

## Proposed Ordinance 15-04

The Cape Cod regional government, known as Barnstable County, hereby ordains;

Ordinance 08-12, Section 2, is amended as follows:

Paragraph 1-

There is hereby established a County office to be known as the Human Rights Commission of Barnstable County (hereinafter referred to as the Commission). The Commission shall consist of nine (9) members to be (a) nominated by the Barnstable County Health and Human Services Advisory Council, and (b) appointed by the County Commissioners; and a Coordinator. **The Coordinator of the Human Rights Commission shall be an employee of the county, directly responsible to the County Administrator. For matters of strategic planning and programming, and complaint investigation and resolution, the Coordinator would serve as staff to the Human Rights Commissioners.**

Paragraph 2- unchanged

Paragraph 3- unchanged

Paragraph 4- unchanged

Paragraph 5- unchanged

Paragraph 6- ~~There shall be a Coordinator of the Commission. The Commission shall be structured within the Human Services Department for administrative and organizational purposes.~~ The Commission and the Coordinator shall have available to it all the County Government resources and support available to other programs, offices, and departments that are structured as part of County Government.

Human Rights Advisory Subcommittee  
May 20, 2015  
3:00-3:45 pm  
Assembly of Delegates Conference Room

### **Minutes**

Present: Paul Houlihan, Roland Bessette, Julia Taylor, Brian O'Malley, Beth Albert

With five of seven members present, a quorum was declared by the chair.

The minutes of May 13, 2015 were reviewed and amended to clarify the proposed "organizational chart" for the Human Rights Commission. The significant change was to retain the term "Coordinator", rather than Director, which is a management-level position. We affirmed that the Coordinator would be hired by the Board of Regional Commissioners, as are all employees, and report to the County Administrator. Strategic policy and program guidance will continue to be provided by the HRC Commissioners.

On a motion by Taylor and seconded by Houlihan, the amended minutes were approved unanimously.

A draft Ordinance implementing these organizational changes was presented by the chair, reviewed, amended, and approved. This is appended.

Meeting minutes, including the proposed Ordinance, will be reported to the Board of Regional Commissioners.

As our mandate was to report recommendations of the Subcommittee by the end of this month, we agreed that this would be our final meeting.

Respectfully submitted,  
Brian O'Malley

## **Human Rights Advisory Subcommittee**

May 13, 2015

3:00 -4:50 pm

Harborview Conference Room

### **Minutes**

Present: Roland Bessette, Paul Houlihan, Julia Taylor, Patrick Princi, Brian O'Malley, Michael Brillhart, Beth Albert,

County Administrator Brillhart opened the meeting with a review of the Subcommittee's Purpose, Term and Membership, as well as the call for recommendations to be submitted to the Board of Regional Commissioners by June 3, 2015.

On a motion by Princi, O'Malley was elected Chair by unanimous vote.

Albert reviewed the current relationship of the Human Rights Commission to BCHS. Office space, supplies and administrative support are provided, but she, as department head, has no supervisory role for the commission or its Coordinator- who is presently an independent contractor, 0.7 FTE without benefits.

The HRC Commissioners described the functioning of the HRC. It has programmatic elements which are built around strategic 5-year and annual plans, and also responds to complaints, approximately 40 per year, mostly in the areas of housing, elder affairs, health care and employment, with its efforts directed at remediation.

The HRC Commissioners are nominated by the Barnstable County Human Rights Advisory Council, and appointed by the County Commissioners, per **Ordinance 08-12**, to 3-year terms. They have been providing all supervision of the Coordinator for over ten years.

The Coordinator does all intakes, and assigns cases to HRC Commissioners or members of the Representational Council for investigation and follow-up.

There was a clear consensus that the HRC provides an important service that must be sustained, with an awareness of short- and long-term county budgetary concerns.

Discussion focused on the need bring the HRC under county administrative direction. Several options were discussed. The Coordinator could become a county employee with benefits. This would cloud the established role of the HRC Commissioners in guiding the Commission and the Coordinator.

It was agreed by consensus (Brillhart left prior to conclusion) to recommend that Ordinance 08-12 be amended, under Section 2, to reflect the following:

-Elevate the Coordinator position to a Director of the Human Rights Commission, who would serve as a half-time county employee, and would report directly to the County Administrator concerning administrative matters such as office space, infrastructure and supplies, and limited personnel support. To the extent that BCHS provides such supplies and services, the department would be made whole in the budget.

-The HRC Commissioners would continue to provide strategic and programmatic guidance to the Director.

-The Coordinator position will be eliminated

The Subcommittee will meet again on Weds. May 20 at 3:00 pm in the Chamber of the Assembly of Delegates.

Respectfully submitted,  
Brian O'Malley  
5/13/15

Approved as amended 5/20/15