

Request for City Council Action

Date: November 18, 2014

Agenda Section: Consent Agenda No. 5	Originating Department: City Clerk's Office
Item: Acceptance of Minutes of Boards, Commissions, and Committees No. 5.5	Approved:

Background:

Attached for Council review and acceptance are minutes from the meetings of City Boards, Commissions, and Committees which have recently been sent to the City Clerk's Office.

Recommended Action:

The Council is requested to accept the following minutes and place them on file:

Non-Bargaining Unit Employees Personnel Board Meeting – August 13, 2014

Board of Fire and Police Commissioners – July 15 and September 5, 2014

Police Pension Board of Trustees – October 28, 2014

Fire Fighter's Pension Board – July 22, 2014

Carbondale Human Relations Commission – October 6, 2014

Sustainability Commission – July 17 and August 21, 2014

Engineering Approval Obtained	Finance Approval Obtained	Legal Approval Obtained	Approval Obtained	Manager's Approval Obtained
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Council Action: Motion by _____ 2nd by _____ to _____



Non-Bargaining Unit Employees Personnel Board Meeting August 13, 2014

The City of Carbondale's Non-Bargaining Unit Employees (NBUE) Personnel Board held a meeting on Wednesday, August 13, 2014, in Conference Room B of the Civic Center, 200 S. Illinois Avenue. The meeting was called to order at 2:00 p.m., by Chair Ron Bryant, with the following members of the Board present/absent:

2. Roll Call

Present: Ron Bryant, Alicia Burtley, Jeffrey Doherty, Travis Taylor, Charles Vaught, Harvey Welch

Absent: David Chamness was excused.

Also present were Administrative Services Director Deborah McCoy who serves as Secretary to the Personnel Board, and City Attorney Mike Kimmel.

3. Approval of Minutes

Motion was made by Mr. Doherty and seconded by Mr. Welch to approve the June 11, 2014, minutes as presented. VOTE: All voted aye.

4. Old/Unfinished Business

A. By-Laws

Copies of the amended and updated By-Laws were distributed. Nominations from the floor were taken to fill the position of Vice Chair and Ms. Burtley volunteered. Mr. Welch called for nominations to be closed. Ms. Burtley was elected by acclamation.

B. Orientation

Mr. Bryant reported that he had met with City Manager Kevin Baity and reviewed the Orientation presentation. Mr. Baity will provide an updated organizational chart and check with department heads regarding their availability to participate in the Orientation. Mr. Bryant will update photos and if everything is in order, Orientation could begin in December.

C. Personnel Rules & Regulations

Ms Burtley asked about the Personnel Board being the voice of all employees. Mr. Doherty called attention to the description of the Personnel Board that is included in the City's directory of Boards and Commissions. The Personnel Board receives grievances from employees and makes recommendations to the City Manager, but does not act as an advocate on their behalf. In the absence of a collective bargaining unit, employees are their own advocates. Mr. Vaught

commented that it would be a conflict for the Personnel Board to be the judge and to set in a position where it is expected to make recommendations to the City Manager. Mr. Doherty stated that grievance and disciplinary appeals may be heard by the NBUE Personnel Board. Mr. Welch commented that he is concerned that all employees are treated fairly, and that all employees have an avenue to have issues addressed. Mr. Kimmel indicated that the Personnel Board can hear some union grievances, depending upon their contract. The employees have the right to petition for union election. When there is a problem with a supervisor, the issue should be conveyed in writing to the Personnel Board. If an employee says the City should have a rule that stipulates an employee should not use their lunch time for shopping, an employee could approach a member of the Board and discuss it and propose changes. In that sense, the Personnel Board is an advocate for the employee. Employees need to be aware of the Personnel Board and have access to the NBUE Rules and Regulations. Mr. Vaught suggested the Rules and Regulations be included on the City's website.

5. New Business

Mr. Bryant stated that the terms for Board members are not in line with the By-Laws and are not staggered as intended. Mr. Vaught and Mr. Doherty shared history on how the selection of Board members started, when it was changed, and why. Mr. Doherty called attention to the procedure outlined in the Ordinance and pulling lots. Mr. Kimmel indicated that the Board can follow that procedure for the two groups of three to return to staggered terms. The Board agreed that terms would begin May 1 and end April 30. Elections and the Mayor appointment will be held each year. Such a change will reduce the number of individuals in the election to three. Mr. Doherty agreed to a one year term to expire April 30, 2015. Mr. Welch, Mr. Bryant, and Mr. Taylor's terms would end April 30, 2016. Mr. Vaught, Mr. Chamness, and Ms. Burtley's terms would end April 30, 2017. Motion was made by Mr. Taylor and seconded by Mr. Doherty to accept the volunteer term limits of Board Members and establish May 1 as the beginning date of terms. Motion carried. Mr. Doherty requested, and the Board agreed, that Mr. Kimmel draft language to be included in Section 4 of the By-Laws that would adhere to the Board's discussions.

Mr. Kimmel will amend Article VI - MEETINGS, Section 5 - Order of Business to include an additional agenda item - Public Comments & Questions to comply with the Public Meetings Act.

6. ANNOUNCEMENTS

The next meeting will be held Wednesday, November 5, 2014, 2:00 p.m.

7. ADJOURNMENT

There being no further business, motion was made by Mr. Welch and seconded by Mr. Taylor. Meeting adjourned.

Recorded by Deborah Walton McCoy
Administrative Services Director

Approved by the Board on _____



**BOARD OF FIRE AND POLICE
COMMISSIONERS
July 15, 2014**

The City of Carbondale's Board of Fire and Police Commissioners held a meeting on Tuesday, July 15, 2014, in Room 103 of the Civic Center, 200 S. Illinois Avenue. Chairman Harvey Welch called the meeting to order at 8:00 a.m. with the following-named members of the Board present/absent:

1. Roll Call

Present: Commissioner Jack Whitlock, Commissioner Luanne Brown, Commissioner Kerry Braswell and Chairman Harvey Welch

Absent: Commissioner Janet Vaught (exec)

Also present were City Manager Kevin Baity, Deputy City Clerk Alicia Burtley and Administrative Services Director Deborah McCoy

2. Approval of Minutes

Commissioner Jack Whitlock moved, Commissioner Kerry Braswell seconded, to approve the Minutes from the May 6, 2014 meeting. DISCUSSION: None. Vote: All voted Aye. Motion declared carried.

3. Discussion on entry level police candidates

The Commissioners addressed questions to City Manager K. Baity requesting information on the new fire station, morale issues in the police department, the disconnect between the police department and the community, employment turnover rate, the number of officers with less than five years of experience, sergeant list depletion, incentive or recruitment programs to encourage the officers to elevate to higher positions, and updates on cases that are currently open.

The City Manager informed the Commissioners that the new fire station is 98% complete in order to move in and went into further detail regarding the process of complying with the national accessibility code. He then explained the police officers are very young individuals and at least 75% of them have ten years or less of experience. Also, the lower sergeant-level officers are young as well and veterans have retired. K. Baity could not explain the high turnover issue, but Deputy Chief Grubbs was asked to research and provide information regarding this issue and City Manager Baity stated he would follow-up on that information. K. Baity informed the Commissioners there is one name on the eligibility list, however, that individual does not wish to seek a higher position in the department. Currently, an incentive or recruitment program for entry-level police officers to apply for elevated positions has not been implemented, but it can be done. He commented he would not deny that there is a morale issue in the police department.

The productivity numbers have been an issue and the officers were asked for adequate work for the positions in which they hold and a certain number of traffic stops, business checks and house watches have been required. In reference to the relationship between the police department and the community, he stated to his knowledge nothing has been done to bridge the gap. Additionally, he further explained some information in relation to the cases regarding the Chief's stolen gun, the Molly Young case, and Pravin Varughese case. Mr. Baity agreed there could have been better communication between law enforcement entities involved and public relations.

Commissioner Comments:

J. Whitlock expressed his concern about the investigative tactics utilized in the before-mentioned criminal cases and the condition of the Carbondale Police Department.

L. Brown explained one of her students expressed to her that Carbondale Police Department is a very bad place to work and there were others that agreed with him. She stated this is affecting our ability to attract the best candidates. She also commented having an entry-level list as low as eight candidates is disconcerting. She is familiar how one, two or three people can poison an organization and they can be very effective depending on how the organization is managed. One of the best ways to improve productivity is to create an environment where the officers are willing to work and do the work well. If there isn't that feel of family, then the police department becomes dysfunctional. Transparency and more communication would be beneficial for the Carbondale Police Department. She doesn't recall such a big turnover back when she was on the police force and she knows officers that have left the force and took a pay decrease. She would be interested to find out how the turnover and hiring rate has changed from then to now.

Chairman Harvey commented they have more questions than anything else and consider themselves as advocates rather than critics. If there is information to share on any of these issues it would be good to inform the Commissioners. In the process of understanding how and why situations have not been resolved, H. Welch explained the concept of internal people versus external people. Internal people would admit to wrong, external people reflect wrong to everyone but themselves. There comes a time when someone has to say I screwed up. If you reflect the wrong, the probability of recovering is minimal. Somehow we didn't handle this right and there came a point where someone needed to go to the boss and take ownership of fault. He expressed the negative incidents have overshadowed the service the police department provides to the citizens. Early cooperative interventions should be incorporated in the line of communication. H. Welch asked the City Manager to look into getting the report the Board requested from Deputy Chief Grubbs and he also commented on Senate Bill 1908.

K. Braswell commented there are a lot of issues that have evolved over the last few years and we have public relations and morale issues. Damage control has to be established. He just wondered if the chief or the deputy chief realizes there is a problem or care that there is a problem, they realize it and don't care. Because I think that is a more serious issue. If they realize there is a morale problem or public relation problem with the general public and they don't care then that is a serious issue. And if they are not addressing it makes me wonder do they not realize it, which is a problem, or do they realize it and don't care, which is a bigger problem.

4. Citizens' Comments

None

5. Adjournment

There being no further business to be conducted, Commissioner J. Whitlock motioned to adjourn, and Commissioner K. Braswell seconded the motion. VOTE: All voted Aye. Motion declared carried. At 10:00 a.m. the meeting was adjourned.

Alicia Burtley, Deputy City Clerk

Approved by the Board on _____



**BOARD OF FIRE AND POLICE
COMMISSIONERS
September 5, 2014**

The City of Carbondale Board of Fire and Police Commissioners held a meeting on Friday, September 5, 2014, in Room 103 of the Civic Center, 200 S. Illinois Avenue. Chairman Harvey Welch called the meeting to order at 8:30 a.m. with the following-named members of the Board present/absent:

1. Roll Call

Present: Commissioner Jack Whitlock, Commissioner Janet Vaught, Commissioner Luanne Brown, Commissioner Kerry Braswell and Chairman Harvey Welch

Absent: None

Also present were City Manager Kevin Baity, Deputy City Clerk Alicia Burtley, Interim Chief Jeff Grubbs, Fire Chief John Michalesko and Administrative Services Director Deborah McCoy

2. Approval of Minutes

Commissioner Janet Vaught moved, Commissioner Kerry Braswell seconded, to approve both sets of Minutes with the second set as corrected. DISCUSSION: K. Braswell stated that he would like a couple of changes made to the July 15, 2014, minutes which consists of amending the word “firefighters” to “new fire station” on page one, in paragraph two under the entry-level police candidates section. Also, K. Braswell stated the comment made by him about the Chief’s and Deputy Chief’s awareness of the issues was incorrect. He does not recall mentioning the Deputy Chief’s name. J. Vaught stated she did not recall hearing K. Braswell mentioning Deputy Chief after she listened to the recorded audio. After review of the recorded audio, the comment stands. Vote: All voted Aye. Motion declared carried.

3. Discussion on entry level police candidates

Interim Chief Jeff Grubbs distributed a handout showing the breakdown of the number of applicants and participants in the entry-level police officer examinations from 2012-2014. He expressed his concern with the decrease in the number of entry-level police applicants. He stated he doesn’t want to blame external factors only for the decline in applicants; he is sure there are some internal issues as well. He stated he plans to implement individual interviews with officers asking for suggestions on how to make the issues better in order to move forward. Jeff Grubbs stated the call for today is togetherness. There have been some policies eliminated and new policies implemented. He is certain that he is going to try to move forward to begin a new journey. His goal is focusing on improving the relations with the staff, and only time will tell how that plays out. When asked about the relationship between the University and the

Carbondale Police Department, he stated they have a very strong relationship with the University. He stated the more inclusion brought into the organization, the better it is going to be regardless if it is policing or anything.

City Manager Kevin Baity responded when asked what has been done to change the relationship between the police department and the community, in light of the change in leadership, he stated Grubbs, Reno and himself met with the officers individually to relay the change and just in those meetings alone there was a significant change in morale. The fact that the head office of the City took his time to talk with them, had a significant impact.

Administrative Services Director Deb McCoy stated a lot of participation for those applying for the entry-level police officer positions or any position, depends on the qualifications and skill levels of the applicants. Other communities have implemented changes that would insist on only those individuals serious about the positions taking the time to apply.

Commissioner Comments:

J. Whitlock expressed his concern with the morale problem at the police department. He asked after the individual interviews are conducted, if Interim Chief Grubbs will share the information found.

L. Brown explained she would like more than just a year and a half of data referencing the number of applicants applying for entry-level police position. She commented one of the big reasons people select jobs in the industry of Corrections is job security and a government job is one of the most secure fields. She further discussed school enrollment decline and recommended Interim Chief Grubbs to utilize the John A. Logan Criminal Justice program, re-examining the internship program and possibly resurrecting the “adopt a school” program. She inquired about the turnover rate in the police department, and requested figures for longer than five years. She would like for the police department to return to its glory days. She stated the Commissioners are not just advocates, but also involved in the complaint process, and therefore, more like a liaison. It hurts her personally and professionally when comments are being made about the police department.

Chairman Harvey expressed concern with the entry-level police applicants being down and stated the need to know if there is a problem. The fact that written statements and comments are being made, raises concern by the Commission, causing the need for some information. He suggested formalizing a list of the exact information the Commission would like to know and submitting it to Interim Chief Jeff Grubbs.

K. Braswell commented that the most important step you can take in fixing the problems we have had is showing that you care. When they look up the ladder and they think the people up top don't care that is huge.

J. Vaught recommended utilizing job fairs to increase the number of applicants. She commented getting pass the past and working towards moving forward and relayed that police officers are the best advocates.

4. Discussion on Entry-Level Fire Candidates

Commissioner L. Brown moved, Commissioner J. Vaught seconded, to institute beginning next fiscal year, a fifteen dollar nonrefundable fee for firefighter applicants and that the Board of Fire and Police Commissioners Governing Rules be brought back at the next meeting for amendment. Discussion: Commission discussed mandating an application fee for the entry-level firefighter's examination to offset some of the costs accumulated from those individuals who apply, but do not attend the day of the examination, as well as other expenses incurred to prepare for the physical examination aspect of the process. VOTE: All voted Aye. Motion declared carried.

5. Citizens' Comments

Director Deborah McCoy announced the Flu Clinic administered by Walgreens, will be held on Tuesday, September 30, 2014, 12:00 p.m. to 5:00 p.m., at the Carbondale Civic Center.

Chief John Michalesko stated that the Fire Department and Police Department are in the process of planning and discussing interdepartmental ideas to bring the departments together personally and professionally.

Interim Chief Jeff Grubbs announced Carbondale soccer organization is taking late registrations for ages Pre-K – 9th grade.

6. Adjournment

There being no further business to be conducted, Commissioner J. Whitlock motioned to adjourn, and Commissioner K. Braswell seconded the motion. VOTE: All voted Aye. Motion declared carried. At 10:05 a.m. the meeting was adjourned.

Alicia Burtley, Deputy City Clerk

Approved by the Board on _____

CITY OF CARBONDALE
POLICE PENSION BOARD OF TRUSTEES
MINUTES OF SEPTEMBER 23, 2014
PRESENTED OCTOBER 28, 2014

Call to Order: Meeting called to order by Goddard at 1:30 p.m.

Members Present: Mark Goddard, Paul Echols, Don Ursini, Don Priddy

Guests: Becky Applegate, Christal O'Guinn, Scott Hendricks, Terry Reno, Lindsay Rice

Absent: Tony Williams

Minutes of Previous Meeting:

Motion made to accept the Minutes of September 23, 2014. (Echols)(2nd Priddy) Motion carried.

Treasurer's Report:

Treasurer's Report was reviewed. Motion made to accept the Treasurer's Report (Echols)(2nd Priddy).

Motion carried.

Unfinished/Old Business:

Disability Medical Re-examinations – deadline September 22, 2014. Exception was KP which was by October 31, 2014 due to difficulty in finding doctor in CA.

New Business:

Motion to pay bill on the caveat that we receive the report. (Ursini)(2nd Echols) Roll call: Ursini, aye; Goddard, aye; Echols, aye; Priddy, aye Motion passed.

No public comments.

No outstanding bills.

Application for disability for DR. Motion to move to close session at 2:19 p.m. (Priddy)(2nd Echols) Motion passed.

Closed session at 2:20 p.m. Motion to end closed session at 2:26 p.m. (Goddard)(2nd Ursini) Motion passed.

Open session at 2:26 p.m. All still present except Terry Reno.

Motion to accept 3 physicians and accept their diagnosis for DR. (Echols)(2nd Priddy) Motion passed.

Motion to approve the Application of Disability for DR. (Ursini)(2nd Echols) Motion passed.

Motion to approve disability and pay DR \$2,179.35. (Priddy)(2nd Echols) Roll call: Ursini, aye; Goddard, aye; Echols, aye; Priddy, aye Motion passed.

Open Floor Comments: None

Motion to adjourn. (Priddy) (2nd Echols) Motion carried.

Respectfully Submitted,

Anthony Williams
Carbondale Police Pension Board Secretary

AW/clo

**CITY OF CARBONDALE
FIRE FIGHTER'S PENSION BOARD**

**MEETING MINUTES
9:00 A.M., JULY 22, 2014
CIVIC CENTER, ROOM #103**

CALL TO ORDER

Ted Lomax called the meeting to order at 9:05 a.m. with the following members of the Board present/absent:

ROLL CALL

PRESENT: Ted Lomax, President; Don Ursini, City Treasurer; Deborah McCoy.

ABSENT: Mike Hertz, Secretary; Harry Threlkeld, Fire Fighter Retiree Representative;

GUESTS: Patrick Donnelly & Thomas McShane, Graystone Consulting

Also present were City Senior Accountant Becky Applegate and Fire Department Administrative Secretary/Recorder Kathy Haldeman.

MINUTES OF PREVIOUS MEETING

Motion made by Don Ursini to approve minutes of the April 22, 2014 meeting. Motion seconded by Deborah McCoy. VOICE VOTE: AYES: Ted Lomax, Don Ursini, and Deborah McCoy. NAYS: None. Motion declared carried.

TREASURER'S REPORT

Don Ursini presented the Treasurer's Report and Market Value Comparison for period ending June 30, 2014. Investments showed an increase of \$46,253 since March's statement. Mr. Ursini also presented a Funds Flow Diagram for Board review. Motion made by Deborah McCoy to accept the Treasurer's Report as presented and approve expenses totaling \$354,478.30, of which \$350,272.01 was payroll. Motion seconded by Don Ursini. VOICE VOTE: AYES: Ted Lomax, Don Ursini and Deborah McCoy. NAYS: None. Motion declared carried. See attached Expense Report for details.

Patrick Donnelly and Thomas McShane of Graystone Consulting presented the Investment Review for the Period Ending June 30, 2014 for discussion. Motion made by Don Ursini to move \$150,000 from Large Cap Equity, \$75,000 from Small Cap Equity and \$75,000 from Mid Cap Equity into Cash to cover expenses. Motion seconded by Deborah McCoy. ROLL CALL VOTE: Ted Lomax – AYE, Don Ursini – AYE, Deborah McCoy – AYE. AYES: Three; NAYS: None. Motion declared carried. Mr. Donnelly will bring back an Asset Allocation Study for review at the next meeting.

UNFINISHED BUSINESS

The Board discussed the annual training requirements for all board members. Ted Lomax will meet with Mike Hertz to make sure all board members are in compliance with annual training requirements.

NEW BUSINESS

The Board will review the Investment Policy at the next meeting upon receipt of the Asset Allocation Study as provided by Graystone Consulting.

The annual AFFI Pension Seminar is to be held October 20 - 21, 2014. This training meets the required sixteen annual training hours as required of each board member. All board members will notify Kathy Haldeman of their intent to attend no later than August 31, 2014.

Ted Lomax stated that he talked with City Attorney Mike Kimmel regarding electronic meeting participation for a board member unable to physically attend a pension meeting. Mr. Lomax will work on policy language and bring back to the next meeting for review.

ANNOUNCEMENTS AND ADJOURNMENT

Motion made by Deborah McCoy to adjourn at 10:00 a.m. Motion seconded by Don Ursini. VOICE VOTE: AYES: Ted Lomax, Don Ursini and Deborah McCoy. NAYS: None. Motion declared carried.

The next meeting is scheduled for October 28, 2014 at 9:00 a.m.

Mike Hertz, Secretary



Carbondale Human Relations Commission

Minutes – October 6, 2014
Carbondale Civic Center ~ 6:30 p.m.

Commissioners Present: Joseph Brown, Jerrold Hennrich, Eric McMillan, Faith Miller, Kareem Shariati, Dora Weaver

Commissioners Excused: Peg Falcone

Commissioners Absent: Lauren Bonner

Study Circle Staff Present: Sarah Heyer

Guests Present: Cathy Field, Elius Reed

Staff Present: Interim Police Chief Jeff Grubbs, Deborah McCoy

CALL TO ORDER

The meeting was called to order by Chair Hennrich at 6:32 p.m.

MINUTES

Motion was made by Commissioner Weaver and seconded by Commissioner Brown to approve the minutes of the September 8, 2014 meeting with the correction that Interim Police Chief Grubbs indicated that he met with all the officers and staff within a week. Motion carried.

ANNOUNCEMENTS

October 7, 2014 Hispanic Heritage Month Speaker at the Lesar Law School at 2:30 p.m. A lecture will also be presented at Shryock Auditorium at 6:00 pm.

October 11, 2014 Health and Safety Fair Free Clinic for Children. Carbondale Civic Center, 12 noon to 3:00 p.m. Sponsored by the Carbondale Police and Fire Departments, Dr. Brian Bird, Julie Bird, Dr. Doug Baker, Wells Fargo, and several other agencies and organizations. There will be free screenings for children as well as the Ident-A-Kid program. The event is free to the public.

October 19, 2014 Carbondale Branch NAACP Freedom Fund Banquet. Carbondale Civic Center, 5:00 p.m. Dr. Harriet Wilson Barlow, speaker. Tickets:\$30 each, \$55 per couple.

October 27, 2014 Race, Policing & Justice Symposium. Carbondale Civic Center, 4:00 pm – 7:00pm. Sponsors: SIU-C School of Journalism, SIU-C Imagining Geographies, Gateway Journalism Review, SIU-C College of Mass Communication and Media Arts, SIU-C College of Liberal Arts.

PUBLIC COMMENTS

Mr. Reed commented on the University of Virginia missing student Hannah Graham and the quick identification and arrest of Jesse Matthews as the last person believed to have seen Ms. Graham and the

person responsible for the murder of three other females. Mr. Reed indicated that in the cases of Molly Young and Pravin Varughese, Richard Minton and Gaege Bethune have yet to be arrested. He stated that if Hannah Graham had gone missing in Carbondale, the case would still be unresolved. He commented that the fight in the streets in front of Hanger 9 was not real. Mr. Reed stated that he heard that individuals with Section 8 from St. Louis and other areas will be moving to the new apartments being built on South Illinois Avenue (formerly the 710 Bookstore location).

STUDY CIRCLES REPORT

Coordinator Heyer reported the group met October 1. Members of the group participated in the Night Out at Turley Park. They are working on Map Your Neighborhood and moving it up to the regional level. Members were present at the Neighborhood Business District Reform meeting and submitted a couple of suggestions to the Planning Committee. Coordinator Heyer announced that there probably would not be a Neighborhood Alliance meeting in January as there has not been a lot of response and feedback from past meetings. Commissioner Heyer commented on the need to continue the dialogue meetings with police that was started some time ago, as the meetings could provide an outlet for individuals to express thoughts and feelings, and perhaps avoid a Ferguson situation.

NON-VIOLENT CARBONDALE PROJECT

No report.

OLD BUSINESS

Law Enforcement Reports: Interim Chief Grubbs commented that it is not his intent to not fulfill requests that can be fulfilled. The new records management system was approved by City Council and was from one of the top tier-two companies. The new system replaces the 14-year old system that has been out of maintenance for the past four years. The new system is customizable and can be set up to include things such as suspect information. The target go live date for the new system is sometime in February. Old data will be converted to the new system, and fields will be added for new information.

Interim Chief Grubbs stated that the information he has regarding the incident on Illinois Avenue is disturbing. There is video and the sequence of events are not in order and are a small part of what actually happened. The individuals involved in the incident represent a very small percentage of African Americans in the community or who attend the university. It is no different than what happened in the 90s when it was white students. Unfortunately sometimes the incidents with African Americans get the largest headlines. He indicated that he has very high praise for the officers who handled themselves very well. He confirmed that there were batteries on that evening, and six individuals were taken into custody, one of whom was armed. Most of the individuals came from the LaFaogata Taqueria Restaurant. The lack of venues available is a problem in this community for African American entertainment. It is not a university-specific problem and it's not a community-specific problem. Regardless of whether university students are involved, it makes the university and the community look bad.

Commissioner McMillan asked whether there is anyone who is willing to start discussions about these issues. Interim Chief Grubbs indicated that those discussions started the day following the incident. Students have a task force and there are other groups who include city and university administration. Commissioner Brown stated that the focus of the discussions on campus have been about violence on campus – sexual violence, domestic violence, and so forth. Black students are also scared because they are beginning to feel that everyone is looking at them and are scared of them, and feel they are being targeted. Violence scares all audiences, and

not just white audiences. Most of the discussion groups that he is aware of have been populated by young black men because they want to talk about this issue. The more people there are talking, the better it is for everybody. Interim Chief Grubbs spoke about the support the SIU Department of Public Safety and the Jackson County Sheriff Department, and Carbondale Police Department provide each other.

Questions were asked about Halloween and Interim Chief Grubbs stated that the Department is prepared for contingencies as they occur. Volunteers are needed to serve on the Pumpkin Patrol as extra eyes and ears to keep children and the community safe. Anyone Interested should contact Sergeant Corey Kemp at the Police Department.

Commissioner Shariati commented on how professional the officers handled the situation on the strip, especially in light of what happened in Ferguson. Some individuals were openly taunting officers, but the Carbondale police officers calmly and professionally handled the situation. Interim Chief Grubbs said he was in the St. Louis area when the incident occurred and he communicated with the Department that same evening to let officers know their work in handling the situation was appreciated. One mistake by an officer or the individual on the scene with the weapon, could have resulted in something that would not have been good for this community. The action by our police officers kept the situation from escalating. Ms. Field commented that with the Ferguson shooting, it was not so much about the shooting of the young man, as terrible as that was, but with how the situation was handled by the police after the shooting.

Commissioner Brown commented that there seems to be an awful lot happening on campus and in the community. He stated that although he can be disappointed and/or filled with grief, he is not surprised anymore considering all that he has witnessed in his 45 years of teaching. There is some element of lawlessness with all the eruptions on campus, in the streets, and in the dorms. It does not seem as simple as needing more orientation or more police. Black students are saying that what they are hearing is that more background checks are needed and only certain kinds of students are being recruited. That says that there is an overreaction to squelch something that cannot be squelched. Some of the worst and most saddening incidents that have happened around here are not going to go anywhere because people are not willing to push them any further. Commissioner Brown stated that he does not know how to educate people to step folks back so there is not worry about four or five people gathering. If there is the attitude that "we're watching you because we know you're going to do something," nothing will change. Commissioner Miller commented that from a university employee's position, the heat is constantly on SIU. She stated that she had conversations with her students and faculty about the student attacks and the video, advising them to exercise safety by letting someone know they will be out, buddying up, or calling transit. Commissioner McMillan commented that young people should continue to be taught that their standard of behavior is determined by themselves. Commissioner Brown stated that too many have the attitude that no one can tell me anything. Ms. Field commented that the difference between young people now and years ago is guns.

HRC Responsibilities, Role, Charges

Vice Chair: Motion was made by Commissioner McMillan and seconded by Commissioner Miller that Commissioner Brown serve as the Vice Chair of the Human Relations Commission. The vote was unanimous.

Restructured Agenda: Postponed until Commissioner Falcone can be present.

Vacancies: There are three vacancies -the HRC is comprised of 11 members. One of the three vacancies should be held by a SIU student.

Education Campaign Committee: Commissioner Weaver reported that she and Commissioner Falcone were working with staff members, Donna Butcher and Mark Jones, to develop the web page. Pictures and other information are needed. Commissioner Miller commented that she may have some photographs.

Community Discussions

Public Forum on Policing: Will be planned after the symposium.

Racial Justice Coalition: Ms. Field explained more about Reverend Didace Kimana and his visit tentatively scheduled for the latter part of January or in February. The Racial Justice Coalition is seeking co-sponsors, and funding is not needed for the Reverend Kimana's trip. The HRC volunteered to serve as a co-sponsor and communicated that to Rev. Ingebritsen at the September HRC meeting. Chair Hennrich will follow-up and keep the HRC informed.

NEW BUSINESS

Symposium: The symposium will be held on Monday, October 27, 2014, at the Civic Center, from 4:00 p.m. to 8:00. Chair Hennrich is facilitating the panel on Race, Policing, and Justice in Carbondale. He stated that the panel discussion should provide a good springboard for HRC's forum on policing in Carbondale. Commissioner Shariati commented that the School of Journalism will also sponsor a series of Civic Soul workshops in January.

Chair Hennrich spoke on the towing fees that are charged by the City of Carbondale. There is a \$400 administrative fee that is paid to the City before an individual pays the towing company fee and is able to get the vehicle back. The cost impacts those who are most vulnerable. Citizens will be encouraged to make their opinions known at City Council meeting. Commissioner Brown compared the fees to some of those charged by the City of Ferguson that are now being discontinued or changed to limit the negative impact on their citizens.

NEXT MEETING: November 3, 2014, 6:30 p.m.

ADJOURNMENT

There being no further business, motion was made by Commissioner Brown and seconded by Commissioner Shariati to adjourn.

Recorded by Deborah McCoy _____

MINUTES
City of Carbondale Sustainability Commission
Thursday, July 17, 2014
City Hall / Civic Center – 6:00 p.m.

1. **Roll Call:** Ms. Wagner called the meeting to order at 6:05 p.m.
- Members Present:** Ms. Wagner, Mr. Kunath, Ms. Shimada, Mr. Loos, Ms. Davis
- Members Absent:** Mr. Monty, Mr. Thorne
- Staff Present:** Loren Polley
- Others Present:** Sarah Heyer from KCB, resident Pale, resident
- Minutes:** Motion by Ms. Shimada, 2nd by Ms. Davis, all in favor, of approval of June 19, 2014, minutes

2. **Communications:**

Review of the current Status Report of the Former Koppers Wood-Treating Site. Updates should be posted on website

Old Business: Website is up and running. Greencarbondale.com

Energy Committee –

Green Space Committee –

Transportation Committee - Built Environment Action Team from Jackson County proposed a bike path along Illinois 13 from Spillway to Giant City Road but need agencies to take jurisdiction and maintenance on path.

Recycling Committee – Continue communication with Ms. Chamness for City Hall Styrofoam ban ideas

New Business:

Adjournment: With no further business to be conducted Ms. Wagner adjourned the meeting at 7:21 PM.

3. Respectively submitted by Loren K. Polley, City of Carbondale Staff Liaison

MINUTES
City of Carbondale Sustainability Commission
Thursday, August 21, 2014
City Hall / Civic Center – 6:00 p.m.

1. **Roll Call:** Ms. Wagner called the meeting to order at 6:14 p.m.
- Members Present:** Ms. Wagner, Mr. Kunath, Mr. Thorne, Ms. Shimada, Mr. Loos, Ms. Davis, Mr. Monty
- Members Absent:**
- Staff Present:** Loren Polley
- Others Present:** SIU student Cami, resident Liz Gershbacher, Carbondale resident
- Minutes:** Motion by Mr. Loos, 2nd by Ms. Shimada, all in favor, of approval of July 17, 2014, minutes

2. **Communications:**

Review of the current Status Report of the Former Koppers Wood-Treating Site. Updates should be posted on website. Beazer gave a presentation on July 30th about how the solar panels would be anchored and not actually penetrate the ground.

Old Business: Website is up and running. Greencarbondale.com

Energy Committee –

Green Space Committee –

Transportation Committee -

Recycling Committee – Get an action plan together.

New Business: Mr. Loos is resigning from the Commission leaving another vacancy. The Commission needs an SIU student, a CCHS student, and two resident commissioners.

Adjournment: With no further business to be conducted Ms. Wagner adjourned the meeting at 7:20 PM.

3. Respectively submitted by Loren K. Polley, City of Carbondale Staff Liaison