

URBANA HUMAN RELATIONS COMMISSION
MINUTES
August 10, 2011

MEMBERS PRESENT: Frances Rigberg Baker, Daniel Larson, Peter Resnick, Eric Smith, Aisha Lamb Sobh (via telephone)

MEMBERS NOT PRESENT: Carol Bradford, Rita Haber, Lisa Mosley, Rizwan Uddin

STAFF PRESENT: Todd Rent, Michelle Brooks

I. CALL TO ORDER AND ROLL CALL

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

II. APPROVAL OF AGENDA

Mr. Rent proposed that the order of Old Business and New Business be reversed on the agenda. There were no objections. There were no further changes. Mr. Resnick made a motion to approve the agenda as amended. Ms. Rigberg Baker seconded the motion. Chair Larson called for a voice vote. All were in favor. The motion carried unanimously.

III. APPROVAL OF MINUTES

The minutes of the meeting of June 8, 2011 were reviewed. Mr. Resnick made a motion to approve the minutes. Ms. Lamb Sobh seconded the motion. Chair Larson called for a voice vote. All were in favor. The motion carried unanimously.

IV. PUBLIC PARTICIPATION

There was none.

V. NEW BUSINESS

A. EEO Contract Compliance Review

Staff Presentation & Recommendation:

Mr. Rent briefly reviewed with the Commission the reasons for review of A & R Mechanical Services, Inc. ("A & R") He noted that Bill Walter of A & R Operations was present. He also noted that Michelle Brooks, Assistant City Attorney, was present to respond to any legal questions the Commission might have. Based on the submittal of a satisfactory EEO Contract Compliance Plan and demonstration of good faith efforts in recruiting, hiring and retaining minority

employees on the part of A & R, it was the recommendation of staff that the Commission approve A & R for a minimum of six months. Questions from the Commission were addressed by Mr. Rent.

Contractor Presentation:

Bill Walter of A & R addressed the Commission. During the course of his presentation, he relayed to the Commission the reasons behind the company's low minority employee numbers. He cited that A & R is required to hire from rosters of available candidates provided by local labor unions. Questions and comments from the Commission were addressed by Mr. Walter and Mr. Rent.

Commission Deliberation & Determination:

Mr. Resnick made a motion that the Commission approve A & R for a period of six months. Ms. Lamb Sobh seconded the motion. A general discussion of the matter ensued among members of the Commission. Following discussion, Chair Larson called for a voice vote. All were in favor. The motion carried unanimously.

VI. OLD BUSINESS

A. Discrimination Law Workshop Update

Mr. Rent noted that the Workshop had been scheduled for August 26, 2011 at 5:30 p.m. in the City Council Chambers. He gave the Commission a brief preview of the Workshop, after which he heard Commission comments and addressed questions from the same.

B. IDOT Traffic Study Recommendations Update

Mr. Rent gave a brief review to the Commission on the City of Urbana's progress in implementing the staff recommendations rendered in response to the statistical analysis of the IDOT Traffic Stop Study. Mr. Rent heard Commission comments and addressed questions from the same.

VII. STAFF REPORT

A. Approval of EEO Workforce Statistics

Mr. Rent advised the Commission that there were corrections to be made to the EEO Workforce Statistics given at the June 2008 meeting. He addressed questions from the Commission on this matter.

The EEO Workforce Statistics were reviewed for the following:

- Utility Services Authority, LLC
 - Recommend 1 year
- A & R Mechanical Services
 - Recommend 6 months
- Clark Dietz, Inc.
 - Recommend 1 year
- Insituform Technologies USA, Inc.
 - Recommend 2 years
- O’Neil Brothers, a Division of MACC of Illinois, Inc.
 - Recommend 1 year
- SAK Construction, LLC
 - Recommend 2 years
- Farnsworth Group
 - Recommend 1 year
- Hoerr Construction
 - Recommend 1 year

It was noted by Mr. Rent that since the Commission had already reviewed, discussed and approved A & R Mechanical Services during the New Business portion of the agenda, no further consideration would be necessary at this point.

Mr. Rent addressed the Commission’s questions regarding the pending approvals.

Mr. Resnick made a motion that the Commission approve Utility Services Authority, LLC, for one year; Clark Dietz, Inc. for one year; Insituform Technologies USA, Inc. for two years; Farnsworth Group for one year; and Hoerr Construction for one year. The motion was seconded by Ms. Lamb Sobh. Chair Larson called for a voice vote. All were in favor. The motion carried unanimously.

Significant changes in workforce statistics for both O’Neil Brothers and SAK Construction between previous approvals in 2008 and 2009, respectively, were noted by the Commission. Based on these differences, Mr. Resnick made a motion that the Commission defer approval of these two contractors until the September 2011 meeting so that further review could be undertaken. There was no second to Mr. Resnick’s motion. Mr. Rent suggested that a motion be made for approval contingent upon verification of the workforce statistics of both contractors. Mr. Resnick made a motion that the Commission approve O’Neil Brothers for one year and SAK Construction for two years, contingent upon verification of workforce statistics numbers. (If, after review, the aforesaid numbers were found correct, both contractors were to be approved administratively.) The motion was seconded by Mr. Smith. Chair Larson called for a voice vote. All were in favor. The motion carried unanimously.

B. HRO Activity Report

Mr. Rent reviewed the status of the Human Relations Office's pending cases. Questions and comments from the Commission were addressed during the review.

C. Budget Report

Two expenditures were reported to the Commission by Mr. Rent: \$132.50 from the Traffic Stop Stat. Study line item to Tom Christoff for the Executive Summary of the IDOT Traffic Stop Study Executive Summary and; \$50.00 to PACE, Inc. to support one of its programs.

Mr. Rent also noted that staff had received a request for donation from the Champaign-Urbana Black Chamber of Commerce in the amount of \$250.00. He requested direction from the Commission on whether such a donation would be permissible using Commission funds. By consensus, the Commission was amenable to the same.

VIII. ANNOUNCEMENTS

There were none.

IX. ADJOURNMENT

There being no further business to come before the Commission, Chair Larson declared the meeting adjourned at 7:09 p.m.

Respectfully submitted,

Tony Weck
Recording Secretary