

**URBANA HUMAN RELATIONS COMMISSION
MINUTES
October 9, 2002**

MEMBERS PRESENT: Cope Cumpston, Carl Reisman, Lester Pritchard, Marion Knight, Ivon Ridgeway, Ralph Langenheim

MEMBERS ABSENT: Turk Peacock, Naomi Jakobsson

MEMBERS EXCUSED: Tatiana Camargo-Schrader

STAFF PRESENT: Vacellia Clark

GUESTS: Ruth Fliegel, Amy Kummerow, Dave Krchak, Brian McPheters

I. CALL TO ORDER AND ROLL CALL

There being a quorum, Chair Pritchard called the meeting of the Urbana Human Relations Commission to order at 5:40 p.m.

II. ADDITIONS TO THE AGENDA

There were none.

III. APPROVAL OF MINUTES -

The minutes of the meeting of September 11, 2002 were reviewed. A motion was made by Cope Cumpston to approve the minutes with a correction on page 1, under section III correcting her name. Motion seconded by Ralph Langenheim. All voted aye. The minutes were approved as corrected.

IV. PUBLIC INPUT

There was none.

V. NEW BUSINESS

There was no business to be brought before the Commission.

VI. OLD BUSINESS

A. Disposition of Johnson vs. Guardian West Case

Dave Krchak addressed the Commission and indicated that the parties have reached an agreement in the Johnson vs. Guardian West case. Mr. Krchak

reviewed the agreement with the Commission. Mr. Krchak indicated that the agreement has been signed by Mr. Johnson, Patrick Murphey, attorney for Guardian West and himself, as attorney for the City of Urbana. The signed agreement was presented to the Commission.

In another matter, Mr. Krchak reported that he has received a decision from the Illinois Supreme Court indicating that they have denied a request to hear the case of Zimpfer and Dunson vs. Rhodes. The decision of the Appellate Court will stand and the decision of the Urbana Human Relations Commission is stricken.

Mr. McPheters conferred with the Commission on a date to hear the Johnson vs. Guardian West case. Cope Cumpston asked if the decision would need to be unanimous. Mr. Krchak responded that since the rules for a quorum are being waived then the finding would need to be a majority of the commissioners. If the finding would be by a tie, it would result in a finding for the employer.

Several possible dates were discussed and notice will be sent when a date is secured.

B. Report on 2003 Martin Luther King, Jr. Celebration

Vacellia Clark reported that the date for the 2003 MLK Celebration will be Friday, January 17, 2003 from 11:30 a.m. to 1:30 p.m. at the Holiday Inn in Urbana. Ms. Clark asked if Ivon Ridgeway would be willing to serve on the Committee along with Marion Knight and herself. Mr. Ridgeway accepted.

C. Election of Chairperson

Lester Pritchard reported that he has received three nominations for Chairperson and all are for Marion Knight. Marion Knight indicated that he accepts the nomination. Cope Cumpston moved that the nominations be closed and to accept the nominee by unanimous acclamation. Motion seconded by Carl Reisman. All voted aye. Marion Knight was elected Chairman.

D. Progress Report on City Workforce Diversity

Ms. Clark reported that she did not have a report prepared. She indicated that the new Personnel Manager should be identified by the November meeting and perhaps that person could attend with an update.

Cope Cumpston requested the summary of the Diversity Training that was held earlier this year and attended by City staff. Marion Knight indicated that he would contact Bruce Walden and request the summary.

VII. OFFICER'S REPORT

A. HRO Activity Report

Ms. Clark distributed a copy of her monthly report.

B. Budget Report

Ms. Clark distributed a copy of the budget report. She mentioned that the expense for the Latino Month Celebration was budgeted at \$200.00 and as of this date only \$100.00 has been invoiced. The remaining \$100.00 will be invoiced in the next couple of weeks. Urbana will be hosting the closing ceremonies on October 18th from 11:30 a.m. to 1:30 p.m. in the City Council Chambers.

Ms. Clark discussed the training that was held on October 5th with Donald Jackson. She indicated that she has a copy of notes that were taken by Cope Cumpston and she also has an audiotape of the first half of the training. Ms. Clark indicated that Mr. Jackson is going to be asked to return and do a review at a later time. Several commissioners commented that the training was helpful.

VIII. ANNOUNCEMENTS

The NAACP Banquet will be held on November 2nd. The Commission will be purchasing a full-page ad and a table of 8.

IX. ADJOURNMENT

There being no further business to come before the Commission, a motion was made by and seconded to adjourn. All voted aye. The motion carried.

The meeting was adjourned at 6:30 p.m.

Respectfully submitted,

Jolinda Ross
Recording Secretary