

CIVIL RIGHTS COMMISSION MEETING

CITY OF DAVENPORT, IOWA

TUESDAY, JANUARY 8, 2019; 12:00 PM

I. Roll Call

II. Approval of Agenda

III. Approval of Minutes

A. December Minutes

IV. Directors Report

A. Case Status Report

B. Directors Report

V. New Business

A. E-0038-0017-15

B. Administrative Appeal Case ED-0109-0002-14

VI. Old Business

VII. Public Comment and Presentation

VIII. Closed Session Pursuant to Iowa Code §21.5(1) (f)

IX. Adjourn and Next Meeting

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
December Minutes

ATTACHMENTS:

Type	Description
▢ Cover Memo	December Minutes

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	1/7/2019 - 10:04 AM

DAVENPORT CIVIL RIGHTS COMMISSION MEETING
January 08, 2019
Minutes of Regular Meeting of December 11, 2018

The Davenport Civil Rights Commission (DCRC) met at 12:03 pm, Tuesday, December 11, 2018 in the first-floor conference room at the Davenport City Hall. Commissioner Susie Greenwalt presided.

A quorum was present.

Commissioners Present

Nicole Briebriesco-Ledger
Shylee Garrett
Susie Greenwalt
Helen Roberson
Judy Shawver

Commissioners Absent

Ben Hahn
Clyde Mayfield

Other(s) Present

Latrice Lacey

Approval of Agenda

Motion made by Judy Shawver, seconded by Shylee Garrett. The agenda was approved by all commission members present.

Approval of Minutes

Motion made by Helen Roberson, seconded by Judy Shawver. Minutes approved by all commission members present.

Director's Report

- No "right to sue" letters issued for the month of November 2018.
- One case settled in mediation involving allegations of race discrimination and retaliation.
- Director Lacey gave a brief report on all the various activities that she participated in during the month of November 2018.
- The DCRC is understaffed in that there is only one investigator to handle complaints involving employment, public accommodation, credit and education.

Motion to accept the Director's report made by Judy Shawver, seconded by Nicole Briebriesco-Ledger.

New Business

Election of new officers:

A motion was made by Helen Roberson, seconded by Shylee Garrett to elect Nicole Briebriesco-Ledger as the new chairperson to replace Susie Greenwalt if she was no longer serving on the Commission. The vote was unanimous, motion carried.

A motion was made by Shylee Garrett and seconded by Nicole Briebriesco-Ledger to elect Judy Shawver as the new recording secretary to replace Helen Roberson if she was no longer serving on the Commission. Vote was unanimous, motion carried.

A motion was made by Judy Shawver and seconded by Nicole Briebriesco-Ledger to elect Shylee Garrett as the media spokesperson if Susie Greenwalt was no longer serving on the Commission. Vote was unanimous, motion carried.

Old Business

Mayor Frank Klipsch informed commissioners Susie Greenwalt, Clyde Mayfield, and Helen Roberson that they would not be reappointed to the Commission. They would be replaced by three new appointees.

City of Davenport does not have the ability to see weekly financial reports. It was suggested that someone from the Finance Department should come and speak with DCRC in February 2019 to:

- Help with interpreting the financial report
- Explain how budgets are assigned
- Explain how budgets are evaluated
- Explain how DCRC could increase staffing to handle investigations in a more expedient manner

Public Comment

None

Adjournment

Meeting adjourned 1:19pm. Motion made by Helen Roberson, seconded Judy Shawver.

The next meeting scheduled for Davenport Civil Rights Commission: February 12, 2019

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Case Status Report

ATTACHMENTS:

Type	Description
▢ Cover Memo	December Case Status Report

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	1/7/2019 - 10:13 AM



CASE STATUS REPORT

Monthly Summary

December 01 , 2018 THRU December 31 , 2018

Informal Case Information

Monthly		
Area	Filed	Closed
Housing	3	3
Total	3	3

Year to Date		
Area	Filed	Closed
Housing	11	11
Total	11	11

Overall total active informal complaints: 0

Formal Case Information Identified this Month

Areas Filed	
Area	Count
Credit	0
Employment	6
Education	1
Housing	4
NJ EEOC Referral	5
Public Accommodation	0
Transit Title VI	0
Total	16

Areas Closed	
Area	Count
Credit	0
Employment	3
Education	0
Housing	1
NJ EEOC Referral	1
Public Accommodation	3
Transit Title VI	1
Total	9

Basis Filed (Monthly)					
Basis	Cnt	Basis	Cnt	Basis	Cnt
Age	1	Pregnancy	0	Creed	0
Retaliation	4	Gender Identity	1	Mental Disability	2
Religion	0	Age under 40	0	Physical Disability	5
Sex	7	Retaliation-ADA	0	Familial Status	2
Sex Orientation	0	Color	0	Marital Status	0
				National Origin	1
				Race	7

Trigger Events Filed (Monthly)							
Trigger	Cnt	Trigger	Cnt	Trigger	Cnt	Trigger	Cnt
Demotion	0	Terms	6	Advertising	0	Fail To Hire	0
Negative Treatment	4	Accessibility	0	Harassment	3	Fail To Promote	1
Racial Harassment	0	Fail to Lend/Appraise	0	Eviction	1	Fail To Rent	2
Sexual Harassment	1	Steering/Redlining	0	Equal Pay	1	Fail To Serve	0
Termination	6	Discipline	2	Fail to Accom/Mod	1		



CASE STATUS REPORT

Monthly Summary

December 01 , 2018 THRU December 31 , 2018



CLOSED - Disposition of formal complaints

Disposition of formal complaints (Monthly)	
Disposition	Count
Lack of Interest	
Interrogatories not Returned	0
Did not respond/attend appointment	5
No Jurisdiction	
Statute of limitations	0
Prima Facia not met	0
Outside geographical jurisdiction	0
NJ Referred to EEOC	0
Insufficient # employees	0
No Basis	0
No Area	1
Dismiss lack of subject matter	0
Satisfactorily Adjusted	0
Settlement	0
Right to sue letter issued	0
No Probable Cause	0
Mediation Settlement	1
Jurisdiction waived	0
Fact do not support claim	0
Does not warrant further actions	0
Conciliation	2
Complaint Withdrawn/Duplicate	0
Commission Final Decision	0
Conciliation Failed	0
Total Dispositions	9

Disposition of formal complaints (Annual)	
Disposition	Count
Lack of Interest	
Interrogatories not Returned	0
Did not respond/attend appointment	6
No Jurisdiction	
Statute of limitations	0
Prima Facia not met	0
Outside geographical jurisdiction	4
NJ Referred to EEOC	16
Insufficient # employees	0
No Basis	9
No Area	1
Dismiss lack of subject matter	0
Satisfactorily Adjusted	0
Settlement	3
Right to sue letter issued	2
No Probable Cause	11
Mediation Settlement	25
Jurisdiction waived	6
Fact do not support claim	0
Does not warrant further actions	1
Conciliation	5
Complaint Withdrawn/Duplicate	4
Commission Final Decision	1
Conciliation Failed	0
Total Dispositions	94

Summary: Previous Open: 171 (+) New Open 16 (-) Closed 9 (=) Total Open 178

Probable Cause (Monthly) = 0 (Annual) = 4

Pending Complaints

Open Complaints By Year	
Description	Count
Total number for year 2014	3
Total number for year 2015	17
Total number for year 2016	30
Total number for year 2017	49
Total number for year 2018	79
Total	178

Complaint By Status	
Status	Count
Initial Investigation (3)	6
Elected District Court	0
Court on Appeal	1
Commission Review	0
Public Hearing Decision Pending	1
Public Hearing Pending	0
PC/Conciliation	1
Final Review	41
Final Investigation	2
Intermediate Investigation	19
Mediation	12
Mediation/Intermediate Invest.	0
Initial Investigation (2)	72
Initial Investigation	11
Initial Review / Screening	12
Opened	0
Total	178



CASE STATUS REPORT

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Staff Presentation Information

Monthly Presentations			
Presentation type	Count	Hours	People
Total	0	0	0

Year to Date Presentations			
Presentation type	Count	Hours	People
GenAge	8	9	119
Community	13	206	641
Respondent Training	3	7.5	8
Total	24	222.5	768

Mediation and Settlement Information

Mediation & Settlement		
	Month	YTD
Held with no resolution	2	21
Closed with resolution	3	33

Monthly	
Resolution	Count
Monetary Settlement	1
No Resolution	2
Reinstatement	0
Specific Performance	1
Policy Change	1
Training	0
Total	5

Year to Date	
Resolution	Count
Monetary Settlement	24
No Resolution	21
Reinstatement	0
Specific Performance	7
Policy Change	2
Training	0
Total	54

Total monthly settlement amount: \$21,500.00

Total yearly settlement amount: \$213,283.00

Referrals

Referral Distribution					
	Month	YTD		Month	YTD
ICRC	0	16	IDHR	0	2
Other	0	9	HUD	0	3
Help Legal	1	12	NAACP	0	0
ADA project	0	0	IA Citizen's Aid	1	6
EEOC	0	0	Other City Departments	0	12
Bettendorf Human	0	0	DPD Internal Affairs	0	1
US Dept of Labor	2	10	Attorney Disciplinary Office	0	2
Attorney Referral	1	16	Scott Cty & Cthouse	1	1
Landlord Association	0	0	Total	6	90



CASE STATUS REPORT

Monthly Summary

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Status of Complaints by Number and Year

Case Listing for 2014

PA-0100-0008-14	Final Review
H-0123-0026-14	Court on Appeal
PA-0132-0011-14	Final Review

Case Listing for 2015

E-0030-0014-15	Intermediate Investigation
E-0038-0017-15	Public Hearing Decision Pending
E-0051-0024-15	Intermediate Investigation
E-0054-0026-15	Final Review
PA-0067-0011-15	Final Review
E-0076-0037-15	Intermediate Investigation
E-0077-0038-15	Intermediate Investigation
E-0078-0039-15	Intermediate Investigation
E-0087-0043-15	Final Review
E-0100-0047-15	Final Review
E-0101-0048-15	Final Review
E-0102-0049-15	Final Review
E-0103-0050-15	Final Review
ED-0118-0002-15	Final Review
PA-0119-0019-15	Final Review
PA-0133-0025-15	Final Review
E-0143-0067-15	Final Review

Case Listing for 2016

E-0015-0004-16	PC/Conciliation
E-0022-0008-16	Final Review
E-0031-0014-16	Final Review
E-0035-0017-16	Final Review
E-0040-0018-16	Initial Investigation (2)
E-0052-0023-16	Initial Investigation (2)
E-0053-0024-16	Intermediate Investigation
PA-0054-0006-16	Intermediate Investigation
E-0060-0026-16	Final Review
E-0063-0027-16	Initial Investigation (2)
E-0064-0028-16	Initial Investigation (2)
E-0072-0031-16	Initial Investigation (2)
E-0076-0035-16	Final Review
E-0084-0038-16	Final Review



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Case Listing for 2016

E-0085-0039-16	Final Review
PA-0089-0008-16	Initial Investigation (2)
E-0094-0044-16	Final Review
PA-0098-0009-16	Initial Investigation (2)
E-0100-0046-16	Final Review
E-0107-0050-16	Final Review
E-0110-0052-16	Final Review
PA-0117-0011-16	Final Review
PA-0118-0012-16	Final Review
E-0120-0056-16	Final Investigation
E-0125-0059-16	Final Review
E-0133-0064-16	Intermediate Investigation
E-0135-0066-16	Final Review
E-0139-0069-16	Initial Investigation (2)
E-0141-0070-16	Final Review
E-0145-0073-16	Final Review

Case Listing for 2017

E-0003-0002-17	Final Review
E-0009-0007-17	Final Review
PA-0011-0001-17	Intermediate Investigation
E-0012-0009-17	Initial Investigation (3)
E-0015-0011-17	Initial Investigation (2)
E-0017-0012-17	Final Review
E-0022-0013-17	Initial Investigation (2)
E-0027-0015-17	Intermediate Investigation
E-0031-0016-17	Final Review
E-0033-0017-17	Initial Investigation (2)
E-0036-0019-17	Intermediate Investigation
E-0037-0020-17	Initial Investigation (2)
E-0040-0021-17	Intermediate Investigation
E-0053-0025-17	Final Review
E-0055-0026-17	Initial Investigation (3)
E-0058-0028-17	Initial Investigation (2)
E-0062-0031-17	Initial Investigation (2)
E-0063-0032-17	Initial Investigation (2)
E-0064-0033-17	Initial Investigation (2)
E-0068-0035-17	Initial Investigation (2)



CASE STATUS REPORT

Monthly Summary

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Case Listing for 2017

E-0072-0037-17	Initial Investigation (2)
E-0073-0038-17	Initial Investigation (2)
E-0074-0039-17	Intermediate Investigation
E-0075-0040-17	Intermediate Investigation
E-0076-0041-17	Final Review
E-0077-0042-17	Intermediate Investigation
H-0081-0008-17	Intermediate Investigation
E-0084-0044-17	Initial Investigation
E-0085-0045-17	Initial Investigation (2)
E-0093-0048-17	Initial Investigation (2)
H-0094-0010-17	Mediation
H-0095-0011-17	Initial Investigation (2)
E-0096-0049-17	Final Investigation
E-0097-0050-17	Final Review
E-0099-0051-17	Initial Investigation (2)
PA-0108-0014-17	Final Review
H-0111-0015-17	Intermediate Investigation
E-0117-0057-17	Final Review
E-0119-0059-17	Initial Investigation (2)
E-0121-0061-17	Intermediate Investigation
PA-0122-0015-17	Final Review
E-0123-0062-17	Initial Investigation (2)
E-0124-0063-17	Initial Investigation (2)
E-0128-0067-17	Initial Investigation (2)
E-0130-0069-17	Initial Investigation (2)
E-0131-0070-17	Initial Investigation
E-0133-0072-17	Initial Investigation (2)
PA-0134-0016-17	Initial Investigation (2)
E-0143-0075-17	Intermediate Investigation

Case Listing for 2018

ED-0003-0001-18	Initial Investigation (2)
E-0006-0003-18	Initial Investigation (2)
E-0007-0004-18	Initial Investigation (2)
E-0010-0007-18	Initial Investigation (2)
E-0011-0008-18	Initial Investigation (2)
H-0012-0001-18	Initial Investigation (2)
E-0014-0009-18	Initial Investigation (2)



CASE STATUS REPORT

Monthly Summary

December 01 , 2018 THRU December 31 , 2018



Case Listing for 2018

PA-0015-0001-18	Initial Investigation (2)
H-0019-0002-18	Initial Investigation (2)
E-0021-0010-18	Initial Investigation (2)
E-0025-0013-18	Initial Investigation (2)
E-0028-0016-18	Initial Investigation (2)
E-0029-0017-18	Initial Investigation (3)
E-0030-0018-18	Initial Investigation (2)
H-0032-0004-18	Initial Investigation (2)
E-0038-0021-18	Initial Investigation (2)
E-0040-0022-18	Initial Investigation (2)
PA-0042-0005-18	Initial Investigation (2)
E-0045-0024-18	Initial Investigation (2)
E-0046-0025-18	Initial Investigation (2)
PA-0048-0006-18	Initial Investigation (2)
E-0058-0028-18	Initial Investigation (2)
E-0059-0029-18	Final Review
H-0062-0008-18	Initial Investigation (2)
E-0063-0031-18	Initial Investigation (2)
H-0067-0009-18	Initial Investigation (2)
H-0068-0010-18	Initial Investigation (2)
H-0069-0011-18	Initial Investigation (2)
E-0070-0032-18	Initial Investigation (3)
E-0071-0033-18	Initial Investigation (2)
E-0074-0034-18	Initial Investigation (2)
PA-0075-0011-18	Initial Investigation (2)
E-0077-0036-18	Initial Investigation (2)
E-0079-0037-18	Initial Investigation (3)
E-0081-0038-18	Initial Investigation (2)
E-0082-0039-18	Initial Investigation (2)
E-0083-0040-18	Initial Investigation (2)
E-0084-0041-18	Mediation
E-0085-0042-18	Initial Investigation (3)
PA-0086-0012-18	Mediation
ED-0087-0003-18	Mediation
ED-0088-0004-18	Initial Investigation (2)
E-0089-0043-18	Initial Investigation (2)
H-0090-0014-18	Mediation



CASE STATUS REPORT

Monthly Summary

December 01 , 2018 THRU December 31 , 2018



Case Listing for 2018

E-0092-0044-18	Initial Investigation (2)
E-0094-0045-18	Mediation
E-0095-0046-18	Mediation
E-0096-0047-18	Initial Investigation (2)
E-0099-0049-18	Mediation
PA-0100-0013-18	Initial Investigation (2)
H-0102-0015-18	Initial Investigation
E-0104-0050-18	Mediation
PA-0105-0015-18	Mediation
PA-0106-0016-18	Mediation
E-0108-0051-18	Initial Investigation (2)
E-0110-0052-18	Initial Investigation
E-0111-0053-18	Initial Investigation
E-0113-0054-18	Initial Investigation (2)
E-0115-0055-18	Initial Investigation
E-0116-0056-18	Initial Investigation (2)
E-0117-0057-18	Initial Investigation (2)
E-0119-0058-18	Initial Investigation
E-0120-0059-18	Mediation
H-0121-0016-18	Initial Investigation
E-0122-0060-18	Initial Investigation
E-0123-0061-18	Initial Investigation
NJR-0124-0019-18	Initial Review / Screening
E-0125-0062-18	Initial Review / Screening
E-0126-0063-18	Initial Investigation
NJR-0127-0020-18	Initial Review / Screening
NJR-0128-0021-18	Initial Review / Screening
NJR-0129-0022-18	Initial Review / Screening
NJR-0130-0023-18	Initial Review / Screening
E-0131-0064-18	Initial Review / Screening
H-0132-0017-18	Initial Review / Screening
H-0133-0018-18	Initial Review / Screening
H-0134-0019-18	Initial Review / Screening
ED-0135-0005-18	Initial Review / Screening
E-0136-0065-18	Initial Review / Screening

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Directors Report

ATTACHMENTS:

Type	Description
▢ Cover Memo	January Directors Report for December

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	1/7/2019 - 10:12 AM

DAVENPORT CIVIL RIGHTS COMMISSION MEETING
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Public Comment

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Adjournment

Meeting adjourned 1:19pm. Motion made by Helen Roberson, seconded Judy Shawver.

The next meeting scheduled for Davenport Civil Rights Commission: February 12, 2019

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
E-0038-0017-15

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	1/7/2019 - 10:32 AM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Administrative Appeal Case ED-0109-0002-14

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	1/7/2019 - 12:04 PM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Meeting Format

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	1/7/2019 - 10:00 AM