:13, 6:15, 6:19, 7:16, 7:19, 23:9, 23:19, 23:23, 24:4, 30:12, 30:15, 30:19, 31:1, 31:4, 31:22, 32:7, 32:12, 32:18, 32:20, 33:2, 33:7, 33:10, 33:12, 34:9, 34:16, 34:21, 35:1, 35:6, 35:11, 36:6, 36:11, 36:16, 36:21, 37:1, 37:13, 37:17,</p>	<p>37:22, 38:2, 38:10, 38:15, 38:18, 39:6, 39:9, 39:12, 39:17, 39:20, 39:23, 40:6, 40:10, 40:17, 40:21, 41:3, 41:6, 41:9, 41:13, 41:19, 42:2, 42:7, 42:10, 42:15, 42:21, 43:20, 44:1, 44:5, 46:23, 47:21, 49:6, 49:10 Chairperson [2] - 1:12, 2:3 Chamberlin [2] - 35:12, 35:14 Chambers [1] - 35:1 CHANDLER [6] - 4:11, 5:9, 5:15, 6:18, 6:22, 48:1 Chandler [2] - 2:12, 10:10 change [1] - 4:14 changes [2] - 45:19, 46:17 Chantelle [1] - 31:17 charge [1] - 13:8 Charles [1] - 2:5 Christine [7] - 2:7, 12:1, 15:11, 23:7, 24:12, 24:20, 45:16 Christmas [1] - 49:11 City [1] - 50:4 city [2] - 5:20, 5:21 CIVIL [2] - 1:2, 2:6 Civil [5] - 1:11, 3:4, 5:23, 13:8, 43:10 classes [2] - 6:3, 26:2 closure [1] - 47:12 CM [1] - 1:21 co [1] - 5:23 co-host [1] - 5:23 cognizance [1] - 46:10 colleague [1] - 21:12 collect [1] - 22:21 coming [3] - 7:3, 25:6, 43:16 Comm [8] - 37:4, 38:22, 40:7, 41:11, 41:14, 41:15, 42:11, 42:16 COMM [99] - 3:8, 3:10, 3:11, 3:18, 3:22, 4:1, 4:2, 4:3, 4:4, 5:7, 5:12, 10:15, 10:22, 11:4, 11:9, 11:13, 11:23, 12:3, 12:7, 12:11, 30:17, 30:18, 30:20, 30:21, 30:22, 30:23, 32:10, 32:11, 32:13, 32:14, 32:15, 32:16, 32:23, 33:1, 33:3, 33:4, 33:5, 33:6, 33:11, 33:13, 34:7, 34:14, 34:15, 34:17, 34:18, 34:19, 34:20, 35:4, 35:5, 35:7, 35:8, 35:9, 35:10, 35:13, 36:14, 36:15, 36:17, 36:18, 36:19, 36:20, 37:5, 37:15, 37:16, 37:18, 37:19, 37:20, 37:21, 38:8, 38:9, 38:11, 38:12, 38:13, 38:14, 38:23, 39:8, 39:11,</p>	<p>39:13, 39:14, 39:15, 39:16, 39:21, 40:1, 40:7, 40:9, 40:13, 40:19, 40:20, 40:22, 40:23, 41:1, 41:2, 41:22, 41:23, 42:1, 42:3, 42:4, 42:5, 42:6, 42:12 commence [1] - 25:1 comment [2] - 24:14, 29:9 COMMISSION [4] - 1:2, 2:2, 2:6, 2:11 commission [1] - 28:11 Commission [63] - 1:11, 2:9, 3:4, 8:16, 9:1, 9:18, 13:6, 13:7, 13:14, 13:16, 14:12, 14:15, 15:1, 16:10, 16:20, 17:22, 18:20, 19:5, 19:7, 20:8, 21:15, 21:17, 21:23, 23:1, 23:2, 24:10, 24:22, 25:4, 25:7, 25:23, 26:7, 26:10, 26:13, 27:4, 27:7, 27:9, 27:19, 28:3, 28:18, 29:7, 29:8, 29:13, 29:20, 29:21, 30:7, 31:17, 31:21, 32:1, 35:16, 37:7, 43:5, 43:8, 43:11, 43:15, 43:16, 43:21, 44:8, 44:10, 44:13, 44:18, 45:5, 46:1, 50:15 Commission's [5] - 12:18, 12:20, 15:18, 18:6, 25:17 Commissioner [24] - 14:17, 14:20, 15:8, 16:5, 16:9, 16:17, 16:22, 17:7, 17:12, 17:14, 19:9, 19:14, 19:19, 20:5, 20:7, 20:16, 20:22, 21:8, 21:9, 21:10, 21:21, 22:5, 22:12, 24:17 Commissioners [31] - 4:12, 6:16, 8:15, 9:11, 12:4, 12:18, 12:22, 13:1, 14:10, 15:3, 15:11, 15:16, 15:19, 15:20, 16:12, 16:15, 16:19, 17:8, 17:11, 17:19, 20:11, 21:12, 21:22, 22:9, 22:16, 23:6, 24:12, 44:3, 44:12, 44:16, 48:4 committees [1] - 45:13 community [2] - 11:15, 11:17 Company [1] - 39:4 company [1] - 4:12 complainant [2] - 20:13, 21:19 Complainant [1] - 36:2 complainants [2] - 16:7, 17:3 complaint [6] - 16:12, 21:4, 22:6, 33:17, 33:22, 34:3 complaints [4] - 22:7, 25:7, 25:11, 34:5 completed [1] - 18:11 completes [1] - 46:21</p>
<p>C</p>			
<p>Cagle [1] - 31:9 calculus [2] - 19:14, 20:7 calendar [1] - 21:17</p>			

<p>completion [1] - 18:5 concepts [1] - 27:14 concern [2] - 44:11, 45:21 concerned [1] - 6:10 concerns [1] - 8:8 concluded [1] - 49:16 conclusions [5] - 34:10, 35:17, 35:19, 37:10, 37:12 conduct [3] - 18:4, 18:7, 46:16 conference [8] - 5:14, 5:15, 6:2, 6:9, 6:13, 6:17, 7:13 Conference [1] - 1:15 conflict [1] - 46:12 consent [7] - 31:5, 31:15, 32:21, 33:14, 33:18, 34:1, 34:6 consider [2] - 16:21, 17:11 consideration [3] - 8:7, 21:10, 46:8 constituencies [1] - 45:6 constituents [1] - 45:12 contact [4] - 9:15, 9:17, 20:16, 49:3 contemplates [1] - 29:11 continual [1] - 9:17 continuance [1] - 42:13 continue [1] - 38:20 cooperation [1] - 5:22 Cooperative [1] - 31:10 copy [8] - 3:17, 12:1, 12:3, 13:4, 16:12, 21:3, 22:6 corporations [1] - 19:22 Correct [1] - 24:11 correct [1] - 50:6 Cosby [1] - 9:7 County [3] - 1:14, 31:10, 50:4 couple [5] - 33:19, 40:4, 48:6, 48:10, 48:13 course [8] - 12:20, 15:23, 16:4, 18:20, 20:13, 27:1, 28:6, 28:20 Course [1] - 42:14 Court [1] - 50:3 cover [1] - 46:7 Crayne [1] - 35:2 Crenshaw [1] - 41:11 culture [1] - 11:17</p>	<p>36:3, 36:4 dealing [1] - 25:22 DECEMBER [1] - 1:6 December [4] - 1:17, 3:1, 49:16, 50:7 decided [1] - 20:19 decides [1] - 18:18 decisions [1] - 10:17 deem [1] - 26:20 defer [1] - 23:16 define [2] - 25:20, 27:2 delegated [1] - 14:12 deliberate [1] - 15:21 deliberations [1] - 43:13 deliberative [1] - 16:8 deny [1] - 14:3 Dep [1] - 2:7 Deputy [12] - 14:8, 14:13, 15:12, 16:23, 18:12, 18:13, 18:15, 18:17, 20:17, 22:1, 22:19, 47:1 describe [1] - 25:5 described [1] - 27:15 designation [1] - 25:10 desist [1] - 27:11 destroyed [1] - 19:23 detail [1] - 28:7 detailed [2] - 4:22, 5:5 details [1] - 36:7 determination [11] - 13:20, 13:23, 14:1, 14:22, 14:23, 15:22, 18:8, 18:14, 18:20, 18:22, 21:23 determine [2] - 17:22, 20:14 determines [1] - 14:21 diem [1] - 48:21 different [2] - 26:18, 29:10 directing [1] - 8:10 Director [22] - 2:7, 14:7, 14:8, 14:13, 15:12, 18:12, 18:13, 18:14, 18:15, 18:17, 18:18, 20:16, 20:17, 22:1, 22:19, 22:20, 24:23 Director's [7] - 16:23, 40:15, 43:1, 43:4, 46:21, 47:1 Director/Secretary [1] - 2:7 directs [1] - 30:8 disbursements [2] - 4:16, 5:2 discharging [1] - 26:8 discriminating [1] - 26:8 discrimination [2] - 14:3, 45:9 discussing [1] - 19:3 dismissal [3] - 13:18, 17:21, 22:20 dispositions [1] - 47:7 Dispute [1] - 47:9 distributions [1] - 5:1</p>	<p>documents [2] - 31:19, 31:20 done [6] - 5:22, 26:22, 27:17, 28:10, 28:11, 29:11 doubt [1] - 20:19 Dr [2] - 8:23, 11:21 draft [1] - 24:5 due [1] - 21:13 During [1] - 47:5 during [6] - 5:2, 7:13, 9:5, 9:18, 47:10, 47:18</p>	<p>expressed [1] - 6:7 extensive [1] - 43:14 extent [1] - 8:6</p>
D		E	F
<p>d/b/a [1] - 1:21 Dale [1] - 35:14 Daniels [2] - 1:21, 46:9 database [1] - 10:23 date [1] - 35:22 David [1] - 2:3 days [9] - 14:8, 15:6, 15:14, 21:1, 21:7, 29:1, 36:2,</p>		<p>East [1] - 34:12 education [1] - 9:22 effect [1] - 14:4 effort [1] - 46:6 efforts [1] - 8:9 eight [2] - 47:11, 47:18 either [3] - 14:2, 19:11, 44:23 election [1] - 7:14 employees [2] - 45:22, 46:16 empowered [1] - 26:7 encourage [1] - 45:18 encouraging [1] - 46:4 end [1] - 16:20 engaged [1] - 20:12 enjoin [1] - 27:7 enjoyed [3] - 6:2, 6:7, 44:15 Ennen [1] - 39:3 enter [2] - 35:16, 37:8 Eric [2] - 2:12, 10:9 especially [1] - 9:2 essence [3] - 15:8, 19:9, 20:10 established [1] - 19:23 ethical [3] - 45:20, 45:21, 46:8 ethics [2] - 45:14, 46:7 Evansville [1] - 11:8 event [4] - 9:20, 22:11, 22:17, 44:11 eventuality [1] - 44:21 evidence [2] - 16:21, 17:11 ex [1] - 44:15 ex-officio [1] - 44:15 excuse [1] - 39:21 exhausted [1] - 22:19 exhaustion [1] - 23:3 existing [1] - 25:13 exists [1] - 13:14 expand [4] - 9:21, 10:11, 10:12, 11:16 expanded [2] - 9:13, 26:18 expecting [1] - 10:5 expenses [2] - 7:2, 7:3 experience [1] - 6:16 expires [1] - 50:15 explicit [1] - 5:4</p>	<p>fact [8] - 7:13, 10:7, 20:1, 34:10, 35:16, 35:19, 37:9, 37:12 fair [1] - 44:19 fairer [1] - 8:8 fall [1] - 25:11 Family [1] - 38:20 fantastic [1] - 4:9 far [3] - 6:9, 11:8, 11:9 Farm [1] - 31:10 favor [12] - 3:23, 30:19, 32:12, 33:2, 34:16, 35:6, 36:16, 37:17, 38:10, 39:12, 40:21, 42:2 fax [1] - 31:23 felt [1] - 22:12 fifth [1] - 28:7 file [6] - 15:9, 15:17, 16:5, 16:6, 19:10, 20:23 filed [4] - 21:6, 21:7, 22:6, 22:10 files [1] - 20:11 fill [1] - 36:7 filling [1] - 48:8 final [1] - 23:1 finalizing [1] - 6:23 finally [2] - 25:15, 26:23 Financial [2] - 4:10, 4:13 findings [9] - 13:17, 22:17, 34:10, 35:16, 35:19, 37:9, 37:11, 41:16, 47:6 fine [1] - 24:6 first [5] - 7:22, 12:23, 28:5, 28:21, 34:11 five [4] - 5:18, 18:23, 19:8, 19:9 focus [1] - 13:11 focusing [1] - 13:19 following [3] - 4:22, 17:21, 35:20 follows [1] - 23:2 forefront [1] - 13:1 foregoing [1] - 50:5 form [2] - 22:22, 30:11 forth [2] - 12:11, 25:8 fortunately [1] - 45:1 forty [1] - 5:18 forty-five [1] - 5:18 Forum [1] - 9:14 forward [2] - 44:20, 49:12 four [1] - 18:1 fourth [1] - 28:7 Fox [1] - 39:2 Franklin [1] - 38:20</p>

<p>Fred [4] - 19:2, 24:13, 24:14, 24:19 Frederick [1] - 2:13 Friday [2] - 1:17, 50:7 fudge [1] - 49:4 full [1] - 20:21 fund [2] - 4:20, 4:21 future [5] - 8:18, 16:11, 24:3, 25:23, 46:14</p>	<p>hindered [1] - 7:12 Hispanic [3] - 11:11, 43:7, 44:13 Hmm [1] - 11:9 holding [2] - 3:17, 46:15 holds [1] - 5:11 Holiday [1] - 8:23 holiday [1] - 9:3 holidays [1] - 49:12 Home [1] - 39:2 Hoosiers [1] - 10:1 hopefully [1] - 43:17 hoping [2] - 9:21, 46:5 host [1] - 5:23 hour [1] - 9:5 house [1] - 44:23 Housing [3] - 39:2, 40:2, 40:14 hundred [1] - 5:18</p>	<p>instead [1] - 36:3 instructions [2] - 18:3, 18:6 intake [1] - 47:6 intent [1] - 13:13 interested [1] - 8:18 introduce [2] - 24:13, 25:16 inventory [2] - 47:4, 47:7 investigating [1] - 28:2 investigation [6] - 13:17, 18:5, 18:10, 19:11, 22:3, 26:11, 26:14 investigator [1] - 18:4 invite [1] - 10:4 involved [3] - 9:16, 43:18, 45:10 involves [2] - 8:4, 28:21 Ironwood [1] - 42:18 issue [6] - 15:13, 18:19, 22:20, 23:1, 28:9, 33:16 issued [2] - 17:21, 18:19 issues [3] - 7:23, 43:19, 45:11 issuing [1] - 18:15 item [1] - 12:14 itself [2] - 5:21, 25:13 IUPUI [4] - 7:23, 8:5, 31:9, 47:13</p>	<p>Last [1] - 11:7 last [4] - 11:7, 26:12, 46:19, 47:13 Latino [4] - 11:15, 12:9, 43:7, 44:14 Law [5] - 35:18, 36:1, 36:4, 36:7, 37:11 law [11] - 13:9, 14:2, 19:21, 25:17, 27:6, 27:13, 34:10, 35:17, 35:19, 37:10, 37:12 lead [1] - 44:21 leadership [1] - 8:2 League [2] - 8:1, 8:10 least [4] - 8:6, 13:12, 18:7, 21:18 leave [2] - 24:12, 33:13 leaves [1] - 47:8 legal [1] - 48:22 legislation [1] - 44:21 legislative [2] - 13:13, 44:6 legislature [1] - 30:2 length [1] - 22:8 lengthy [1] - 22:9 less [1] - 27:23 level [1] - 15:1 Limited [1] - 37:7 Lindy [3] - 1:12, 50:2, 50:11 line [2] - 48:13, 48:15 Linen [1] - 38:4 list [2] - 11:2, 26:4 listed [1] - 31:6 LLC [2] - 31:7 location [1] - 10:7 Locke [1] - 42:13 look [2] - 16:19, 49:12 looking [2] - 7:5, 44:20 lose [1] - 19:19 Luther [1] - 8:23</p>
G	I	J	M
<p>Garcia [2] - 41:14, 41:15 gender [1] - 45:8 general [4] - 19:20, 28:14, 28:21, 45:7 General [1] - 44:7 generally [1] - 22:8 Georgia [1] - 6:11 Gidney [2] - 2:5, 42:11 GIDNEY [18] - 4:4, 30:23, 32:16, 32:23, 33:6, 34:20, 35:4, 35:10, 36:20, 37:21, 38:8, 38:14, 39:11, 39:16, 41:2, 42:1, 42:6, 42:12 given [1] - 27:5 gladly [1] - 6:8 Golf [1] - 42:14 Government [3] - 1:15, 2:8, 43:8 government [5] - 10:8, 45:22, 45:23, 46:11, 46:17 Governor [2] - 46:9, 46:12 granted [1] - 13:13 Great [1] - 7:16 greater [1] - 8:7 Gregory [1] - 2:7 group [1] - 46:19 guests [1] - 9:2</p>	<p>IAC [1] - 13:17 IAOHRA [1] - 6:14 idea [2] - 26:18, 27:18 identifies [1] - 13:12 identify [1] - 45:6 illegal [1] - 23:14 Illegal [1] - 23:15 images [1] - 27:6 immigration [2] - 23:14, 23:15 implicit [1] - 20:4 important [2] - 27:9, 46:18 Inc [1] - 39:3 include [3] - 15:20, 18:2, 33:22 included [1] - 16:8 includes [1] - 16:6 income [1] - 7:2 increase [2] - 10:13, 11:19 INDIANA [3] - 1:1, 1:21, 2:6 Indiana [17] - 1:10, 1:14, 1:17, 1:22, 2:8, 2:9, 3:4, 5:23, 8:23, 9:4, 13:8, 28:22, 29:3, 43:10, 50:4, 50:13 Indianapolis [5] - 1:16, 2:9, 39:1, 40:2, 40:14 individual [1] - 17:3 individuals [1] - 45:23 Indy [2] - 31:6, 31:7 inevitably [1] - 45:2 inform [1] - 31:16 informally [1] - 26:22 information [7] - 10:19, 16:1, 16:6, 21:18, 45:15, 46:2 initiative [1] - 28:3 injunctions [1] - 27:14 inquiry [2] - 17:23, 18:8</p>	<p>January [3] - 9:4, 9:17, 10:3 Jimmy [1] - 35:14 job [1] - 47:17 joint [1] - 6:13 Jordan [1] - 31:9 Jr [4] - 1:13, 8:23, 50:2, 50:11 judge [1] - 14:2 Judge [9] - 7:21, 23:6, 29:14, 35:18, 36:1, 36:5, 36:7, 37:11, 43:2</p>	<p>Madam [6] - 10:8, 33:11, 35:13, 37:5, 38:23, 39:21 Management [1] - 4:10 mandatory [1] - 29:21 Mandatory [1] - 5:7 manner [2] - 24:16, 26:13 Marikof [1] - 38:4 Marketing [1] - 38:4 Mart [1] - 34:11 Martin [1] - 8:23 mat [1] - 45:20 material [2] - 16:3, 16:8 materials [1] - 16:4 matter [21] - 1:10, 7:22, 15:2, 15:10, 16:13, 17:23, 18:11, 18:18, 18:21, 19:13, 19:15, 20:5, 20:15, 21:9, 22:7, 22:20, 26:11, 29:19, 44:7, 45:14, 50:7</p>
H	K	L	
<p>h[1] [1] - 14:19 Hancher [1] - 37:6 handed [1] - 4:9 handled [2] - 12:20, 14:4 happy [2] - 6:4, 49:11 Harris [1] - 41:17 Health [1] - 39:2 hear [2] - 19:1, 43:23 heard [2] - 9:11, 21:16 hearing [5] - 17:9, 26:10, 29:5, 29:8, 35:23 Hearing [2] - 30:15, 49:10 hearings [1] - 25:8 held [2] - 7:13, 22:15 hereby [1] - 50:5 Hickerson [3] - 35:12, 35:14, 35:15 high [1] - 11:2</p>	<p>Kapalamula [1] - 42:17 Kellam [1] - 2:7 Kidd [1] - 38:3 kind [4] - 4:16, 4:17, 28:21, 28:23 King [2] - 8:23, 11:21 Kroger [1] - 39:3</p>	<p>L.P [1] - 34:12 Lange [1] - 2:12 LANGE [2] - 23:12, 36:9 Lange's [1] - 23:7 language [2] - 17:10, 30:1 large [1] - 26:5</p>	

<p>matter's [1] - 18:2 matters [7] - 13:18, 14:6, 15:20, 21:14, 21:16, 45:21, 46:9 mean [1] - 24:2 means [1] - 30:3 mechanism [1] - 27:20 mediations [2] - 47:14, 47:17 MEETING [1] - 1:6 meeting [12] - 8:10, 16:2, 16:17, 17:4, 17:21, 22:5, 22:15, 23:17, 32:4, 32:5, 36:10, 49:14 meeting's [1] - 3:9 meetings [4] - 3:6, 8:14, 24:3, 43:14 member [3] - 20:1, 24:14, 44:15 MEMBERS [1] - 2:2 members [3] - 44:17, 45:11, 46:3 Mendoza [1] - 44:17 mention [3] - 9:3, 9:10, 13:10 mentioned [1] - 27:2 mere [1] - 20:1 Merry [1] - 49:11 Meyer [3] - 1:12, 50:2, 50:11 Michelle [1] - 31:17 middle [1] - 11:2 might [11] - 14:22, 15:3, 15:10, 20:15, 20:20, 21:19, 21:20, 22:12, 32:5, 44:12, 46:14 mind [2] - 23:20, 29:16 minority [1] - 11:10 minutes [3] - 3:5, 3:9, 3:21 mistaken [1] - 5:17 mixture [2] - 11:4, 11:6 modifies [1] - 35:17 moment [2] - 31:15, 49:11 money [1] - 6:21 moneys [1] - 7:7 month [6] - 5:2, 32:4, 47:5, 47:10, 47:13, 47:19 month's [1] - 32:4 monthly [2] - 16:1, 47:3 months [4] - 33:19, 35:22, 35:23, 40:4 motion [15] - 3:7, 3:21, 30:16, 31:12, 32:9, 32:21, 34:13, 35:3, 36:13, 37:14, 38:6, 39:7, 40:15, 40:18, 41:20 move [7] - 3:18, 10:7, 35:15, 37:7, 38:5, 40:15, 42:12 moved [11] - 30:17, 32:10, 32:23, 34:14, 35:4, 36:14, 37:15, 38:8, 39:8, 40:19, 41:22 MR [31] - 4:11, 5:9, 5:15,</p>	<p>6:18, 6:22, 7:22, 8:22, 11:14, 12:13, 23:12, 23:15, 23:20, 24:2, 24:7, 24:11, 24:20, 24:22, 29:15, 29:16, 29:18, 30:3, 30:5, 31:14, 31:23, 32:17, 36:9, 43:3, 43:22, 44:4, 44:6, 48:1 MS [22] - 3:13, 3:15, 6:12, 7:20, 10:18, 10:23, 11:6, 11:12, 12:2, 12:6, 12:10, 23:11, 23:13, 24:9, 24:19, 24:21, 34:4, 34:8, 41:12, 41:15, 43:2, 47:2 must [2] - 14:8, 21:6</p>	<p style="text-align: center;">O</p> <p>o'clock [4] - 1:18, 3:1, 9:6, 49:16 O'Connell [1] - 42:18 object [4] - 15:6, 15:14, 21:1, 21:5 objection [2] - 16:14, 21:6 objections [3] - 15:17, 22:10, 37:9 obtain [2] - 10:10, 30:8 Obviously [1] - 44:7 obviously [1] - 31:21 occupy [1] - 45:3 occur [3] - 9:20, 20:10, 22:11 occurred [1] - 10:6 occurring [2] - 8:17, 16:18 occurs [1] - 9:15 October [4] - 3:6, 3:19, 3:21, 50:15 October's [3] - 3:10, 3:13, 3:15 OF [3] - 1:1, 1:6, 1:21 office [4] - 19:2, 21:6, 24:16, 44:23 officers [1] - 45:22 offices [1] - 15:18 officially [1] - 25:16 officio [1] - 44:15 Old [2] - 23:21, 24:9 once [1] - 19:22 Once [2] - 16:17, 18:2 one [12] - 17:4, 19:2, 25:14, 29:18, 37:3, 40:3, 40:12, 46:11, 48:1, 48:9, 49:4 One [3] - 17:16, 35:20, 48:7 opportunity [6] - 8:3, 16:2, 21:13, 43:18, 44:8, 45:10 opposed [11] - 4:6, 31:2, 33:8, 34:22, 36:22, 37:23, 38:16, 39:18, 41:4, 41:7, 42:8 opposition [1] - 44:9 Orange [1] - 31:10 order [11] - 15:4, 19:19, 27:12, 34:11, 35:17, 35:18, 35:20, 36:9, 37:8, 37:10, 37:12 Order [1] - 19:21 orders [3] - 27:12, 28:9, 37:2 origin [1] - 45:8 original [3] - 18:14, 33:17, 33:22 originally [1] - 18:22 originals [1] - 32:2 OTHER [1] - 2:11 otherwise [2] - 26:8, 49:3 outcomes [1] - 17:16 overall [2] - 6:1, 6:5 overrules [1] - 37:8</p>	<p>own [1] - 12:18</p> <p style="text-align: center;">P</p> <p>p.m [3] - 1:18, 3:1, 49:16 packets [1] - 10:19 page [3] - 26:16, 27:11 pages [3] - 4:22, 22:8, 28:7 papers [1] - 26:17 paragraph [8] - 14:16, 17:20, 18:1, 18:23, 19:8, 19:18, 22:16 part [4] - 4:15, 26:5, 43:21, 44:2 participate [3] - 9:7, 10:4, 10:14 participated [1] - 47:15 participates [1] - 20:2 participating [2] - 8:9, 25:8 participation [3] - 11:5, 11:19, 45:18 particular [2] - 8:12, 16:13 Partnership [1] - 37:7 party [1] - 14:7 past [1] - 33:19 pay [3] - 35:21, 35:22, 36:2 PC [4] - 18:19, 20:5, 20:6, 21:3 penalized [1] - 25:6 pending [3] - 18:7, 18:9, 47:4 people [8] - 5:18, 6:5, 6:6, 9:15, 25:5, 25:21, 26:7, 27:7 per [1] - 48:21 percent [1] - 5:8 percentage [1] - 5:9 performing [2] - 24:15, 24:16 perhaps [2] - 12:4, 32:1 period [3] - 9:19, 28:8, 35:21 person [1] - 26:9 pertaining [1] - 43:7 phrase [1] - 9:12 picky [2] - 48:16, 48:23 place [4] - 21:16, 28:5, 45:17, 46:10 plan [2] - 6:19, 45:1 plans [1] - 46:13 play [1] - 22:17 pleased [4] - 5:19, 5:21, 24:18, 44:19 point [3] - 8:13, 47:4 pointed [1] - 28:14 points [1] - 46:11 portion [2] - 16:20, 26:6 position [2] - 44:9, 44:10 positive [1] - 45:4 potentiality [1] - 15:6 power [3] - 13:7, 14:14, 27:5 powers [1] - 13:6 practice [1] - 14:16</p>
	<p style="text-align: center;">N</p> <p>N103 [1] - 2:8 NAHRW [1] - 6:13 national [1] - 45:8 near [1] - 8:18 necessarily [3] - 13:11, 20:18, 29:22 necessary [4] - 19:19, 20:1, 25:19, 30:10 need [4] - 13:11, 17:23, 20:15, 42:19 needs [1] - 18:18 New [4] - 7:19, 7:20, 23:22, 24:1 new [5] - 7:23, 25:1, 28:18, 47:6, 49:13 newspapers [2] - 8:16, 29:2 next [9] - 6:9, 6:12, 9:19, 23:13, 23:16, 24:8, 31:8, 32:4, 36:10 Nichols [5] - 31:6, 31:7, 31:15, 31:17, 31:18 Nimon [1] - 42:18 nine [1] - 26:18 none [2] - 30:15, 49:10 noon [2] - 9:5 normal [1] - 18:20 North [2] - 2:8, 2:8 Notary [3] - 1:13, 50:3, 50:12 notation [1] - 48:3 notice [8] - 14:20, 15:11, 15:13, 17:20, 26:20, 26:23, 28:10, 28:22 notified [2] - 10:16, 15:5 notify [1] - 20:21 November [6] - 4:13, 5:3, 47:3, 47:5, 47:10, 47:19 November's [3] - 3:6, 3:8, 3:12 number [3] - 10:13, 31:8, 43:6 numbered [3] - 26:16, 27:11, 28:7 numbers [1] - 31:8</p>		

<p>practiced [1] - 27:13 precede [1] - 23:21 predominantly [1] - 11:10 preparation [1] - 22:4 prepared [1] - 30:10 prepares [1] - 21:11 present [2] - 9:1, 29:17 PRESENT [1] - 2:11 presentation [2] - 19:1, 30:7 Prestwick [1] - 42:13 prevent [4] - 26:7, 27:19, 28:4, 29:23 preventing [1] - 27:5 probable [18] - 12:19, 13:20, 13:23, 14:5, 14:15, 14:21, 15:22, 17:1, 17:17, 17:19, 18:9, 18:22, 19:13, 38:5, 39:5, 40:16, 47:6 procedural [1] - 48:3 procedure [6] - 27:4, 27:16, 28:17, 28:20, 29:11, 33:20 procedures [2] - 25:1, 28:11 proceed [4] - 18:21, 19:6, 19:7, 30:9 proceedings [4] - 15:23, 20:3, 49:15, 50:6 PROCEEDINGS [1] - 1:9 process [2] - 21:13, 44:20 production [1] - 47:3 professional [1] - 46:13 program [6] - 8:4, 9:8, 10:3, 11:18, 11:20, 47:16 Promex [1] - 41:17 proper [1] - 30:11 proposed [8] - 29:4, 34:10, 35:18, 35:19, 35:23, 36:4, 37:10, 37:11 protected [5] - 25:20, 26:2, 26:3, 27:3 provide [6] - 11:23, 16:1, 16:11, 16:15, 21:2, 21:5, 21:7, 21:18 provided [1] - 45:15 provides [1] - 28:13 providing [2] - 9:23, 46:1 provisionally [1] - 32:2 proviso [1] - 19:17 PUBLIC [1] - 1:6 public [5] - 3:5, 9:2, 26:20, 28:14, 29:9 Public [3] - 1:13, 50:3, 50:12 publication [1] - 29:2 publicized [1] - 30:11 published [1] - 29:10 purpose [2] - 13:5, 43:6 pursuant [1] - 18:5 put [2] - 46:10, 48:19</p>	<p style="text-align: center;">Q</p> <p>Quail [1] - 37:6 questions [9] - 5:5, 7:17, 8:19, 12:14, 12:16, 23:5, 23:10, 23:11, 30:13 quite [5] - 5:16, 5:21, 5:23, 7:15, 28:19 quorum [4] - 19:20, 19:22, 19:23, 20:2</p> <p style="text-align: center;">R</p> <p>race [1] - 45:8 raised [2] - 7:23, 33:16 raises [1] - 17:2 Ramos [3] - 2:4, 40:7, 40:11 RAMOS [31] - 3:10, 4:2, 5:7, 5:12, 10:15, 10:22, 11:4, 11:9, 11:13, 11:23, 12:3, 12:7, 12:11, 30:18, 30:21, 32:15, 33:5, 34:19, 35:5, 35:9, 36:14, 36:19, 37:16, 37:20, 38:13, 39:15, 40:9, 40:13, 41:1, 41:23, 42:5 rather [2] - 35:23, 49:5 reach [1] - 13:4 read [2] - 20:21, 33:23 reading [1] - 8:15 real [1] - 28:20 really [9] - 4:14, 5:19, 6:4, 6:7, 6:21, 43:6, 45:17, 46:18, 48:2 reason [1] - 33:21 reasonable [1] - 32:3 reasons [2] - 18:3, 25:8 receipt [1] - 21:7 receive [3] - 15:19, 22:5, 22:9 received [1] - 20:11 recently [1] - 45:20 reception [1] - 5:20 recommenced [1] - 33:23 recommend [1] - 39:4 recommendation [14] - 15:1, 16:10, 16:18, 17:8, 17:15, 19:10, 21:11, 21:21, 38:7, 39:7, 40:18, 41:21, 43:9 recommending [1] - 20:20 recommends [1] - 41:16 recusal [1] - 20:12 regard [2] - 19:6, 47:9 regarding [5] - 8:13, 8:20, 25:2, 45:16, 45:20 regards [9] - 4:19, 4:23, 5:5, 5:10, 5:17, 7:7, 48:4, 48:19, 48:21 Register [2] - 28:22, 29:3 registrations [1] - 7:8 regulation [5] - 19:3, 25:15,</p>	<p>27:1, 27:17, 29:23 regulations [3] - 25:2, 25:13, 25:19 Regulatory [1] - 24:10 rein [1] - 46:15 relate [3] - 26:5, 27:3, 45:11 relationship [1] - 44:16 remain [1] - 45:2 remand [3] - 17:23, 18:4, 22:2 remanded [1] - 18:2 Report [4] - 4:10, 4:13, 43:1, 43:4 report [6] - 5:6, 40:11, 41:10, 46:22, 47:1, 47:3 Reporter [1] - 50:3 REPORTING [1] - 1:21 representation [1] - 11:10 representative [1] - 12:8 requests [1] - 10:18 require [3] - 11:22, 43:21, 44:2 requirement [2] - 15:4, 17:10 residing [1] - 50:3 Resolution [1] - 47:10 resolution [4] - 24:23, 26:17, 30:8, 30:16 respect [9] - 8:2, 9:22, 9:23, 12:15, 14:5, 19:21, 43:3, 44:13, 46:8 respects [1] - 35:20 respond [1] - 10:21 respondent [9] - 15:5, 15:14, 15:18, 16:14, 21:1, 21:2, 21:4, 21:19, 22:10 Respondent [1] - 36:3 Respondents [1] - 37:8 respondents [5] - 15:13, 16:7, 17:4, 20:22, 21:13 responding [1] - 12:22 response [18] - 4:7, 6:5, 7:18, 8:21, 23:8, 30:14, 31:3, 33:9, 34:23, 36:23, 38:1, 38:17, 39:19, 41:5, 41:8, 42:9, 42:20, 49:9 responsibility [2] - 12:23, 46:3 Restaurant [1] - 38:20 result [1] - 29:9 resulted [1] - 47:11 resulting [1] - 47:18 retaliating [1] - 27:8 retaliation [8] - 19:4, 25:2, 25:9, 26:21, 27:2, 27:6, 28:1, 30:1 Retaliation [2] - 24:10, 25:3 revenue [1] - 7:4 reversal [2] - 15:3, 19:12 reverse [1] - 22:1</p>	<p>reversed [6] - 14:22, 15:10, 20:6, 20:15, 22:13, 22:14 reversing [1] - 22:2 reversion [1] - 5:7 review [9] - 12:15, 12:16, 12:19, 14:17, 15:21, 16:13, 20:14, 22:7, 42:17 reviewed [4] - 14:9, 19:10, 38:3, 41:10 reviewing [7] - 14:20, 15:2, 15:9, 16:22, 17:12, 19:15, 40:11 rights [1] - 23:4 RIGHTS [2] - 1:2, 2:6 Rights [5] - 1:11, 3:4, 5:23, 13:9, 43:11 rises [1] - 14:23 Robert [1] - 2:12 Robert's [1] - 19:20 rolling [1] - 29:12 Room [2] - 1:16, 2:8 rotunda [1] - 9:6 round [1] - 49:1 roundabout [1] - 25:18 RPR/CP [1] - 1:21 RT [1] - 25:10 rule [6] - 13:16, 14:18, 19:20, 20:4, 28:23, 29:3 rules [8] - 12:18, 13:7, 13:15, 21:5, 28:18, 30:10, 45:20 Rules [1] - 19:20 ruling [1] - 16:22 rulings [1] - 14:14 Run [1] - 37:6</p> <p style="text-align: center;">S</p> <p>safe [1] - 25:22 saw [2] - 3:10, 6:6 scheduled [1] - 6:10 Scheme [1] - 24:10 school [2] - 10:20, 11:1 schools [4] - 10:6, 10:16, 11:2, 12:5 Scott [4] - 2:7, 7:21, 29:14, 43:2 SCOTT [16] - 7:22, 8:22, 11:14, 12:13, 23:15, 23:20, 24:2, 24:7, 24:11, 29:15, 29:18, 30:5, 43:3, 43:22, 44:4, 44:6 script [2] - 28:12, 28:13 second [6] - 21:3, 26:15, 26:16, 39:10, 46:11, 47:13 Second [10] - 3:22, 19:17, 33:1, 34:15, 36:15, 38:9, 39:11, 40:20, 41:23, 42:1 second-to-last [1] - 47:13 Seconded [4] - 30:18, 32:11, 35:5, 37:16</p>
--	---	---	---

<p>see [4] - 3:11, 12:8, 40:6, 43:4 seeing [1] - 49:12 seek [1] - 14:8 seem [1] - 32:8 Senate [1] - 2:8 send [3] - 10:18, 11:1, 12:3 sense [4] - 13:23, 19:16, 20:9, 43:12 sent [1] - 15:18 seriously [1] - 46:4 serve [1] - 45:23 Services [1] - 39:3 session [1] - 3:5 set [3] - 15:16, 18:9, 20:23 settled [1] - 31:18 settlement [3] - 31:19, 47:11, 47:18 seven [1] - 5:8 several [2] - 24:15, 46:8 shall [5] - 15:5, 16:21, 17:11, 17:17, 30:2 Sharp [1] - 2:13 SHARP [4] - 3:13, 3:15, 41:12, 41:15 Shelby [2] - 1:14, 50:4 Shelbyville [1] - 50:4 Sickle [1] - 38:19 side [1] - 12:9 sign [2] - 22:23, 48:16 signatures [2] - 22:22, 31:20 signed [2] - 48:10, 48:15 signing [3] - 48:8, 48:9, 48:12 similar [1] - 27:17 sitting [1] - 4:21 slow [2] - 4:16, 4:17 snow [1] - 32:4 soft [1] - 12:1 solely [1] - 30:8 somewhere [1] - 13:4 sorry [2] - 3:14, 16:4 South [1] - 1:15 space [2] - 44:23, 45:2 speaker [1] - 9:7 speaking [1] - 8:7 speaks [1] - 13:5 specific [1] - 18:3 specifying [1] - 26:19 spelling [2] - 26:8, 42:19 STAFF [1] - 2:11 staff [10] - 8:16, 9:18, 13:2, 19:6, 24:14, 30:9, 33:15, 43:15, 44:18, 46:4 stands [3] - 5:6, 18:13, 28:16 STATE [1] - 1:1 state [8] - 5:10, 10:7, 10:20, 11:1, 11:3, 21:5, 43:6, 46:17</p>	<p>State [4] - 1:13, 9:4, 9:16, 50:13 statements [1] - 17:9 states [1] - 29:21 statute [3] - 13:11, 26:6, 29:19 statutes [1] - 13:5 steps [2] - 29:23, 30:10 Steve [1] - 47:17 Steven [1] - 2:4 still [5] - 6:23, 7:1, 7:2, 7:3, 9:9 stopped [1] - 33:20 Stores [1] - 34:12 Street [1] - 1:16 structure [1] - 28:8 students [10] - 8:3, 8:4, 8:7, 8:11, 10:12, 10:13, 11:8, 11:21, 47:14, 47:15 styling [1] - 26:1 subcategories [1] - 26:19 subject [2] - 25:2, 28:23 subjects [1] - 46:7 submitted [5] - 16:3, 16:14, 16:21, 17:12, 18:11 Subs [2] - 31:7 subsection [5] - 13:21, 13:22, 14:6, 14:19, 16:19 Subway [1] - 31:18 successful [1] - 5:16 suggests [2] - 14:16, 20:5 summarizing [1] - 28:23 summary [1] - 4:18 Summit [3] - 9:9, 9:10, 9:13 support [1] - 44:9 supposed [1] - 34:1</p>	<p>throughout [2] - 10:6, 25:4 tighter [1] - 46:15 to-and-from [1] - 49:1 today [3] - 19:1, 20:11, 30:6 total [2] - 4:20, 47:4 totally [1] - 11:19 training [3] - 45:14, 46:7, 46:19 transcribed [1] - 50:8 transcript [1] - 50:6 transit [1] - 31:19 Transport [1] - 35:15 travel [3] - 48:5, 48:19, 48:20 traveled [1] - 48:22 treatment [1] - 8:8 tricky [1] - 18:23 trips [1] - 49:2 true [1] - 50:5 trying [1] - 11:16 turn [1] - 48:5 turned [2] - 48:11, 48:14 turnout [2] - 10:5, 11:15 two [10] - 22:8, 36:1, 43:7, 43:9, 44:23, 45:5, 45:12, 46:9, 46:11, 47:5 Two [1] - 48:12 types [1] - 25:10</p>	<p>40:2, 40:14, 41:17, 42:13, 42:17 Via [1] - 43:8 violated [1] - 17:13 virtually [1] - 10:20 vote [2] - 17:18, 29:6 voted [1] - 22:16 vouchers [1] - 48:5</p>
W			
<p>waiting [1] - 27:23 Wal [1] - 34:11 Wal-Mart [1] - 34:11 walk [2] - 12:17, 13:19 Walker [1] - 10:9 wants [1] - 41:17 Washington [1] - 1:16 Weddle [1] - 38:19 Weddle-Van [1] - 38:19 week [2] - 7:14, 17:4 welcome [1] - 34:8 West [1] - 1:16 whatnot [3] - 7:8, 7:9, 7:12 Wheeler [3] - 39:1, 40:2, 40:14 white [1] - 11:21 whole [3] - 12:12, 26:4, 29:10 William [1] - 1:21 Wilson [1] - 38:4 women [2] - 43:18, 43:19 Women [2] - 43:5, 43:15 wonderful [2] - 10:5, 11:14 word [1] - 30:3 words [1] - 25:21 writing [3] - 15:7, 15:15, 21:1 written [1] - 14:11</p>			
Y			
<p>year [6] - 4:15, 6:10, 11:7, 47:16, 49:13 year's [1] - 6:12 years [6] - 24:15, 25:4, 26:23, 27:18, 28:19, 33:15 young [1] - 10:1 Youth [3] - 9:9, 9:10, 9:14</p>			