



## MINUTES OF A REGULAR MEETING

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### URBANA HUMAN RELATIONS COMMISSION

**DATE:** Wednesday, August 13, 2014

**TIME:** 5:30 p.m.

**PLACE:** Urbana City Council Chambers  
Urbana City Building  
400 South Vine Street  
Urbana, Illinois 61801

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**MEMBERS PRESENT:** Frances Rigberg Baker, Kevin Bowersox-Johnson, Daniel Larson, Lisa Mosley, Peter Resnick

**MEMBERS NOT PRESENT:** Aisha Lamb Sobh

**STAFF PRESENT:** Todd Rent

**1. CALL TO ORDER, ROLL CALL, AND DECLARATION OF QUORUM**

- a. Chair Larson called this meeting of the Urbana Human Relations Commission to order at 5:35 p.m. Roll was taken. A quorum was present.

**2. APPROVAL OF AGENDA**

- a. "Discussion of Gender-Based Advertising for Services," was added to the agenda as item B under the heading of New Business. With no further changes, Mr. Resnick made a motion to approve the agenda as presented. Mr. Bowersox-Johnson seconded the motion. Chair Larson called for a voice vote. All were in favor. The motion carried unanimously.

**3. APPROVAL OF MINUTES**

- a. Ms. Rigberg Baker made a motion that the Commission approve the draft minutes of the June 11, 2014 meeting as presented. Ms. Mosley seconded the motion. Chair Larson called for a voice vote. All were in favor. The motion carried unanimously.

**4. PUBLIC PARTICIPATION**

- a. Carol McCusick addressed the Commission.

## **5. OLD BUSINESS**

- a.** EEO Compliance Review: A & R Mechanical Contractors/Services
  - i.** Mr. Rent gave a brief introduction of this matter, following which he discussed the state of A & R Mechanical Contractors/Services' compliance efforts as well as limitations it faces with regards to union hiring. Mr. Rent addressed comments and questions from the Commission.

## **6. NEW BUSINESS**

- a.** Discussion of Union Membership Demographics
  - i.** Mr. Rent introduced and led discussion regarding this matter, addressing comments and questions from the Commission during the course of discussion.
- b.** Discussion of Gender-Based Advertising for Services
  - i.** Mr. Rent introduced and led discussion regarding this matter. It was suggested that a member of the Commission be assigned to assist the Human Relations Officer in addressing related issues. Following brief discussion, Mr. Bowersox-Johnson volunteered for the same. Further comments and questions from the Commission were addressed by Mr. Rent.

## **7. STAFF REPORT**

- a.** HRO Activity Report
  - i.** Mr. Rent reviewed the monthly activity report with the Commission, addressing Commission comments and questions during the course of his review.
- b.** Budget Report
  - i.** Mr. Rent reviewed the monthly Budget Report. Since the previous meeting of the Commission there were no changes in the budget.
- c.** Approval of EEO Workforce Statistics
  - i.** The EEO Workforce Statistics were reviewed and staff recommendations for approval were as follows:
    - 1.** Desman Associates
      - a.** Recommend 2 years
    - 2.** Midwest Engineering & Testing
      - a.** Recommend 1 year
    - 3.** Staley Concrete Co., Inc.
      - a.** Recommend 1 year
    - 4.** A & R Mechanical Contractors
      - a.** Recommend 6 months
    - 5.** A & R Mechanical Services
      - a.** Recommend 6 months
    - 6.** Clark Dietz, Inc.
      - a.** Recommend 1 year
    - 7.** Hoerr Construction, Inc.
      - a.** Recommend 1 year
    - 8.** Insituform Technologies
      - a.** Recommend 6 months
    - 9.** Stark Excavating, Inc.
      - a.** Recommend 1 year
    - 10.** UpKeep Maintenance Service
      - a.** Recommend 2 years

Mr. Rent addressed comments and questions from the Commission regarding the EEO statistics and staff recommendations. Following discussion, Mr. Bowersox-Johnson made a motion that the Commission approve Desman Associates for two years; Midwest Engineering & Testing for one year; Staley Concrete Co., Inc., for one year; A & R Mechanical Contractors for six months; A & R Mechanical

Services for six months; Clark Dietz, Inc., for one year; Hoerr Construction, Inc., for one year; Insituform Technologies for six months; Stark Excavating, Inc., for one year; and UpKeep Maintenance Service for two years. Ms. Mosley seconded the motion. Chair Larson called for a voice vote. All were in favor. The motion carried unanimously.

**8. ANNOUNCEMENTS**

- a. There were none.

**9. ADJOURNMENT**

- a. There being no further business to come before the Commission, Chair Larson declared the meeting to be adjourned at 6:22 p.m.

Respectfully submitted,

Tony Weck  
Recording Secretary