

DAVENPORT CIVIL RIGHTS COMMISSION
Minutes of Regular Meeting
October 9, 2018

The Davenport Civil Rights Commission (DCRC) met at 12:07 p.m. Tuesday, October 9, 2018, in the first floor conference room at the Davenport City Hall. Commission President, Susie Greenwalt presided

COMMISSIONERS PRESENT:

Clyde Mayfield
Judy Shawver
Susie Greenwalt
Nicole Bribriesco Ledger

COMMISSIONERS ABSENT:

Helen Roberson
Shylee Garrett
Ben Hahn

OTHER PERSONS PRESENT:

Director, Latrice Lacey
Davenport City videographer, Pat Driscoll

APPROVAL OF AGENDA:

On motion by Judy Shawver, seconded by Nicole Bribriesco Ledger, the agenda was approved, by all commissioners present.

APPROVAL OF MINUTES:

On motion by Judy Shawver, seconded by Nicole Bribriesco Ledger, the minutes of the regular meeting of September 11, 2018 were approved. All commissioners voted yes.

REPORT OF THE DIRECTOR:

Director Lacey reported there have been an increase in private settlements of complaints apparently in order to evade relief in the public interest.

The Director and Housing Analyst met with the representative of the outside consultant hired by the City to fulfill the HUD required Housing Assessment..

Motion to accept the Director's report was made by Nicole Bribriesco Ledger

and seconded by Clyde Mayfield. Motion passed with all commissioners voting yes.

NEW BUSINESS:

The 2020 Budget process was discussed. This year for the first time, Director Lacey has been able to enter information in the computer matrix. In past years the budget was simply presented as determined by the City. The Commission reviewed the proposed budget and prior year budgets. Because the Housing Analyst's salary is shown in the Fair Housing fund, that budget is always exceeded and general funds can't be comingled within that account to increase the budget. As in past years it will be recommended to move her salary up into the general fund budget, as housing funds can be used toward the general fund expenses. Also in reviewing the salary line items there was a discussion about whether the recent cost of living or merit increases are reflected in the proposed budget. After discussion on the process for the Director to give staff merit increases, it was explained that no Civil Rights staff employee has ever, to Director Lacey's knowledge received a merit increase, only the cost of living adjustment. The Commissioners also discussed the process for performance reviews and because we have been told the City now has a new performance review process in place, there was consensus that the Commission should follow that same performance process to be consistent with other City employees, which would presumably include a process for awarding merit increases, if appropriate.

Judy Shawver moved that the Commission authorize and approve Director Lacey entering into the Budget system expenses in the same amounts presented in the proposed budget, as was requested by the City, but move the Housing Analyst's salary into the General Budget and increase the salary budget to reflect the recent cost of living increases from last year. After second by Clyde Mayfield, the motion passed.

There was consensus that financial reports, including actual versus budget amounts be provided to the Commissioners quarterly.

The new ICRC Contract is available and Clyde Mayfield moved that it be approved and Susie Greenwalt be authorized to execute the contract on behalf of the Commission. Nicole Bribresco Ledger seconded the motion and it passed.

The City Administrator has decided to video recording all meetings, including Commission meetings be held in a central location and be filmed for uploading on an internet available platform. There was some discussion about whether a City provided video record would be appropriate due to the unique nature of members of the public who attend Commission meetings from time to time. Since many Commissioners were absent, it was decided that this should be discussed at the next regular meeting

OLD BUSINESS:

None

Public Comment and Presentation:

None

At 12:56 pm Nicole Bribriesco Ledger moved that we adjourn. After second by Judy Shawver the meeting was adjourned.

The next meeting scheduled for Davenport Civil Rights Commission is November 13, 2018 at noon.

Submitted by Judy Shawver