

HUMAN RELATIONS COMMISSION MINUTES

April 18, 2024, 4:00 p.m.
City Council Chambers

PRESENT: CHAIRPERSON Richard Zaker
VICE CHAIRPERSON Vivian Goodman
COMMISSIONER Mark Schleeter
COMMISSIONER Jerry Pelz
COMMISSIONER Sandy McReynolds

ABSENT: COMMISSIONER Joyce Keller

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

I. Call to Order

Commission Chairperson Zaker called the meeting to order at 4:00 p.m.

A. Roll Call

Five out of six Commissioners were present at the time of roll call. Commission Chairperson Zaker declared a quorum does exist to approve business. Commission Chairperson Zaker welcomed new Commissioner Sandy McReynolds.

II. Appearance of Citizens

There is none.

III. Approval of January 18, 2024, Meeting Minutes

Commissioner Jerry Pelz made a motion to approve the minutes, seconded by Commissioner Mark Schleeter. Upon roll call, Commissioners Mark Schleeter, Jerry Pelz, Vice Chair Vivian Goodman, and Commission Chairperson Richard Zaker voted aye. Commissioner Sandy McReynolds abstained. Commission Chairperson Zaker declared the motion carried.

IV. Approval of February 15, 2024, Meeting Minutes

Commissioner Mark Schleeter made a motion to approve the minutes, seconded by Commissioner Jerry Pelz. Upon roll call, Commissioners Mark Schleeter, Jerry Pelz, Vice Chair Vivian Goodman, and Commission Chairperson Richard Zaker voted aye. Commissioner Sandy McReynolds abstained. Commission Chairperson Zaker declared the motion carried.

V. Monthly Activity Report & Summary of Cases

Human Rights Investigator Fred Spannaus provided a monthly status report of cases. (Exhibit A) A discussion followed regarding case # 230831. The hearing was March 25.

The complainant was present, but the respondent did not attend. The hearing officers will be meeting with Amy Waks from the City's legal department to formulate a recommendation regarding the case and any remedies that might be recommended. Fred will update the Commission at May's meeting. Commission Chairperson Zaker will contact Amy to schedule a date to formulate a recommendation. Commission Chairperson Zaker will forward the transcripts to Human Rights Investigator Spannaus and to Human Resources Manager Rogers. Mrs. Rogers will send the transcripts to the Commissioners individually.

Human Rights Investigator Spannaus reported that he and Commission Chairperson Zaker attended the Illinois Municipal Human Rights Association meeting on March 27.

Human Rights Investigator Spannaus discussed orientation for the new Commissioner and the possible changes to Chapter 28 of the City Code. We hope to have three new Commissioners in time for the May meeting. It was suggested to have an open meeting to have orientation for the new Commissioners. Commissioner Schleeter said he would attend if he is available.

VI. Unfinished Business

Commission Chairperson Zaker called for Unfinished Business.

A. Discussion on potential changes to Chapter 28 of the City Code

Human Rights Investigator Spannaus stated the Commission is currently working on Sections 4 & 5. He wanted to go back and discuss a couple of issues which are dual filing and review of dismissals. Dual filing refers to when a person files a charge with the Human Relations Commission and files the same identical or a similar charge with the Illinois Department of Human Rights or with the Federal Equal Employment Opportunity Commission. There is nothing in the City Code regarding this. Discussion followed. Human Rights Investigator Spannaus stated he will contact the gentleman from the state to see if they have a preference regarding dual filing.

Human Rights Investigator Spannaus gave an example of a review of dismissal. The City Code gives the claimant 40 days to appeal a dismissal. Mr. Spannaus would like to recommend that it be changed to 14 days to keep in line with other communities. It was a consensus to change the days to 14.

Human Rights Investigator Spannaus asked the Commissioners to look over Sections 5 -10 and 5-11.

VII. New Business

Commission Chairperson Zaker called for New Business.

A. There is none.

VIII. Other Business

Commission Chairperson Zaker called for Other Business.

- A. Election of officers will take place at the May meeting in accordance with the Human Relations Commission By-laws

Commission Chairperson Zaker asked the Commissioners to think about who they would like to be the next Chair and Vice Chair.

Penny Rogers stated Commissioner Minnie Walker has resigned from the Commission.

IX. Adjournment

There being no further business, Commissioner Jerry Pelz made a motion to adjourn the meeting, seconded by Vice Chair Vivian Goodman. Upon call of the roll, Commissioners Mark Schleeter, Jerry Pelz, Sandy McReynolds, Vice Chair Vivian Goodman, and Commission Chairperson Richard Zaker voted aye. Commission Chairperson Richard Zaker declared the meeting adjourned at 5:00 p.m.