



**NOTICE OF MEETING**  
The Regular Meeting of the  
**CEDAR RAPIDS CIVIL RIGHTS COMMISSION**

Will Be Held

**Wednesday, February 17, 2016 at 5:30 p.m.**

Civil Rights Commission Office  
50 2nd Avenue Bridge, 4th Floor, Cedar Rapids, IA

**A G E N D A**

- I. Call to Order
- II. Roll Call – Introductions
- III. Public Response
- IV. Approval of Minutes from January Meeting
- V. Action Items
  - Recommendation for an Ordinance amendment of section 69.04 of the Cedar Rapids Municipal Code to reduce the number of members from nine (9) to seven (7).
- VI. Report from Chair
  - 28E Agreement with Marion Update
  - March Meeting Date – March 9<sup>th</sup> or March 23<sup>rd</sup>
- VII. Committee Reports
  - Outreach Committee Liaison
  - CRCSD Diversity Committee Liaison
  - Marion Civil Rights Commission Liaison
- VIII. Director’s Report
- IX. Adjournment

**NOTICE: Any person needing visual/audio assistance or language interpretation should contact Civil Rights at 319-286-5036 at least 48 hours prior to the meeting.**

**CEDAR RAPIDS CIVIL RIGHTS COMMISSION (CRCRC)**  
**MEETING MINUTES**  
**January 20, 2016 5:30 p.m.**  
Civil Rights Commission  
50 2<sup>nd</sup> Avenue Bridge  
Cedar Rapids, IA 52401

**Commissioners Present:** Mr. Keith Rippy, Chair  
Ms. Salma Igram, Vice Chair  
Dr. Emily Bowman  
Mr. Leland Freie  
Ms. Laura O’Leary  
Mr. Robin Tucker

**Commissioners Absent:** Ms. Ashley Reynolds  
Dr. Ruth White  
Mr. Keith Wiggins

**Staff Present:** Ms. Janet Abejo, Investigator  
Ms. Judy Goldberg, Investigator  
Ms. Alicia Abernathy, Administrative Assistant

**I. Call to Order**

Commissioner Rippy, Chair, called the meeting to order at 5:31 p.m.

**II. Roll Call/Introductions**

Commissioners and staff introduced themselves.

**III. Public Response**

No public response.

**IV. Approval of Minutes from December Meeting**

Commissioner Igram moved to approve the minutes. Commissioner Freie seconded the motion, which was unanimously approved.

**V. Action Items**

*Election of Vice Chair*

Commissioner Rippy stated an election of officers has to happen each year at the first meeting. Commissioner Rippy stated his term ends as Chair at the end of April and he would like to propose Salma Igram be elected as Vice Chair and become Chair on May 1<sup>st</sup>. Another election will be held in April to elect a new Vice Chair for when Salma becomes Chair.

Commissioner O’Leary moved to elect Salma Igram as Vice Chair and become Chair on May 1<sup>st</sup>. Commissioner Bowman seconded the motion, which was unanimously approved.

Commissioner Tucker arrived at 5:35 p.m.

**VI. Report from Chair**

*28E Agreement with Marion*

Commissioner Rippy stated Cedar Rapids representatives met with Marion representatives on Monday to discuss changes to the 28E Agreement. Commissioner Rippy stated he and staff have a

conference call with Executive Director LaSheila Yates on Thursday to discuss the changes and create a draft for City Attorney review. Once the Cedar Rapids Attorney and Marion Attorney have reviewed and agreed with the agreement it will come before the Commission for review and a vote of approval.

Commissioner Rippy stated the new agreement is more specific to the roles and responsibilities of each Commission and of staff as the current agreement is vague. The new agreement will also limit the roles of staff and will be effective July 1<sup>st</sup> to align with the new fiscal year. The new agreement will remove the \$5,000 annual fee and will use the City of Cedar Rapids rate model to bill hourly for staff services.

#### *New City Council Liaison*

Commissioner Rippy stated Councilwoman Susie Weinacht is no longer our liaison and it is now Councilman Scott Overland. Commissioner Rippy stated Councilman Overland will not be as engaged as Councilwoman Weinacht. Commissioner Rippy stated he is meeting with Councilman Overland to discuss his role with the Commission and update him on the Commission's efforts.

#### VII. **Committee Reports**

##### *Marion Civil Rights Commission Liaison*

Commissioner Tucker stated Marion has started having guest speakers at their meetings and they are looking at future Chairpersons as there has only been one Chairperson.

#### VIII. **Mission Moment – Case Summary Update**

Judy Goldberg, Investigator, stated there was previously no standard format for the case summaries and each investigator's case summary was different. All investigators met and came up with a standard case summary that will be used by all investigators. Staff researched other communities and incorporated some of the pieces of staff's summary with those of other commissions and relied heavily on formats from the Iowa Civil Rights Commission (ICRC) and from the U.S. Department of Housing and Urban Development (HUD). The contents of each case summary will now include a caption of the finding, statement of jurisdiction, complainant allegations and investigative issues including standard of proof, undisputed facts and burden of proof. It will also include a summary of evidence, analysis, conclusion and a finding with recommended action. Staff became using the new template in September 2015.

#### IX. **Director's Report**

Commissioner Rippy stated the Director's Report was provided for Commissioner review. Janet Abejo, Investigator, reminded Commissioners that their biographies for the Annual Report are due by close of business on Friday. Ms. Abejo stated the respondent for Public Hearing Case 3423 has filed a motion for Judicial Review and a Motion to Stay. Ms. Abejo stated she is working with City Attorney, Trish Kropf, on next steps in the matter. Ms. Kropf may be reaching out to some Commissioners if she has any questions as to how the Commission came to their decision.

#### X. **Adjournment**

Commissioner Tucker moved to adjourn the meeting at 6:09 p.m. Commissioner Freie seconded the motion, which was unanimously approved.

*Respectfully submitted by Alicia Abernathey*

constitutes an unfair or discriminatory practice in whole or in part, and as otherwise specified in this chapter.

(003-12)

#### 69.04 - CEDAR RAPIDS CIVIL RIGHTS COMMISSION.

- (a) The Cedar Rapids Civil Rights Commission shall consist of ~~9~~7 members appointed by the Mayor with the approval of the City Council. Membership on the Commission shall be broadly representative of the city's population and shall have diverse representation of the city's population and its protected classes.
- (b) The term of office of each member of the Commission is 3 years, and members shall continue to serve until reappointed or replaced. A member chosen to fill a vacancy otherwise than by expiration of a term shall be appointed for the unexpired term of the member whom he/she is to succeed. A member of the Commission is eligible for reappointment but shall not serve more than 3 consecutive 3-year terms. Members who miss 3 consecutive meetings or 4 meetings within 12 months will be replaced; however, special or unusual circumstances will be considered.
- (c) The Commission members shall serve without compensation but shall be reimbursed for necessary expenses incurred in the performance of their duties with approval of the Commission and within the limits established in the city budget.
- (d) The Commission shall annually elect a Chairperson and a Vice-Chairperson from among its members. The Chairperson shall serve for no more than 3 consecutive 12-month periods. The Vice-Chairperson shall serve for no more than 3 consecutive 12-month periods. The election of officers shall be held at the first regularly scheduled meeting after the first of the year.
- (e) The Commission may name subcommittees which, in its judgment, will aid in effectuating the purpose of this chapter, and may empower them to study the problems of prejudice, intolerance, bigotry, and discrimination in any fields of human relationships within the purview of this chapter. The Commission may, by rule, establish committees to exercise its powers. Officers shall serve in their respective offices for a term of one year or until a successor shall be appointed.
- (f) The Commission is authorized to employ and dismiss a Commission staff consisting of a full-time paid Executive Director, and to employ such additional staff and supply such facilities as it deems necessary to properly carry out its work. This shall be done within the budget established by the Commission and to be first approved by the City Council before any expenses are incurred.
- (g) The Commission shall hold at least one regular meeting during each calendar month. A quorum shall consist of a majority of the current members serving. The Chairperson or Vice-Chairperson, in the absence of the Chairperson, or any 3 members may call a special meeting by giving at least 3 days' notice to every member of the Commission. The notice for a special meeting shall include an agenda and only matters included in that agenda may be discussed at the meeting.
- (h) The Commission may, pursuant to Commission rules, recommend to the Mayor and City Council that a Commissioner be removed for neglect of duties or malfeasance in office.
- (i) The Commission may adopt, amend, or rescind such rules as may be necessary for the conduct of its business.

(003-12)

#### 69.05 - POWERS AND DUTIES.

In the enforcement of this chapter, the Commission shall have the following powers and duties:

	<u>Cedar Rapids</u>	<u>Davenport, IA</u>	<u>Sioux City, IA</u>	<u>Iowa City, IA</u>	<u>Waterloo</u>	<u>Council Bluffs, IA</u>	<u>Dubuque, IA</u>	<u>Des Moines, IA</u>	<u>ICRC</u>
<b>Population</b>	129,195 (2014)	102,448 (2014)	82,517 (2014)	73,415 (2014)	68,364(2014)	62,245 (2014)	58,436(2014)	209,220 (2014)	209,220(2014)
<b>Total # Staff Members</b>	8 (5 FT, 3 Temp)	4 (3FT, 1 PT*, 1 Vol)	5 ( 2 FT, 3PT Temp)	2 (2 FT)	7 (3 FT, 1 PT Temp, 3 Temp)	1 (FT)	5 (5 FT)	2 (1 FT, 1 Temp)	28 Total
<b>Total # of Commissioners</b>	9	7	10	9	9	9	9	7	7
<b>Commissioner term</b>	3 years	2 years	3 years	3 years	3 years	3 years	3 years	3 years	4 years
<b>Annual Report</b>	Yes	Yes	No.	No.	No.	No.	Yes.	No.	Yes.
<b>1. Do Commissioners participate in education/outreach?</b>	Yes, somewhat. (Tabling, etc.)	Yes.	Yes	Yes.	Yes.	Yes, somewhat.	Yes.	Yes.	No.
<b>2. Do Commissioners participate in investigation of cases?</b>	No.	No.	No.	No.	No.	No.	No.	No.	No.
<b>3. Staff make-up. (i.e. 1 Admin, 2 investigators, 3 support staff)</b>	1 Director; 3 Investigators; 1 Admin/Intake Specialist; 1 Edu & Outreach Coordinator (Temp); 2 Investigator/Investigation Support Staff (Temp).	1 Director; 1 Investigative Paralegal; 1 Housing Analyst; 1 Secretary; 1 Mediation Coordinator(PT),	1 Director; 1 Human Rights Investigator; 1 Administrative Secretary; 1 Outreach Support; 1 Investigation Support.	1 Director; 1 Investigator.	1 Director; 1 Administrative Secretary; 1 Human Rights Specialist; 1 Investigation Support; 3 Support Staff.	1 Director (Part of City Attorney's Office).	1 Director; 1 Equity Outreach Specialist; 1 Intake Specialist, 1 Assistant City Attorney; 1 Training & Workforce Development Coordinator; 1 Community Engagement Coordinator.	1 Director; 1 Investigator.	1 Director; 10 Investigators; 8 Screeners; 1 Compliance; 4 Admin Support; 1 Assistant Attorney General; 1 Supervisor; 1 Housing Intake Analyst; 1 Mediation Coordinator.
<b>4. Who conducts investigations?</b>	Investigators only	Investigators only. Temporary volunteer provides assistance.	Director and Investigator	Director and Investigator.	Director and Investigator. Investigator (Human Rights Specialist) conducts all non-housing cases, Director conducts all housing cases. Also temporary,PT staff assists Investigator w/ case work.	Director only.	Assistant City Attorney.	Investigator only (Human Relations Specialist).	Investigators "(Civil Rights Specialists)". See Note Below.
<b>5. Who performs education and outreach?</b>	Investigators. However, currently have Temporary Education and Outreach Coordinator.	Investigators. However, currently have a Temporary Education and Outreach Coordinator.	Director conducts most outreach. Temp support staff assist with scheduling and other logistics.	Director and Investigator.	Director and Investigator.	Director.	Human Relations Specialist is in charge of building connections with underrepresented groups in the community.	Designated staff member for outreach.	Director, Designated Staff Member (Don Grove), and CSRs.
<b>6. Support staff for investigations?</b>	Yes.	No.	No.	No.	Yes. 1 PT Assistant for non-housing cases.	No.	Intake Specialist assists with scheduling mediations. Paralegal keeps files and schedules interviews. Director reviews challenges to administrative closure and requests for re-opening.	No.	Yes.
<b>7. Average caseload per investigator.</b>	4 (Approx. 47 current cases).	Investigative Paralegal - 88/yr.; Housing Analyst - 28 over last 3 years.	15-20 (32-40 current cases).	15-20 (Approx. 40 current cases).	159 non-housing cases between PT Assistant and Investigator.	12-15.	20-25 (26 cases filed in FY12).	20-25 (40-50 cases/yr).	10-15 cases at a time.
<b>8. Required Case Deadline/Average Days Old.</b>	~350 Ave Days Old	270 Goal.	N/A - None.	192 Average.	N/A. Stated they hope to be in position where cases are kept to 18 months old (547.5 days old). NOTE: New Contract w/ EEOC is based on how they've performed in the past. Starting new contract October 1st. They based numbers on May 2013-April 2014 and how many cases closed in that time period. Estimated they could close 70 cases/yr, divided by 4. Each quarter, goal is to close 17 employment cases. To their knowledge they do not received a decreased reward if cases are over a certain amount of days old.	6-8 months Average (180 - 250 Days Old).	278 Average w/ outliers (180 Day Target).	Within a year (365 days).	300 Maximum
<b>9. Additional Contracts w/ other cities?</b>	Yes, Marion	No.	No.	No.	No, but considering coverage of Cedar Falls.	No.	No.	No.	N/A



**Number of Commissioners Present At Meetings**

<b>Meeting Date</b>	<b># of Commissioners</b>	<b># Present at Meeting</b>	<b># of Vacancies</b>
December 17, 2014	11	9	0
January 21, 2015	11	8	0
February 18, 2015	11	8	0
March 18, 2015	10	7	1
April 15, 2015	10	8	1
May 20, 2015	10	8	1
June 17, 2015	10	8	1
July 15, 2015	9	7	0
August 19, 2015	9	7	0
September 16, 2015	9	8	0
October 28, 2015	9	7	0
November 18, 2015	9	6	0
December 16, 2015	9	7	0
January 20, 2016	9	6	0

Notes to consider:

- March 16, 2015 – Commissioner Cronin resigned from the commission
- May 26, 2015 – City Council approved reducing the Commission size from 11 members to 9
- June 30, 2015 – Commissioner Hall's term was up
- July 1, 2015 – Commission size of 9 members was effective

**CEDAR RAPIDS CIVIL RIGHTS  
COMMISSIONER TERMS**

**COMMISSIONERS:**

**EMILY BOWMAN (1702-11-13)**

**Term Expires 6/2016**

**LELAND FREIE (0920-07-11) (0795-06-14)**

**Term Expires 6/2017**

**SALMA IGRAM, Vice Chair (0856-07-11)**

**(0795-06-14)**

**Term Expires 6/2017**

**LAURA O'LEARY**

**Term Expires 6/2017**

**ASHLEY REYNOLDS (1545-11-14)**

**Term Expires 6/2016**

**KEITH RIPPY, Chair**

**Term Expires 6/2018**

**ROBIN TUCKER (0013-01-12) (0982-06-13)**

**Term Expires 6/2016**

**DR. RUTH WHITE**

**Term Expires 6/2017**

**KEITH WIGGINS (1130-08-14)**

**Term Expires 6/2017**

Numbers following names denote appointment resolutions.

**JANUARY 2016  
BOARD AND COMMISSION MEMBERS**

**(CEDAR RAPIDS) ADA ADVISORY  
COMMITTEE – 3 YEARS**

Beets, Barbara	June 30, 2017
Claassen, Sam	June 30, 2018
Hafsi, Catherine	June 30, 2018
Lincoln, Ashlyn	June 30, 2017
Nylin, Jerad	June 30, 2018
Wright, Adam	June 30, 2017
Clark, Cherie (Linn County)	
Fisk, Kay (Linn County)	
Haible, John (Linn County)	
Hardecopf, Tom (Linn County)	
Kerns, Brittany (Linn County)	

**AIRPORT COMMISSION - 3 YRS**

Baird, Patrick	June 30, 2017
Reasoner, Carroll	June 30, 2016
Rogers, Marcia	June 30, 2016
Schamberger, Joshua	June 30, 2017
Yeoman, David	June 30, 2018

**AIRPORT ZONING BOARD OF  
ADJUSTMENT – 5 YRS**

Dryden, Michael	June 30, 2010
Dummermuth, Steve	June 30, 2010

**AIRPORT ZONING COMMISSION - 6 YRS**

Collins, Pat (City)	June 30, 2007
Kilburger, Marvin (County)	June 30, 2008
Russell, Ralph (City)	June 30, 2011
Votroubek, Leland (County)	June 30, 2008

**BOARD OF ADJUSTMENT - 5 YRS**

Barker, Todd	June 30, 2020
Lowder, Sue	June 30, 2018
Vancura, James	June 30, 2020
Vernon, William	June 30, 2019
Ziese, NancyLee	June 30, 2018

**(CEDAR RAPIDS) BOARD OF ETHICS –  
3 YRS**

Bertelson, Jerald	June 30, 2018
Johnson, Amy	June 30, 2016
O'Connor, Susan	June 30, 2018
Teig, Robert	June 30, 2016
Vincent, Bill	June 30, 2017

**BUILDING/FIRE BOARD OF APPEALS –  
3 YRS**

Cave, Jason	June 30, 2018
Coleman, Sarah	June 30, 2016
Forinash, Susan	June 30, 2018
Good, Richard	June 30, 2016
Knapp, William	June 30, 2017
Landhauser, Gary	June 30, 2017
O'Neal, Matthew	June 30, 2018

**JANUARY 2016**  
**BOARD AND COMMISSION MEMBERS**

**CEDAR RAPIDS MEDICAL  
SELF-SUPPORTED MUNICIPAL  
IMPROVEMENT DISTRICT COMMISSION  
3 YRS**

Albert, John	June 30, 2016
Charles, Timothy	June 30, 2016
Cooley, Richard	June 30, 2016
Epping, Gordon	June 30, 2018
Jensen, Michelle	June 30, 2017
McCauley, Kathy	June 30, 2017
Meisterling, Mary	June 30, 2017
Smith, Karen	June 30, 2018
Sterling, Julie	June 30, 2018
Sundall, Michael	June 30, 2018
Thomas, Julianne	June 30, 2018
Townsend, Ted	June 30, 2018

**CITY BAND COMMISSION - 5 YRS**

Cummings, Janice	June 30, 2020
Haney, Robert	June 30, 2018
Hills, Jared	June 30, 2019
Millar, Susan	June 30, 2019
Sadilek, Robert	June 30, 2018
Sams, Amy	June 30, 2020
Sternowski, Robert	June 30, 2020

**CITY PLANNING COMMISSION - 3 YRS**

Blank, Dominique	June 30, 2017
Brown, Anthony	June 30, 2016
Dahlby, Samantha	June 30, 2016
Halverson, James	June 30, 2018
Hunse, Bill	June 30, 2017
King, Kim	June 30, 2018
Knox-Seymour, Carletta	June 30, 2016
Pankey, Richard	June 30, 2016
Wilts, Virginia	June 30, 2017

**CIVIL RIGHTS COMMISSION - 3 YRS**

Bowman, Emily	June 30, 2016
Freie, Leland	June 30, 2017
Igram, Salma	June 30, 2017
O'Leary, Laura	June 30, 2017
Reynolds, Ashley	June 30, 2016
Rippy, Keith	June 30, 2018
Tucker, Robin	June 30, 2016
White, Ruth	June 30, 2017
Wiggins, Keith	June 30, 2017

**CIVIL SERVICE COMMISSION - 4 YRS**

Evans, Nancy	April 4, 2016
Hinzman, Gary	April 3, 2017
Kazimour, Korlin	June 30, 2019

**(CZECH BOHEMIA) DESIGN  
REVIEW TECHNICAL ADVISORY  
COMMITTEE – 3 YRS**

VACANT	June 30, 2015
Barrigar, Diann	June 30, 2018
Chadima, Lijun	June 30, 2017
Davis, Monica	June 30, 2018
Dorman, Brady	June 30, 2018
Piersall, James	June 30, 2017
Todd, Dale	June 30, 2017

**CZECH VILLAGE-NEW BOHEMIA  
SELF-SUPPORTED MUNICIPAL  
IMPROVEMENT DISTRICT COMMISSION**

Future appointments in 2016

**JANUARY 2016  
BOARD AND COMMISSION MEMBERS**

**DOWNTOWN CEDAR RAPIDS  
SELF-SUPPORTED MUNICIPAL  
IMPROVEMENT DISTRICT COMMISSION  
3 YRS**

Dummermuth, Jr., Steven	June 30, 2018
Dusek, Jon	June 30, 2017
Earl, Tiffany	June 30, 2016
Eckman, Judy	June 30, 2017
Hoeger, Marty	June 30, 2017
Kasperek, Nancy	June 30, 2017
Lindell, Christopher	June 30, 2017
Lipsky, Ann	June 30, 2018
Mattes, Linda	June 30, 2016
Olson, Doug	June 30, 2016
Morf, Andrew	June 30, 2018
Rings, Randall	June 30, 2017
Terukina, Cathy	June 30, 2018
Timko, Fred	June 30, 2016

**ELECTRICAL BOARD OF APPEALS -  
3 YRS**

Davis, Teresa (rep service co.)	June 30, 2018
Meiners, Theodore (le contractor)	June 30, 2018
Munson, Erik (le contractor)	June 30, 2018
Novak, Shane (lw electrician)	June 30, 2016
Robinson, Mark (mfg plant)	June 30, 2016
Saylor, Scott (fire)	June 30, 2017
Spicer, James (elec. Engineer)	June 30, 2017

**GRANTS AND PROGRAMS CITIZEN  
ADVISORY COMMITTEE – 1 YR**

Blevins, Brenda	June 30, 2016
Olson, Dwight	June 30, 2016
Stonawski, Rebecca	June 30, 2016
Toingar, Esaie	June 30, 2016
Weber, Emily	June 30, 2016

**(CEDAR RAPIDS) HISTORIC  
PRESERVATION COMMISSION -  
3 YRS**

Bergus, Samuel	June 30, 2017
Cargin, Patricia	June 30, 2016
Grafton, Robert	June 30, 2017
Hartman, Caitlin	June 30, 2017
Hobart, B.J.	June 30, 2018
Hunter, Mark Stoffer	June 30, 2016
McKnight Grafton, Amanda	June 30, 2017
McNall, Todd	June 30, 2016
Mussman, Ronald	June 30, 2016
Oberbroeckling, Tim	June 30, 2018
Westercamp, Barbara	June 30, 2018

**HOUSING CODE BOARD OF  
APPEALS - 3 YRS**

Aossey, Albert	June 30, 2016
Burns, Amanda	June 30, 2018
Coleman, Sarah	June 30, 2018
Grimm, Garry	June 30, 2017
Roby, Claudette	June 30, 2016
Stump, Craig	June 30, 2017
Thatcher, James	June 30, 2018

**ELLIS AREA  
DESIGN REVIEW TECHNICAL  
ADVISORY COMMITTEE – 3 YRS**

Blumer, Tim	June 30, 2016
Doyle, Aggie	June 30, 2017
Jordan, Bethany	June 30, 2016
Miller, Matt	June 30, 2017
Pierson, Al	June 30, 2016

**JANUARY 2016  
BOARD AND COMMISSION MEMBERS**

**KINGSTON VILLAGE  
DESIGN REVIEW TECHNICAL  
ADVISORY COMMITTEE - 3 YRS**

Blumer, Tim	June 30, 2016
Jordan, Bethany	June 30, 2016
Loggins, Scott	June 30, 2017
Miller, Matt	June 30, 2017
Timko, Fred	June 30, 2016

**LIBRARY BOARD OF TRUSTEES - 6 YRS**

Corrigan, Susan	June 30, 2016
VACANT	June 30, 2018
Hart, Jade	June 30, 2018
Kalinsky, Harriet	June 30, 2020
Livengood, Hilery	June 30, 2020
Lock, Joe	June 30, 2016
McDermott, Susan	June 30, 2016
Ramlo, Randy	June 30, 2020
Wilding, Matthew	June 30, 2018

**LONG TERM PLANNING COMMISSION**

Future appointments in 2019

**MECHANICAL BOARD OF APPEALS –  
3 YRS**

VACANT (Architect)	June 30, 2014
Allen, Russell (Mech. Engineer)	June 30, 2017
Brecke, Bret (lic/ins hydronic cont.)	June 30, 2016
Huston, David (lic/ins refrig. cont.)	June 30, 2016
Joyner, Brian (lic/ins ducted air cont.)	June 30, 2018

**MEDICAL QUARTER DESIGN REVIEW  
TECHNICAL ADVISORY COMMITTEE**

Future appointments in 2016

**PARKING VIOLATION ADMINISTRATIVE  
REVIEW PANEL – 3 YRS**

Antes, Allison	June 30, 2017
Pickar, Jennifer	June 30, 2017
Deeds, Walter	Ex-Officio Member

**PARKS, WATERWAYS & RECREATION  
COMMISSION – 3 YRS**

Barker, Michelle (Parks/Trails)	June 30, 2017
Clow, Don (At large)	June 30, 2016
Gonder, Ronald (Rec/Aquatics)	June 30, 2016
Hannon, Barbara (Rec/Aquatics)	June 30, 2017
McLaud, Jeff (Waterways/Cons)	June 30, 2016
Schroeder, Deborah (Partners)	June 30, 2016
Thompson-Oster, Jackie (Pks)	June 30, 2018
Thoms, Christopher (At large)	June 30, 2018
Unger, Bill (Golf)	June 30, 2018
Wridler, Darrel (At large)	June 30, 2017
Wyrick, Felicia (Waterways/Con)	June 30, 2017

**PLUMBING BOARD OF APPEALS -  
3 YRS**

VACANT (Sanitary or Mech. Eng)	June 30, 2013
Day, Thomas (Master Plumber)	June 30, 2018
Hessenius, Michael (journey plum)	June 30, 2016
Meier-Gast, James (Architect)	June 30, 2018
Pint, John (Journeyman Plumber)	June 30, 2016
Rogers, Brian (master plumber)	June 30, 2016
Wolfe, Greg (At Large)	June 30, 2018

**SECTION 8 HOUSING CHOICE  
VOUCHER (HCV) PROGRAM  
RESIDENT ADVISORY BOARD –  
NO EXPIRATION DATE**

Chesmore, Judy	Marino, Sara
Dennis, Anna	McCollum, Effie
Eason, Larry	Robinson, Tiffany
Hansen, Amanda	Swore, Hailee
Hill, Kristi	Tetter, Yvonne

**JANUARY 2016**  
**BOARD AND COMMISSION MEMBERS**

**(CEDAR RAPIDS)**

**STORM WATER COMMISSION – 3 YRS**

Butterfield, Michael	June 30, 2018
Dryden, Michael	June 30, 2017
Johnson, Stacie	June 30, 2018
Seeley, Jr, Craig	June 30, 2016
Teator, Carole	June 30, 2017

**VETERANS MEMORIAL COMMISSION –  
3 YRS**

Arens, Constance	June 30, 2018
Delfs, Kristin	June 30, 2016
Grant, Gary	June 30, 2018
Kane, Daniel	June 30, 2016
Powers, John	June 30, 2017
Schuchmann, Sherri	June 30, 2017
Ziese, Jerry	June 30, 2017
Corbett, Ron	Ex-Officio Member

**VISUAL ARTS COMMISSION -  
3 YRS**

Fowler, Marilee	June 30, 2018
Glassberg, Ashley	June 30, 2018
Green, Barbara	June 30, 2017
Ocken, Lynn	June 30, 2016
Raine, Kristy	June 30, 2018
Scriven, Karla	June 30, 2017
Stamats, William	June 30, 2016
VanAllen, David	June 30, 2018
Vogel, Kimberly	June 30, 2017

**(CEDAR RAPIDS) WELLBEING  
ADVISORY COMMITTEE**

Future appointments in 2016

**JANUARY 2016**  
**BOARD AND COMMISSION MEMBERS**

**MAYOR AND COUNCIL APPOINTED**  
**NOT AN ACTUAL CITY BOARD**

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**AREA AMBULANCE BOARD OF  
DIRECTORS – Terms Vary**

Charipar, Angie	Dec. 31, 2018
Corbett, Ron	Dec. 31, 2016
Drew, Casey	Dec. 31, 2017

**CEDAR RAPIDS EXAMINING BOARD**  
**6 YRS**

Barker, Todd	Dec. 31, 2019
Baty, Kay	Dec. 31, 2019
Prowell, Bill	Dec. 31, 2019

**CEDAR RAPIDS BOARD OF  
REVIEW - 6 YRS**

Coleman, Sarah	Dec. 31, 2019
Erusha, Stephen	Dec. 31, 2020
Johnson, Alyn	Dec. 31, 2016
Liesveld, David	Dec. 31, 2015
Stevens, Joanne	Dec. 31, 2019

**CEDAR RAPIDS LINN COUNTY SOLID  
WASTE AGENCY BOARD OF DIRECTORS**

English, Mark (CR Fire Dept)	Dec. 31, 2018
Hershner, Steve (Utilities Dir)	Dec. 31, 2018
Jones, Mark (Solid Waste Supt)	Dec. 31, 2018
Kress, Charlie (Marion)	
Oleson, Brent (Linn County)	
Rogers, Ben (Linn County Supervisor)	
Russell, Ralph (Council Mbr)	Dec. 31, 2016
Shields, Justin (Council Mbr)	Dec. 31, 2016
Weinacht, Susie (Council Mbr)	Dec. 31, 2017

**CORRIDOR METROPOLITAN PLANNING  
ORGANIZATION**

Fowler, Sandi (CR Rep)	Dec. 31, 2019
Hesemann, Roy (CR Rep)	Dec. 31, 2019
Olson, Scott (City Council)	Dec. 31, 2016
Overland, Scott (City Council)	Dec. 31, 2017
Pomeranz, Jeffrey (City Mgr)	Dec. 31, 2016
Russell, Ralph (City Council)	Dec. 31, 2018
Weinacht, Susie (City Council)	Dec. 31, 2017
Winter, Jen (CR Rep)	Dec. 31, 2018

Cedar Rapids Civil Rights Commission Case Report - February 11, 2016

Cases Filed January 2015 - January 2016		
January 2015	2	2 Emp
February 2015	2	1 Emp, 1 Hsg
March 2015	10	5 Emp, 4 Hsg, 1 Edu
April 2015	0	
May 2015	0	
June 2015	0	
July 2015	1	1 Emp
August 2015	2	1 Emp, 1 Hsg
September 2015	2	2 Emp
October 2015	2	2 Emp
November 2015	2	2 Hsg
December 2015	2	2 Emp
January 2016	1	1 Emp
<b>TOTAL FILED</b>	<b>26</b>	

Settlements January 2015 - January 2016		
January 2015	0	\$ -
February 2015	1	\$ 390.00
March 2015	1	\$ 15,000 (Marion)
April 2015	0	\$ -
May 2015	0	\$ -
June 2015	0	\$ -
July 2015	0	\$ -
August 2015	0	\$ -
September 2015	0	\$ -
October 2015	0	\$ -
November 2015	0	\$ -
December 2015	0	\$ -
January 2016	0	\$ -
<b>TOTAL</b>	<b>2</b>	<b>\$ 390.00</b>

Cases Closed January 2015 - January 2016		
January 2015	1	1 Emp
February 2015	28	21 Emp, 1 Hsg, 2 Edu, 3 PA, 1 Credit (24 Transferred to ICRC)
March 2015	9	7 Emp, 1 Hsg, 1 Credit
April 2015	3	3 Emp (1 Marion)
May 2015	23	18 Emp, 3 Hsg, 1 Edu, 1 PA (18 Transferred to ICRC - 1 Marion Emp)
June 2015	3	1 Emp, 2 Hsg
July 2015	1	1 Emp (Marion)
August 2015	1	1 Hsg (Marion)
September 2015	0	
October 2015	2	1 Emp, 1 Hsg
November 2015	2	1 Emp, 1 Hsg
December 2015	2	2 Emp
January 2016	0	
<b>TOTAL CLOSED</b>	<b>75</b>	

Case Assignments		
Abejo, Janet	5	2 Emp, 3 Hsg (1 Marion)
Goldberg, Judy	3	2 Emp, 1 Hsg
Walther, Bernie	3	2 Emp, 1 Hsg
<b>TOTAL ASSIGNED</b>	<b>11</b>	

Additional Case Status		
Out w/Commissioners	0	
Public Hearing	2	2 Hsg (1 Hsg - Marion)
Conciliation in process	0	
Intakes In Progress	6	3 Emp, 3 PA

Average Days of Open Cases	December	January
Including Post PC Finding (i.e. Conciliation, Public Hearing)	<b>205</b>	<b>173</b>
Not including Post PC Finding	<b>74</b>	<b>71</b>

**Agency Outreach Performance**

Performance Indicators: <i>50% of participants rating presentations &amp; events as satisfactory or better</i>								
<i>15% of increased knowledge in participants after trainings</i>								
	July	August	September	October	November	December	January	YTD Average
% of participants rating presentations & events as satisfactory or better	N/A	N/A	N/A	N/A	100%	N/A	N/A	100%
% of increased knowledge in participants after trainings	N/A	N/A	N/A	N/A	21%	N/A	N/A	21%

**Agency Customer Service Performance**

Performance Indicators: <i>Average customer service rating of 2.5 or higher on a 5 point scale</i>								
	July	August	September	October	November	December	January	YTD Average
Average Intakes customer service rating	N/A	5	N/A	N/A	5	N/A	N/A	5
Average Investigations customer service rating	N/A	N/A	N/A	N/A	5	N/A	3	4
Average Outreach customer service rating	N/A	N/A	N/A	5	N/A	N/A	N/A	5

**Agency Case Investigation Performance**

Performance Indicators: <i>85% of non-housing cases investigated in 300 days or less</i>								
<i>50% of housing cases investigated in 100 days or less</i>								
	July	August	September	October	November	December	January	YTD Total
Cases filed	0	2	2	2	2	2	1	11
Intakes in Progress	3	2	3	2	4	4	6	N/A
Cases closed - Housing	0	0	0	0	1	0	0	1
- no probable cause determination (%)	N/A	N/A	N/A	N/A	-	N/A	N/A	N/A
- probable cause determination (%)	N/A	N/A	N/A	N/A	-	N/A	N/A	N/A
- administrative closure (%)	N/A	N/A	N/A	N/A	100%	N/A	N/A	100%
- settlement (%)	N/A	N/A	N/A	N/A	-	N/A	N/A	N/A
- public hearing (%)	N/A	N/A	N/A	N/A	-	N/A	N/A	N/A
Number of Housing cases closed on time (100 Days)	N/A	N/A	N/A	N/A	1	N/A	N/A	N/A
% of Housing cases closed on time (100 Days)	N/A	N/A	N/A	N/A	100%	N/A	N/A	100%
Cases closed - Non-Housing	0	0	0	1	1	2	0	4
- no probable cause determination (%)	N/A	N/A	N/A	100%	-	100%	N/A	100%
- probable cause determination (%)	N/A	N/A	N/A	-	-	-	N/A	N/A
- administrative closure (%)	N/A	N/A	N/A	-	100%	-	N/A	100%
- settlement (%)	N/A	N/A	N/A	-	-	-	N/A	N/A
- public hearing (%)	N/A	N/A	N/A	-	-	-	N/A	N/A
Number of Non-Housing cases closed on time (300 Days)	N/A	N/A	N/A	1	1	2	N/A	4
% of Non-Housing cases closed on time (300 Days)	N/A	N/A	N/A	100%	100%	100%	N/A	100%
Average age of complaint caseload (days)	N/A	27	47	44	58	74	71	N/A



### CASES FILED AND CLOSED: January 2015 – January 2016

For reporting period January 2015 – January 2016, **26 cases** were **filed** with the Cedar Rapids Civil Rights Commission. Of those 26, 17 (65%) were employment, 8 (31%) housing, 0 public accommodation, 1 (4%) education, and 0 credit.

A total of **75 cases** were **closed** by the Cedar Rapids Civil Rights Commission during the same reporting period. Of those 75, 56 (75%) were employment, 10 (13%) housing, 4 (5%) public accommodation, 3 (4%) education, and 2 (3%) credit. The chart below shows the areas for all cases filed and closed during this reporting period:

