

**HUMAN RELATIONS COMMISSION
SPECIAL MEETING
MINUTES**

September 22, 2022, 4:00 p.m.
City Council Chambers

PRESENT: COMMISSION CHAIR Nikki Garry
VICE CHAIR Byron Hansbro
COMMISSIONERS Richard Zaker, Vivian Goodman, Joyce Keller

ABSENT: None

ALSO PRESENT: HUMAN RESOURCES MANAGER Penny Rogers
ADMINISTRATIVE ASSISTANT Sherry Beasley
ASSISTANT CORPORATION COUNSEL Amy Waks
HUMAN RIGHTS INVESTIGATOR Fred Spannaus

I. Call to Order

Commission Chair Garry called the meeting to order at 4:00 p.m.

A. Roll Call

Five out of five Commissioners were present at the time of roll call. Commission Chair Garry declared a quorum does exist to conduct and approve business.

II. Appearance of Citizens

There is none

III. Unfinished Business

There is none.

IV. New Business

A. Request to Review Dismissal of Complainant's Charge 220713 Demetrus Lofton vs. Mueller Water Products

Commission Chair Garry called for Human Rights Investigator Fred Spannaus to discuss why he dismissed the complainant's charge.

Investigator Spannaus read Chapter 28, Unlawful Discrimination, Section 2-3 (A). He stated this is the basis for the case. Mr. Spannaus gave an overview of the case. He could not establish a connection and didn't feel the case was strong enough to find reasonable suspicion.

Commission Chair Garry called for the complainant Demetrus Lofton to discuss why he requested the review of the dismissal.

Mr. Lofton gave an overview of the timelines of the emails and conversations he had with Human Resources at his employer and the general manager. He stated he was

terminated on July 12, 2022. He felt it was retaliation because he complained to his employer about discrimination.

V. Recess to Closed Executive Session under Section 2(c)(4) of the Open Meetings Act for the purposes of discussion of evidence or testimony presented to a quasi-adjudicative body

Commission Chair Garry called for a motion to recess to closed executive session under Section(c)(4) of the Open Meetings Act for the purpose of discussion of evidence or testimony presented to a quasi-adjudicative body. Commissioner Goodman made the motion, seconded by Commissioner Keller. Upon call of the roll, Commissioners Vivian Goodman, Joyce Keller, Richard Zaker, Vice Chair Byron Hansbro, and Commission Chair Garry voted aye.

Discussion followed.

VI. Return to New Business

Commission Chair Garry called for a motion to return to new business. Commissioner Zaker made the motion, seconded by Commissioner Keller.

A. Commission's Ruling on Request to Review Dismissal of Complainant's Charge 220713 Demetrus Lofton vs. Mueller Water Products.

Commission Chair Garry called for a motion to approve the request to review the dismissal or overturn the request. Vice Chair Hansbro made the motion to approve the request to review the dismissal and for Mr. Spannaus to move forward with the investigation, seconded by Commissioner Goodman. Upon call of the roll, Commissioners Vivian Goodman, Joyce Keller, Richard Zaker, Vice Chair Byron Hansbro, and Commission Chair Garry voted aye.

VII. Other Business

Commissioner Zaker stated he left a message with Mr. Rich Hansen from Mt. Zion High School letting him know the particulars the Martin Luther King, Jr. event.

Commissioner Keller stated she contacted St. Patrick Church to see if the Commission could use the church after the March. It was not available. They did pencil the Commission in for January 2024.

B. Adjournment

There being no further business, Commissioner Goodman made a motion to adjourn the meeting, seconded by Commissioner Keller. Upon call of the roll, Commissioners Vivian Goodman, Joyce Keller, Richard Zaker, Vice Chair Byron Hansbro, and Commission Chair Garry voted aye. Commission Chair Garry declared the meeting adjourned at 5:09 p.m.