

**URBANA HUMAN RELATIONS COMMISSION**  
**MINUTES**  
**April 10, 2013**

**MEMBERS PRESENT:** Frances Rigberg Baker, Daniel Larson, Lisa Mosley, Peter Resnick

**MEMBERS NOT PRESENT:** Carol Bradford, Eric Smith, Aisha Lamb Sobh, Rizwan Uddin

**STAFF PRESENT:** Todd Rent

**1. CALL TO ORDER AND ROLL CALL**

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

**2. APPROVAL OF AGENDA**

Mr. Resnick made a motion to approve the agenda as presented. Ms. Mosley seconded the motion. Chair Larson called for a voice vote. All were in favor. The motion carried unanimously.

**3. APPROVAL OF MINUTES**

The draft minutes of the February 13, 2013, and March 13, 2013, meetings were reviewed. Ms. Rigberg Baker made a motion that both drafts be approved in omnibus fashion as presented. Mr. Resnick seconded the motion. Chair Larson called for a voice vote. All were in favor. The motion carried unanimously.

**4. PUBLIC PARTICIPATION**

Carol Ammons thanked the Commission for its support of the recent Law Enforcement Against Prohibition (LEAP) events, which were sponsored by Citizens with Conviction.

**5. OLD BUSINESS**

There was none.

**6. NEW BUSINESS**

A. Guest Presenter: Law Enforcement Against Prohibition (LEAP) Video Presentation (Aaron Ammons, Citizens with Conviction)

Aaron Ammons, President of Citizens with Conviction, and James Kilgore, Secretary of Citizens with Conviction, presented a video produced by Law Enforcement Against Prohibition (LEAP). Following the video, Mr. Ammons and Mr. Kilgore provided an overview of LEAP's background and mission.

Mr. Ammons and Mr. Kilgore also provided an overview of the LEAP events that had recently taken place in the Champaign-Urbana area. Comments and questions from the Commission were addressed by Mr. Ammons and Mr. Kilgore.

B. Update on Commission Initiated HRO Investigation

Mr. Rent updated the Commission the possibility of an upcoming investigation of a given Urbana employer. Mr. Rent stated that, due to recent developments as well as an EEO complaint that had been received, the investigation would need to be postponed.

**7. STAFF REPORT**

A. Approval of EEO Workforce Statistics

The EEO Workforce Statistics were reviewed and staff recommendations for approval were as follows:

- Philips Lighting, NA
  - Recommend 2 years
- Champaign Signal & Lighting Co.
  - Recommend 2 years
- ABC Sanitary Hauling
  - Recommend 2 years
- A & R Services, Inc.
  - Recommend 6 months
- Birkey's Farm Store, Inc.
  - Recommend review
- Bodine Electric of Decatur
  - Recommend review
- Cross Construction Co.
  - Recommend 2 years
- Growmark, Inc. (d/b/a Illini FS)
  - Recommend 6 months
- Municipal Emergency Services
  - Recommend 1 year
- Open Road Paving Co., LLC
  - Recommend 2 years

The Commission briefly discussed the EEO statistics presented by City staff along with staff recommendations for approval of each. Comments and questions from the Commission were addressed by Mr. Rent.

Mr. Resnick made a motion that the Commission accept staff's recommendation for review for Birkey's Farm Store, Inc., and Bodine Electric of Decatur. Mr. Resnick further moved that the Commission approve Philips Lighting, NA, for two years; Champaign Signal & Lighting Co. for two years; ABC Sanitary Hauling for two years; A & R Services for six months, Cross Construction Co. for

two years; Growmark, Inc., (d/b/a Illini FS) for six months; Municipal Emergency Services for one year; and Open Road Paving Co., LLC, for two years. Ms. Rigberg Baker seconded the motion. Chair Larson called for a voice vote. All were in favor. The motion carried unanimously.

B. HRO Activity Report

Mr. Rent reviewed the monthly activity report with the Commission, addressing Commission comments and questions during the course of his review.

C. Budget Report

Mr. Rent reviewed the monthly Budget Report. New budget activity was reported: the disbursement of two hundred twenty-five dollars (\$225.00) to Donald R. Jackson, for legal counsel relating to a pending EEO case. There were no other changes to the budget.

**8. ANNOUNCEMENTS**

There were none.

**9. ADJOURNMENT**

There being no further business to come before the Commission, Chair Larson declared the meeting adjourned at 6:45 p.m.

Respectfully submitted,

Tony Weck  
Recording Secretary