



MINUTES OF A REGULAR MEETING

URBANA HUMAN RELATIONS COMMISSION

DATE: Wednesday, October 8, 2014

TIME: 5:30 p.m.

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

MEMBERS PRESENT: Frances Rigberg Baker, Kevin Bowesox-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 5:32 p.m. Roll was taken. A quorum was not present.

2. APPROVAL OF AGENDA

- a. Ms. Mosley made a motion that the agenda be approved 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 draft minutes of the August 13, 2014 meeting and the draft minutes of the September 10, 2014 meeting be approved in omnibus fashion 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. There was none.

5. OLD BUSINESS

- a. Legal Presentation – UHRO Prior Conviction Rule and the Illinois Job Opportunities for Qualified Applicants Act
- i. Mr. Rent briefly reviewed the information presented at the September 10 meeting with regards to this matter. Following review, Mr. Rent presented information to the Commission regarding the above cited Act. Comments and questions from the Commission were addressed by Mr. Rent during the course of his presentation.

- b. Union Membership Demographics
 - i. Mr. Rent gave a brief update to the Commission on Human Relations Office activity in studying union membership demographics as they relate to City contractors and vendors.
- c. EEO Contract Compliance Program – Policy Proposal
 - i. Mr. Rent presented information to the Commission on proposed Contract Compliance Program policy changes. Comments and questions from the Commission were addressed by Mr. Rent during the course of his presentation.

6. NEW BUSINESS

- a. There was none.

7. STAFF REPORT

- a. Approval of EEO Workforce Statistics
 - i. The EEO Workforce Statistics were reviewed and staff recommendations for approval were as follows:
 1. Baker Tilly Virchow Krause
 - a. Recommend 6 months
 2. Enterprise Rent-A-Car Co. Midwest, LLC
 - a. Recommend 1 year
 3. Illini Concrete Raising, Inc.
 - a. Recommend 2 years
 4. United Fuel Co.
 - a. Recommend 2 years
 5. Burtness Engineering Services
 - a. Recommend 2 years
 6. Chris & Company, Inc.
 - a. Recommend 2 years
 7. Growmark, Inc.
 - a. Recommend 6 months
 8. Koenig Body & Equipment, Inc.
 - a. Recommend 1 year
 9. Michael Scott & Associates, Inc.
 - a. Recommend 2 years
 10. Visu-Sewer, Inc.
 - a. Recommend 1 year

Mr. Resnick noted that, since Michael Scott & Associates, Inc., are currently engaged as landscapers at his own property, he would abstain from a motion or a vote concerning the same. Further, Mr. Resnick suggested that the Commission conduct a review of Growmark, Inc. Mr. Resnick then made a motion that the Commission approve Baker Tilly Virchow Krause for six months; Enterprise Rent-A-Car Co. Midwest, LLC, for one year; Illini Concrete Raising, Inc., for two years; United Fuel Co. for two years; Burtness Engineering Services for two years; Chris & Company, Inc., for two years; Koenig Body & Equipment, Inc., for one year; and Visu-Sewer, Inc., for one year. Ms. Mosley seconded the motion. Following brief discussion, Chair Larson called for a voice vote. All were in favor. The motion carried unanimously.

Ms. Rigberg Baker made a motion that the Commission approve Michael Scott & Associates, Inc., for two years. The motion was seconded by Ms. Mosley. Chair Larson called for a voice vote. All were in favor. The motion carried unanimously.

The Commission discussed the suggested review of Growmark, Inc., and by consensus agreed to review the same and take a vote at the next Commission meeting, scheduled for November 12, 2014.

- b. 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.
- c. Budget Report
 - i. Mr. Rent reviewed the monthly Budget Report, addressing Commission comments and questions during the course of his review.

8. ANNOUNCEMENTS

- a. Ms. Mosley announced that the nomination deadline for awards to be presented at the 2015 Rev. Dr. Martin Luther King, Jr. Countywide Celebration is October 17, 2014. (Note: The nominations deadline was subsequently extended to November 3, 2014 by the Celebration Planning Committee.)

9. ADJOURNMENT

- a. There being no further business to come before the Commission, Chair Larson declared the meeting to be adjourned at 6:33 p.m.

Respectfully submitted,

Tony Weck
Recording Secretary