



The Metropolitan District  
water supply · environmental services · geographic information

March 3, 2008

Testimony of the Metropolitan District Commission  
Concerning Raised Bill No. 494:

**AN ACT REQUIRING THE METROPOLITAN DISTRICT COMMISSION OF HARTFORD COUNTY TO DEVELOP AND IMPLEMENT AFFIRMATIVE ACTION PLANS.**

Good afternoon, my name is Robert E. Moore, Chief Administrative Officer of the Metropolitan District (MDC) with me is Patricia Speicher Werbner, Director of Human Resources, MDC and Doris Poma, Human Resources Diversity Officer, MDC. We are here to speak on RB No. 494, An Act Requiring the Metropolitan District Commission of Hartford County to Develop and Implement Affirmative Action Plans.

I would like to submit for your review a copy of the MDC Affirmative Action Plan revised in 2007. This plan, adopted by the District's 29 member public Board of Commissioners was prepared in accordance with the Guidelines on Affirmative Action issued by the Equal Employment Opportunity Commission (EEOC). The District worked with consultant Thelma Ball of T. Ball & Associates in preparing this plan. This Plan reflects Workforce and Job Group Analyses to determine the total gender and minority composition of District employees for each EEO job category. An analysis was conducted to determine the availability of minorities and women separately for each job group. This plan sets a variety of hiring goals for each of the EEO categories. This Plan is currently available on our Web Site ([www.themdc.com](http://www.themdc.com)).

Additionally, we have completed a comprehensive analysis based on goals attained in 2007 and have defined new goals for 2008. The 2008 Affirmative Action Plan will be completed by the end of the March.

I would like Ms. Poma to discuss the goals and achievements and ongoing program efforts to achieve a broader diversity of employees at the MDC.

Good afternoon, my name is Doris Poma, I am the Human Resources Diversity Officer for the MDC. On January 1, 2007, the MDC employed 586 people, 24% of the employees were minorities 14% were women. Our Affirmative Action Plan identified the following goals for hires based on the availability and disparity in our current workforce:

Official and Administrators	2	Minorities
Professionals	10	Females
Technicians	0	No Goal
Protective Services	1	Minority
Paraprofessionals	0	No Goal

Skilled Craft	2	Females
Service Maintenance	1	Female

In 2007, the MDC hired 36 employees. Thirty-three percent (33%) of those hires were minorities and thirty three percent (33 %) were women. Since January 1, 2008, we have hired 15 employees and of that forty-seven percent (47%) were minorities and twenty-seven percent (27%) women. I review every recruitment and promotional process to insure a diverse candidate slate and a demonstration of a good faith effort towards compliance with the Affirmative Action Plan. It is also my responsibility investigate employee and discrimination complaints, mitigate those where possible and report on the actions taken.

In 2007 the following hiring goals were met:

Officials and Administrators	1	Minority
Professionals	4	Females
Skilled Craft	2	Females

In addition, we have established membership with the Advancing Minorities Interest in Engineering (AMIE), a non-profit organization whose purpose is to expand corporate, government, and academic alliances to implement and support programs to attract, educate, graduate and place underrepresented minority students in engineering careers. Further, I have taken the following actions to enhance our recruitment. We have established a relationship with the Non Traditional Employment Opportunities for Women Training Program through the Permanent Commission on the Status of Women. Through this collaboration, we hired 2 females in the Skilled Craft category accomplishment the placement goal in the Skilled Craft group for 2007. We attended 11 career fairs throughout the state of CT including UCONN, University of Hartford, Urban League of Greater Hartford, Heroes for Hire sponsored by the Veteran Affairs Office, Department of Labor, and the Hartford Courant/Careerbuilder.

The MDC has also developed a Diversity Internship Program. This program is focused on placing college students, primarily women and people of color, into summer and winter internships where the students gain valuable work experience related to their chosen discipline.

Thank you Doris, In addition to our efforts through the HR diversity Officer we have established a Program Management Unit office of diversity with three staff including a Diversity Officer and Manager of Diversity Programs to assist the development of Minority Business support of our Clean Water Project.

We do have an affirmative action plan with reporting requirements to oversight committees of the Board, the Personnel, Pension and Insurance and the Diversity Committee as well as the full Board of Commissioners. We are committed to the implementation of our Affirmative Action Plan and are confident that the MDC plan and process meets all the intent of this proposed bill and it is unnecessary to amend the current statutes to define MDC as a state agency for this purpose,

Thank you for you consideration.

Robert E. Moore, CAO  
The Metropolitan District