

CS20070312 – Appointment, Employment
and Compensation 5 ILCS 120/2(c)1



URBANA CITY COMMITTEE OF THE WHOLE SPECIAL MEETING
400 S. Vine Street, Urbana, IL 61801
Monday March 12, 2007

Minutes approved 1/22/2018; Released, R2018-02-004R

The City Council Committee of the Whole of the City of Urbana, Illinois, met in Special session Monday, March 12, 2007 at 5:30 p.m. in the Council Chambers at the Urbana City Building.

**TO CONSIDER THE APPOINTMENT, EMPLOYMENT AND
COMPENSATION OF SPECIFIC EMPLOYEES OF THE CITY, PURSUANT 5
ILCS 120/2(C)(1)**

Elected Officials Present: Robert E. Lewis, Alderman Ward 3; Brandon Bowersox, Alderman Ward 4; Dennis Roberts, Alderman Ward 5; Heather Stevenson, Ward 6; Laurel Lunt Prussing, Mayor; Phyllis D. Clark, City Clerk; Elected Officials absent: Charlie Smyth, Danielle Chynoweth. **STAFF PRESENT:** Todd Rent, HRO; Via Teleconference: none.

Mayor Prussing called the meeting to order at 5:35 pm and Council went into closed session at 5:37 pm via roll call vote to consider the appointment, employment and compensation of specific employees of the city, pursuant 5 ILCS 120/2(c)(1).

Alderman Lewis made a motion to go into closed session for the purpose of considering the appointment, employment and compensation of specific employees of the City, pursuant 5 ILCS 120/2(c)(1). Alderwoman Stevenson seconded. The vote was as follows: Bowersox – Aye Chynoweth -- Aye Lewis – Aye Roberts – Aye Stevenson – Aye. The motion carried by roll call vote.

Mayor Prussing introduced Todd Rent, newly appointed Human Relations Officer. There was extensive discussion of city strategies with respect to minority recruitment and hiring practices. Questions about and how to alleviate disparate access to (and silence about) resources and employment were raised and discussed.

Todd Rent reviewed his work with City of Champaign. He went over changes in inclusiveness with respect to unions. He stated that he felt it important to really try to dig down and figure the root causes of disparity. Mayor Prussing talked about getting young people connected to the trades at the high school level. Council members shared different observations and experiences with respect to the trade unions. Council member Lewis reviewed some of the difficulties minorities face in getting into the trade unions.

Alderman Roberts asked for a review of the role of the Human Relations Commission in assisting the city. Alderman Lewis suggested that the commission could review the use of federal dollars and what policies and codes affect their dispersal. Mr. Rent concurred that legal and policy questions could be addressed.

Alderwoman Chynoweth discussed how to set goals and make plans to overcome barriers to minority hiring to get beyond a city level of say 5% to be more reflective of the community levels. She asked what barriers exist in current hiring practices and how we get over them. She thought minorities have been applying but not succeeding in getting hired by the city. Mr. Rent discussed goals as a measuring stick and setting them in a way that force an analysis of situations and making a good faith effort and real plan. Alderman Lewis discussed setting goals and making adjustments with alternatives giving examples in the private sector and in federal programs. Champaign has a plan and makes reports on a regular basis.

The Council resumed its regular session at 6:39 p.m.

*This meeting transcript recreated from tape by Charles A. Smyth, City Clerk, 9/11/2017

Phyllis Clark
City Clerk

*This meeting was taped.

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