



METROPOLITAN HUMAN RELATIONS COMMISSION

March 1, 2021
4:30 PM
METRO CONFERENCE ROOM
2310 PARNELL AVENUE
FORT WAYNE, IN 46805
Teleconference: 260-427-8590 PIN: 212681

Meeting called by: STATUTORY MONTHLY MEETING
Type of meeting: FIRST MONDAY OF EACH MONTH
Note taker: LESLIE HERNANDEZ, ADMINISTRATIVE ASSISTANT IV

Metro Commissioners: Lana Keesling, Chair; Aisha Arrington, Vice Chair; Dorian Maples; Larry Wardlaw; Tabitha Ervin; and Dr. David Lombard.

Agenda

Call to Order
Roll Call of Commissioners
Reading of Minutes
Office Report
Old Business
New Business
Concerns/Comments from the Public
Adjournment

Call to Order and Roll Call at 4:30 p.m.

Commissioners Keesling, Wardlaw, Arrington, Maples, Ervin and Lombard present.

Other Persons Present: Jenny Gosheff, Staff Attorney

- Commissioner Keesling announced that Commissioner Trevino officially resigned as Commissioner due to his new position. Trevino initially thought he'd be able to continue as a Commissioner but after further consideration from his boss they concluded that he should resign to avoid any possible conflicts of interests in the future. Commissioner Keesling stated that she really enjoyed working with Trevino and will miss him. Commissioner Keesling will be meeting with him later to present his award to him.
- February 1st meeting minutes were read and approved.

OFFICE REPORT

EEOC

EMPLOYMENT CASE PROCESSING (10/1/20 – 9/30/21)

- **Intakes (by 9/30/21): 110 (contract number) 30 (current status)**
- **Contract number of case closures by 9/30/21: 265**
 - 111 No Probable Cause Cases
 - 10 Settlements(\$50,583.00)
 - 6 Withdrawals
 - 1 Lack of Jurisdiction
 - 0 Right to Sue or Full Credit Transfer to the EEOC

HUD

HOUSING CASE PROCESSING (7/1/20 - 6/30/21):

26 Cases closed for contract

- 2 HUD Settlements
- 0 Lack of Jurisdiction/withdraw/admin
- 24 No reasonable
- 0 Reasonable cause
- 2 Conciliated Reasonable cause (from previous contract year \$2,400)

20 Pending (Open being investigated)

ATTENDED EVENTS/OUTREACH:

February 3, 2021: Staff Attorney Gosheff and Senior Investigator Sorg conducted Fair Housing Training for the Rescue Mission.

February 4, 2021: Staff Attorney Gosheff attended the Mayor's Commission on Domestic Violence, Rape, and Sexual Harassment meeting.

February 5, 2021: Senior Investigator Sorg conducted Housing Training for Ridgebrook Trailer Park.

February 19, 2021: Staff Attorney Gosheff attended the Indiana Consortium Planning meeting.

February 2021: Metro Staff began online United Front Individual Bias training.

PERSONNEL ISSUES:

- None

BUDGET/CALENDAR OF EVENTS:

Admin Hernandez reviewed budgets and calendar.

LEGAL UPDATE/MATTERS:

Mediations: There were two mediations in February. One unsuccessful and one successful.

NEW BUSINESS:

- Office Repairs: Painting project is complete. Commissioner Keesling asked if this is the entirety of what will be done this year or is there more to do this year. Staff Attorney Gosheff stated that we don't have any projects scheduled through Property Management department yet. There's more that needs to be done but there's no timeline yet.
- Staff Cell Phone Service Plan: Staff Attorney Gosheff stated we got approval last June to have cell phones for investigators for 6 months. Staff Attorney Gosheff also stated that Director Quintana, Admin Hernandez and herself have always had work cell phones and the investigator cell phones were just added to that. We feel like they've been very beneficial obviously when working remotely they were helpful but even now that we're back in the office investigators use them when they go out into the community for on-sites and trainings. Investigators can also use them for hotspots to get WiFi on their laptops. Staff Attorney Gosheff requested an approval to keep investigator cell phone plans for the foreseeable future until they're no longer beneficial for the staff. Staff Attorney Gosheff added that the cell phone budget line in the HUD and EEOC budgets already cover Director Quintana, Admin Hernandez and her cell phone plan and the investigator cell phone plans would be in addition to that however there is enough funding in both budgets to cover the cell phone plans. Commissioner Wardlaw stated that he believes this makes perfect sense especially in today's world. He also stated that he's aware that they all have their personal lines but it's wise for them to have their work phones too. Commissioner Keesling added that if someone were to use their personal phone for work it would become a matter of public record so it's nice to have it segregated. Commissioner Keesling asked if they would all be under the City plan. Admin Hernandez stated that we did get the same Verizon deal under the City plan. Admin Hernandez also reiterated that these plans will be charged to the cell phone lines in the HUD and EEOC budget. Her and Director Quintana will work to get the amount for these plans into the budget for next year. Admin Hernandez also added that she believes it's a great deal to have them under the City plan as each line is around \$38 a month. Commissioner Keesling agreed and stated that it's the same plan she has for her staff and thinks it's the way to go. Commissioner Lombard added that he works with various teams and some teams don't prefer to carry a second cell phone so they have Zoom phone numbers where they download an app and they use just their one cell phone. It's also a low cost for that team. He added that they did it because the team members didn't want to have a second phone. He asked if investigators do want to carry two phones or do they prefer to use something like a Zoom phone number tied to an account where they download an app and delegate as many phone numbers as you want. He stated they gave that as an option to his team because a lot of his staff didn't want to carry two phones and just wasn't sure if the option was considered or if Metro just didn't like for personal phones to be used at all even with an app to have that second phone number. Commissioner Wardlaw asked if it would be their personal phone number showing up when they call and Commissioner Lombard explained that it would be a different number. Commissioner Keesling added that Zoom had a privacy issue when COVID started and it was typically off limits for any meeting because of the glitches and how they handled information. They are now looking into Zoom for Council meetings to see if they've overcome that and will be having a meeting soon to talk about it but doesn't have an answer to that yet. Commissioner Wardlaw said he believes Commissioner Lombard makes a great point and he personally

wouldn't want to carry two phones. Commissioner Wardlaw asked Staff Attorney Gosheff if everyone is carrying two phones right now? Staff Attorney Gosheff responded that everyone is carrying two phones right now. Commissioner Wardlaw asked if she's heard anything back from anyone in regard to carrying two phones. Staff Attorney Gosheff stated she doesn't think that having two phones bothers investigators and she knows that investigators like having a work phone to have their work email on it as well as a hot spot designated for work to use while out of the office without having to pay for that on their personal cell phone plan. Commissioner Keesling asked Staff Attorney Gosheff if she's asked them or if she's had any push back with investigators wanting to use their own cell phone. Staff Attorney Gosheff said everyone was relieved when we made that switch as they had been using their personal phone previously. Commissioner Lombard stated that the only reason they offered it for his staff was because they asked, and they responded to their desire. He also stated that if the team likes it this way and it gives them a hot spot that they can use then it sounds like a good idea. Commissioner Wardlaw added that it seems pretty affordable within the City plan. Commissioner Arrington agreed.

Motion to approve \$3,700.80/a year of cell phone plans for 8 investigators – Commissioner Arrington. 2nd – Commissioner Ervin. Commissioners Keesling, Arrington, Wardlaw, Ervin and Maples voted in favor and Commissioner Lombard voted against.

- Current Case Age: 144.27
- Commissioner Wardlaw congratulated Commissioner Ervin on her op-ed in the Journal Gazette.
- Commissioner Wardlaw asked when the new Commissioner will be chosen. Commissioner Keesling stated that the choice for the new Commissioner is on City Council's agenda for tomorrow's meeting.

OLD BUSINESS:

- None

CONCERNS FROM THE PUBLIC:

MEETING ADJOURNED at 4:55 pm