



CITY HALL • 100 STATE STREET • BELOIT, WI 53511

MEETING NOTICE AND AGENDA
BELOIT EQUAL OPPORTUNITIES AND HUMAN RELATIONS COMMISSION

Wednesday, June 19, 2013 at 5:30 PM
The Forum, First Floor
Beloit City Hall, 100 State Street

1. Call to Order and Roll Call
2. Approval of Minutes of the January 16, 2013 Meeting
3. Approval of Minutes of the February 20, 2013 Meeting
4. Recognition of Commissioner Carolyn Lawrence for Eight Years of Service
5. Nomination and election of Officers
 - a. Nomination and Election of Chairperson
 - b. Nomination and Election of Vice-Chairperson
6. Public Participation
7. Update on Fair Housing Education and Outreach by Hannah Hunn
 - a. Fair Housing Webpage
 - b. Fair Housing Lobby Display
 - c. Fair Housing Seminars
 - d. Fair Housing Outreach Activities
 - e. EOHRC Bylaws
8. Discussion of Possible Commission Name Change
9. Commissioner Comments and Upcoming Events
10. Next Meeting Date: August 21, 2013
11. Adjournment

Notice Mailed: June 14, 2013

Approved: Teri Downing
EOHRC Staff Liaison

Please Call 364-6650 before 3:00 p.m. on Monday, June 17, 2013
if you are unable to attend.

* Please note that, upon reasonable notice, at least 24 hours in advance, efforts will be made to accommodate the needs of disabled individuals through appropriate aids and services. For additional information to request this service, please contact the City Clerk's Office at 364-6680, 100 State Street, Beloit, WI 53511



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**MINUTES
BELOIT EQUAL OPPORTUNITIES
AND HUMAN RELATIONS COMMISSION**

Wednesday, January 16, 2013 at 5:30 PM

1. Call to Order and Roll Call

Meeting was called to order at 5:35 PM by Chair Ricardo Valdez.

Present: Commissioners Rick Valdez, Carolyn Lawrence, Matthew Finnegan, Joseph Hansen, Marilyn Sloniker, Councilor Charles Kincaid, and Staff Representative Teri Downing. Commissioner Siatos arrived at 5:41 PM.

2. Approval of Minutes of the October 17, 2012 Meeting

Commissioner Lawrence moved for approval of the minutes of the regular meeting held on October 17, 2012 with an amendment to correct the Roll Call item to include the attendance of Commissioners Siatos and Lawrence. Commissioner Finnegan seconded. The motion carried.

3. Public Participation

John Markley of Markley Investigations, Inc., the EOHR Fair Housing Investigator was present to answer questions regarding item 5 on the agenda, but did not speak under this item. There were no other members of the public present.

4. Review of 2012 Fair Housing Complaints Summary Report

Staff explained that the City feels it is important to keep the EOHR updated on all fair housing complaints because it allows Commissioners to become familiar with the types of complaints being filed, as well as how the investigation and conciliation processes works. There were a total of 3 fair housing complaints in 2012, all of which are closed. An outline of the cases was provided and the EOHR Fair Housing Investigator, John Markley of Markley Investigations, Inc., was present to answer questions.

Commissioner Lawrence asked Investigator Markley about what evidence was examined to determine "no cause" in the second complaint for retaliation. Investigator Markley explained that he reviewed the lease and related documents, and interviewed witnesses including the complainant, other tenants, and the landlord. Investigator Markley explained that there was a lack of evidence to prove probable cause in the case. In fact, evidence was discovered through the investigation that supported plausible reasons for not renewing the Complainant's lease and even so, the landlord allowed the Complainant to stay an extra month past the lease end date.

Commissioner Hansen asked about the third complaint regarding disability, which was administratively dismissed due to lack of jurisdiction. The complainant alleged that the landlord stated his attorney advised him not to rent to the complainant because the complainant was disabled; and if there were any damages, the landlord would not be able to collect for those damages. Commissioner Hansen clarified that although the Complainant alleges that the landlord would not be able to collect for damages; this is not accurate. He explained that if a tenant damages a unit, the landlord can collect for damages regardless of whether the tenant is disabled.

Chuck Kincaid asked whether there were only three complaints for the entire year. Staff explained that there were at least six in 2011, but no report to the Commission in 2011 because the Commission was so busy with the Analysis of Impediments.

Staff also reminded the Commission that two of those cases went before the Commission for appeal review.

Commissioner Lawrence asked if the lack of complaints may have something to do with the lack of education and outreach. Staff and the Investigator agreed that there seems to be a correlation between the two.

Commissioner Lawrence also asked about the first case, in which the Complainant claimed discrimination due to race. Investigator Markley explained that the investigation discovered that the landlord could document that the application was denied due to credit and criminal activity.

Commissioner Hansen asked the Investigator whether he could see a correlation between the complaints and lack of understanding / education of the landlords or property managers. Investigator Markley said that many of the cases are no cause. Staff explained that there was a prior complaint that showed evidence of lack of education, because a fill-in person did not know the rules regarding service animals. That case resulted in a successful conciliation agreement. Discussion followed that service animals are allowed even if there is a "no pet" policy.

Commissioner Kincaid asked what the purpose of the Commission is since there is so little activity. Commissioner Lawrence expressed the same concern. Staff explained that the ordinance requires a mechanism for processing complaints, and hearing appeals and complaints. She explained that the Commission is also charged with educating the community on fair housing and discrimination issues. Investigator Markley commented that he wonders why more people do not complain since there are a high number of rentals in the City which should generate more tenant landlord complaints. Staff explained that there is a screening process at the time of the intake to determine whether it falls under the landlord tenant laws and if so, the complaint is referred.

Commissioner Kincaid asked Investigator Markley whether most of the complainants stay where they currently live during the investigation or whether they move. Investigator Markley explained that it varies, and sometimes they file a complaint once they have moved. Staff explained that some complainants file complaints due to denying access so they have not lived in the address yet.

Commissioner Sloniker asked if Beloit Housing Authority (BHA) Section 8 complainants go through the same process with the City's Fair Housing Code. Staff explained that complainants against the BHA are referred directly to the State because the BHA is part of the City.

5. Review of EOHRC Bylaws Draft

Staff explained that EOHRC can adopt bylaws to codify procedures required under the Fair Housing Code. Sections 3, 4, and 5 were provided and reflected previous suggestions for revision from the Commission. The Commission was also provided with Sections 1 and 2 for their initial review.

Staff explained that in consultation with the Investigator, as suggested by the Commission, the 15-day deadline for providing evidence is reasonable and should appear in the bylaws. Investigator Markley commented that this deadline should appear in the bylaws in order to ensure we meet the 100-day and 300-day deadlines.

Staff explained that she consulted with the City Attorney's office in regards to the 15-day appeal of administrative dismissal. It was clarified that if there is a 15-day appeals process in the bylaws it would limit a complainant's ability to appeal a dismissal. As the ordinance is now, they have 300 days from the discriminatory act to request to reopen a case administratively. Discussion followed to not include a deadline for appealing a dismissal.

Commissioner Sloniker asked how the Landlord Training went, which included fair housing training. Commissioners Finnegan and Hansen said that they attended and the training went well. Commissioner Finnegan said that there were about 12 landlords at each of the trainings. He explained that there was education regarding protection for persons with mental illness. He said many people did not realize that people with mental illness are a protected class. He said that for landlords it becomes a very complicated. Another complicated issue for landlords is the protection for domestic violence victims.

Chair Valdez asked about the highlighted section in the draft bylaws regarding testimony before the EOHRC and speakers requiring pre-registering. Staff asked if the Commission wants to do this to provide the chair with a tool for keeping order during meetings. Chair Valdez asked if there was a witness list for hearings and whether the public is allowed to participate in hearings. Staff said it is unclear and she would need to consult with the City Attorney's office. Chair Valdez said he wants to make sure there is a distinction between testimony and public participation to make sure that this section of the bylaws does not somehow limit witness testimony during hearings. Discussion followed that having a time limit for public participation during regular meetings is a good idea.

Commissioner Sloniker asked about whether we will hold a mock hearing again. Staff explained that a mock hearing would need to be done next year or in the fall. Chair Valdez asked to have it put on the next agenda for discussion.

6. Upcoming Events

Commissioner Lawrence shared that a number of events are taking place in Beloit to celebrate the life and legacy of Dr. Martin Luther King Jr. She provided information about the following events:

- 1/20/2013: New Zion Church at 4:00PM Service
- 1/21/2013: Breakfast (\$15.00) at the Eclipse Center at 8:00AM
- Week of 1/21/2013 through 1/25/2013: Beloit College has a number of events

Commissioners asked whether they could be reimbursed if they pay for attendance at the event. Staff said she will check whether this is an eligible reimbursable expense and let the Commissioners know via email before the events.

Staff shared the City Diversity Award application through the National League of Cities and explained that there is a \$300 application fee, and to let her know if anyone would like to nominate a City program for this award.

Staff suggested that the Commission consider changing the name of the EOHRC to the Fair Housing Commission. Discussion followed regarding the Commission's name being clearer to make it more easily identifiable and its duties more apparent.

7. Adjournment

Commissioner Finnegan moved for adjournment and Commissioner Sloniker seconded. Motion carried. The meeting was adjourned at 6:41 PM by Chairperson Valdez.

Teri Downing
Director of Community and Housing Services



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**MINUTES
BELOIT EQUAL OPPORTUNITIES
AND HUMAN RELATIONS COMMISSION**

Wednesday, February 20, 2013 at 5:30 PM

1. Call to Order and Roll Call

Meeting was called to order at 5:32 PM by Chair Ricardo Valdez.

Present: Commissioners Rick Valdez, Joseph Hansen, Lexi Siatos, Matthew Finnegan, Marilyn Sloniker, Councilor Charles Kincaid, and Staff Representative Teri Downing. Commissioner Lawrence arrived at 5:39 PM. Absent: Commissioner Marilyn Sloniker.

2. Approval of Minutes of the January 16, 2013 Meeting

Commissioner Hansen commented that a portion of the minutes on the second page seemed to be missing or had been deleted. Chairperson Valdez requested corrections be made to the minutes and that approval of the minutes be held over until the next meeting. Commissioner Hansen moved to table the minutes until the next meeting. Commissioner Finnegan seconded. Motion carried.

3. Public Participation

There were no members of the public present.

4. Update on EOHRM By-laws and Possible Commission Name Change from EOHRM to Fair Housing Commission

Staff explained that a high level of detail and legal assistance is needed to revise the bylaws regarding some of the technical legal processes such as discovery and hearing procedures. For this reason there has been no further progress related to the EOHRM bylaws at this time. Chairperson Valdez requested that this item be discussed at the next EOHRM Meeting.

Staff suggested that the EOHRM consider changing its name to the Fair Housing Commission or something similar in order to clarify the Commission's purpose to the public. Detailed discussion followed regarding the pros and cons of the name change. Commissioner Lawrence asked why we would consider changing the name. Commissioner Valdez explained that a name change would help the public understand the purpose and duties of the Commission. Commissioner Lawrence expressed concern that a name change would imply that the only focus of the Commission is Fair Housing, when the Commission has other duties regarding race relations in the City.

Commissioner Lawrence asked why the Commission only has authority to enforce the Fair Housing Code and not employment discrimination. Staff and Commissioner Valdez explained that the EOHRC duties were changed in the ordinance over ten years ago by City Council.

Commissioner Kincaid asked if the Commission could do anything regarding employment discrimination. Staff explained that the Commission is allowed by ordinance to perform outreach, education, and provide recommendations regarding discriminatory activities, but the Commission's funding and enforcement is limited to Fair Housing activities.

Commissioner Valdez asked how many employment discrimination complaints on average the City receives per year. Staff explained that a few years ago the City would receive two or three complaints per year that involved employment discrimination or discrimination in public places, but has since provided education to City staff regarding where to refer people for these issues.

Commissioner Valdez requested that the City track employment discrimination complaints received by the City, and to contact the State to request information about how many complaints they receive for the Beloit area.

Commissioner Valdes also suggested that we discuss proposed name changes during the next meeting.

5. Review and Discussion of Fair Housing Month Activities

a. Poster Contest and Fair Housing Proclamation

Staff discussed participation in the annual Fair Housing Poster contest and acceptance of the Fair Housing Proclamation at City Council during the Fair Housing Month of April.

Commissioner Lawrence suggested nominating the Merrill Center for the City Diversity Award through the National League of Cities, but the Commissioners informed her that the nomination deadline had passed.

Commissioner Valdez asked if we have ever done any local contests, or whether the City just participated in the State's Fair Housing contests. Staff explained that the City has only participated in the State's program due to lack of interest by the School District and local agencies. Chairperson Valdez requested that staff contact Merrill Community Center, Stateline Literacy Council, and the Beloit Public Library to coordinate a local Fair Housing Poster Contest.

The Commission reviewed the Fair Housing Proclamation. Commissioner Siatos moved for approval of the Fair Housing Proclamation as written and Commissioner Hansen seconded. Motion carried.

b. Possible Mock Hearing

Staff explained that Chairperson Valdez had requested discussion of whether to conduct another mock hearing in April of 2014. Preparation of a mock hearing must begin at least six to nine months in advance so the law professor can work the hearing

into his curriculum and syllabus. Chairperson Valdez added that the bylaws would be completed by then, so it would be a perfect opportunity to give the new procedures a "dry run". Commissioner Finnegan suggested that the fact pattern pertain to domestic violence or mental illness because these laws are ambiguous and confusing to landlords, especially when landlords do not have knowledge of the mental illness.

Commissioner Hansen mentioned that retired Judge Welker drafted a fact pattern for a mock hearing conducted on tenant landlord training. Commissioner Kincaid suggested asking Judge Henderson. The Commission discussed possible ways to get in contact with retired Judge Welker, but asked staff to try to find a contact for him. Staff suggested writing a letter to him asking whether he would be interested.

Chairman Valdez suggested placing the mock hearing on June's agenda for final discussion and decision on whether to move forward.

6. Commissioner Comments and Upcoming Events

Commissioner Lawrence announced the following events:

- 2/22/2013: Annual Hometown Heroes Luncheon at the Angel Museum at 11:00AM. Cost is \$25 per person.
- 2/22/2013: Telethon fund raiser at the Merrill Center. Anyone can call in with a donation.
- 2/26/2013: Blackhawk Technical College, presentation on Black History.

Commissioner Finnegan announced that the landlord trainings sponsored by the Beloit Property Manager's Association are continuing and have been very well attended with approximately 45 landlords; many from Beloit. Commissioner Hansen commented that there were many new landlords that found the trainings very helpful.

Councilor Kincaid announced that the Rotary Center will be hosting their Rise and Shine event on the first Saturday in March, and there will be an auction.

Staff announced that Alexis Siatos has indicated that this will be her last EOHRC meeting as she needs to step off the Board due to health reasons.

7. Next Meeting Date: April 17, 2013

8. Adjournment

Commissioner Lawrence moved for adjournment and Commissioner Finnegan seconded. Motion carried. The meeting was adjourned at 6:30PM by Chairperson Valdez.

Teri Downing
Director of Community and Housing Services



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Report to the Beloit Equal Opportunities and Human Relations Commission

Agenda Item: 4

Topic: Recognition of Carolyn Lawrence for Eight Years of Service to the Equal Opportunities and Human Relations Commission

Action: Information Only

Staff Report:

Commissioner Carolyn Lawrence has served the maximum number of terms allowed by City Ordinance so can no longer serve as a Commissioner on the EOHRC.

The City of Beloit would like to present a Certificate of Recognition to Commissioner Lawrence to thank her for her 8 years of service on the Commission.

Staff Recommendation:

N/A

Attachments:

Copy of Certificate



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Report to the Beloit Equal Opportunities and Human Relations Commission

Agenda Item: 5a and 5b

Topic: Nomination and Election of Officers

Action: Elect Chair and Vice Chair

Staff Report:

The Commission must nominate a new Chair and Vice-Chair annually. Attached are the procedures for electing the Chair and the Vice-Chair.

Staff Recommendation:

Nomination and election of a Chair and Vice Chair.

Attachments:

Election Instructions

Election Instructions

Election of Chairperson

Chair/Acting Chair: **“Nominations are now in order for the office of Chairperson.”**

Member: “I nominate Mr. or Ms. A.”

Chair/Acting Chair: **“Do we have a second to the nomination?”**

Member: “I second the nomination.”

Chair/Acting Chair: **“Are there any further nominations for Chairperson?” “If not, nominations are closed.”**

If more than one person is nominated, proceed to voting by ballot, voice vote, or roll call vote.

Chair: **“All those in favor of Commissioner _____ for Chairperson say aye ... Those opposed say nay.” The ayes have it and Commissioner _____ is elected Chairperson.**

Election of Vice-Chairperson

Newly Elected Chair: **“Nominations are now in order for the office of Vice-Chairperson.”**

Member: “I nominate Mr. or Ms. A.”

Newly Elected Chair: **“Do we have a second to the nomination?”**

Member: “I second the nomination.”

Newly Elected Chair: **“Are there any further nominations for Vice-Chairperson?” “If not, nominations are closed.”**

If more than one person is nominated, proceed to voting by ballot, voice vote, or roll call vote.

Newly Elected Chair: **“All those in favor of Commissioner _____ for Vice-Chairperson say aye ... Those opposed say nay.” The ayes have it and Commissioner _____ is elected Vice-Chairperson.**

Voting by Ballot

Election of Chairperson

Chair/Acting Chair: **“Please vote for your choice for Chairperson, and pass the ballots to Teri.”** Teri counts ballots and gives results to Chairperson. **“Mr. or Ms. A. has been elected Chairperson.”**

Election of Vice-Chairperson

Newly Elected Chair: **“Please vote for your choice for Vice-Chairperson, and pass the ballots to Teri.”** Teri counts ballots and gives results to Chairperson. **“Mr. or Ms. A. has been elected Vice-Chairperson.”**



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Report to the Beloit Equal Opportunities and Human Relations Commission

Agenda Item: 7a-e

Topic: Update on Fair Housing Education and Outreach by Hannah Hunn

Action: Discussion Only

Staff Report:

In October of 2012 the EOHRC approved the 2013 Annual Strategy to Address Impediments to Fair Housing, which included hiring an intern to conduct Fair Housing outreach and education activities. A 12-week Fair Housing summer internship was filled on May 28, 2013 by Hannah Hunn who is a senior at UW Whitewater pursuing a degree in Sociology with a minor in Human Resources Management.

Ms. Hunn is present to provide information on the activities she has been conducting since she began her internship, and what she will continue to work on until her internship ends in mid-August.

- a. Fair Housing Webpage
- b. Fair Housing Lobby Display
- c. Fair Housing Seminars
- d. Fair Housing Outreach Activities
- e. EOHRC Bylaws

Staff is requesting input from Commissioners for regarding current activities, and suggestions regarding additional activities that might further the Fair Housing outreach and education goals set forth by the Commission in its Annual Strategy.

Staff Recommendation:

N/A

Attachments:

Fair Housing Educational Power Point, Annual Strategy to Address Impediments to Fair Housing

2013 Annual Strategy to Address Impediments to Fair Housing

Equal Opportunities and Human Relations Commission (EOHRC)

The Commission was created by the City of Beloit to improve the quality of life by the elimination of racism in the Beloit community. The purpose of the Commission is to take action, study, analyze and recommend solutions with respect to the major social economic and cultural problems that affect people residing or working within the City, including discrimination in housing.

Strategy to Address Impediments

The Equal Opportunities and Human Relations Commission (EOHRC) assisted with the Analysis of Impediments to Fair Housing, which identified a number of Fair Housing concerns and impediments and outlined seven recommendations that may help address these impediments. The Commission developed a strategy to address impediments identified in the Analysis.

The Commission has decided that the first step to addressing impediments to fair housing is to bring awareness to fair housing issues and educate people about their fair housing rights and remedies under the law. Therefore, in 2013 the Commission will focus its efforts on outreach and education.

- A. The Commission will recruit an intern to reach out to agencies, create materials for education, and provide educational seminars based on the specific educational needs identified by the agency. This activity will support recommendations 2, 3, and 5.
- B. The Commission will reach out to social service agencies in the community in order to educate workers who have direct contact with residents who may be experiencing fair housing issues. And provide materials so agencies and residents have practical resources to reference when needed. This activity will support recommendations 2, 3, and 5.
- C. The Commission will reach out to agencies that assist persons with limited English proficiency in order to combat unfair practices in real estate transactions and rental conditions. This activity will support recommendations 2, 3, and 4.
- D. The Commission will reach out to other communities that have identified low payment standards as an impediment in order to develop possible strategies to address the issue. This activity will support recommendation 7.
- E. The Commission will actively recruit a member of the lending community to serve on the EOHRC. This activity will support recommendation #6.

- F. The Commission will develop EOHRC bylaws to codify procedural rules in the administration of the Fair Housing Code. This activity will support recommendation 1.

- G. Facilitate financial literacy programs throughout the City. This activity will support recommendations 2 and 6.

Fair Housing City of Beloit



Protected Classes

YOUR CREDIT STATUS
WILL AFFECT YOUR
ABILITY TO BUY A HOUSE.



YOUR RACIAL STATUS
SHOULD NOT.

Protected classes are groups of people who share a characteristic that historically has been used as a reason for discrimination

www.cityofws.org

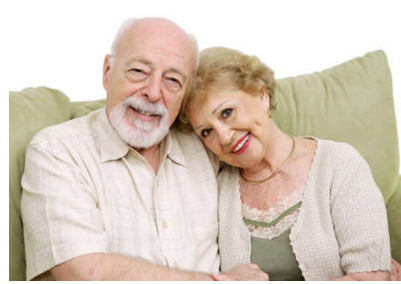
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It is unlawful to discriminate against a person in housing because of that person's protected class.



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Understanding Fair Housing Law

- Protected Classes
- Prohibited Practices
- How to File a Claim

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**Summary of Protected Classes and Exceptions
City of Beloit, WI**

Protected Class	Federal	Wisconsin	Beloit
	(42 U.S.C 3602)	(Wis. Stat. 106.50(1))	Chapter 20 Fair Housing Code
Race	✓	✓	✓
Color	✓	✓	✓
Religion	✓	✓	✓
Sex/Gender	✓	✓	✓
National Origin	✓	✓	✓
Handicap/Disability	✓	✓	✓
Familial Status	✓	✓	✓
Sexual Orientation		✓	✓
Marital Status		✓	✓
Ancestry		✓	✓
Lawful Source of Income		✓	✓
Age		✓	✓
Status as a victim of Domestic abuse, sexual abuse, or stalking		✓	
Exceptions	Owner-occupied buildings with 4 or fewer units Housing for elderly or persons with disabilities	Roommates (5 or fewer) Housing for elderly or persons with disabilities	The lease or rental of single occupancy rooms in an owner occupied dwelling Housing for elderly or persons with disabilities



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People with Disabilities

- Reasonable Modifications
- Reasonable Accommodations
 - Service Animals



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Prohibited Practices

- Refuse to sell or rent
- Refuse to negotiate
- Make unavailable or deny
- Discriminate in terms, conditions, or privileges



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Prohibited Practices

- Advertising in a manner that indicates any preference
- Falsely representing that a dwelling is not available
- Coercion, intimidation, threats or interference
- Blockbusting



Prohibited Practices

- Discriminating from the making or purchasing loans
- Refusing or discriminating in the selling, brokering, or appraising of residential real estate property
- Denying a person access or membership to a MLS
- Steering
- Harassing or intimidating
- Retaliation



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Does this statement violate Fair Housing laws? (Yes/No)

1. A local rental company advertises an apartment as the “perfect bachelor pad”
2. An apartment building owner evicts a tenant because of his unfathomable housekeeping habits
3. A real estate agent only shows clients houses in Hispanic neighborhoods
4. A seller does not allow children under the age of 14 to attend the open house.

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Does this statement violate Fair Housing laws? (Yes/No)

5. A loan officer turns down a black applicant because of the applicant's lack of a steady job or income.
6. An apartment building owner assigns all the families with young children to one building – it's safer for the kids that way.
7. Because the apartment building has a strict "No Pets" policy, the manager turns down a woman who has an emotional support dog.
8. A real estate agent's client's home has a ramp and some other access features, so she is marketing to people with physical disabilities.

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What happens if someone files a complaint?

- Investigation
- Determination
- Conciliation
- Mediation
- Hearing
- Appeal

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How to file a complaint?

- City of Beloit Equal Opportunity & Human Relations Commission (EOHRC) (608)-364-8753
- State of Wisconsin Department of Workforce Development Equal Rights Division (608)-266-6860
- Federal Department of Housing and Urban Development (414)-227-4384

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For more information...

- City of Beloit website

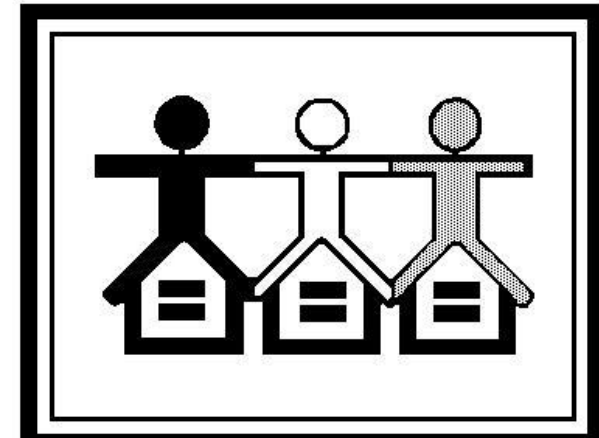
www.ci.beloit.wi.us

- Contact Teri Downing

downingt@ci.beloit.wi.us

- Contact Hannah Hunn

hunnh@ci.beloit.wi.us



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Report to the Beloit Equal Opportunities and Human Relations Commission

Agenda Item: 8

Topic: Discussion of Possible Commission Name Change

Action: Discussion Only

Staff Report:

During the last EOHRC meeting, staff suggested renaming the Equal Opportunities and Human Relations Commission to another name in order to clarify the purpose and activities of the Commission to Council, its members, and the public. The Commission discussed this at length during the last meeting and the Chair decided to have the Commission continue the discussion at the June EOHRC.

If the Commission chooses to change the name; EOHRC staff would draft an amendment to the ordinance and the EOHRC would recommend approval to Council. Council would then approve or deny the amendment.

Staff Recommendation:

Draft ordinance amendment for consideration of recommendation at next meeting.

Attachments:

None