

Chairperson Jennifer Washington called the meeting to order at 4:30 p.m.

The Clerk called the Roll and the following members responded: Jennifer Washington, Dora Grant, Dannie Edmon, Joe Hayberger, Ted Huston (arrived at 4:37 p.m.), Dan Leavell and Dominic Wells.

MEMBERS ABSENT: Harvey Heys & Bev Newell-Hancock

STAFF PRESENT: Jerry Garrett – Consultant and Kelly Kresser – Clerk.

CURRENT BUSINESS

The Chairperson welcomed Joe Hayberger and Dominic Wells who were recently appointed to serve on the Human Relations Commission (HRC).

Upon motion of Dan Leavell and second of Dannie Edmon, the members voted to receive the Minutes of February 4, place them on file and approve them with any noted corrections.

Discussion: Dan Leavell said at the February 4 meeting, he stated the HRC will continue in the long-term as a charter change would be required in order to eliminate it. He has since been told the makeup of the HRC is by the city's Code of Ordinances, not the Charter. Kelly Kresser said she would note this clarification in today's meeting minutes rather than amending those of February 4.

Roll call on the motion: Yeas: Dannie Edmon, Joe Hayberger, Ted Huston, Dora Grant, Jennifer Washington, Dan Leavell and Dominic Wells, 7. The Chairperson declared the motion passed.

CURRENT BUSINESS

Jerry Garrett, Consultant to the HRC, played a short **video from www.LoveHasNoLabels.com which is reflective of some of the issues people may face in Sandusky.**

Jerry Garrett asked if there has been any word about the **CY 2015 \$24,000 budget request** submitted for the HRC; Kelly Kresser said the City Manager is working on his budget narrative and this should be presented for the City Commissions' consideration at their March 14 meeting.

Jerry Garrett said Marcella Balin with **Balin & Associates has offered Sandusky's HRC members to attend one of her upcoming training sessions** at no cost. Jerry Garrett said these sessions are March 8 in Shaker Heights and March 14 in Beaver Creek. Jennifer Washington asked for additional information about this company for the benefit of the new members; Dan Leavell shared a handout about Balin & Associates. Jennifer Washington, Joe Hayberger and Dominic Wells may all be able to attend the March 8 session and will work out travel details with Jerry Garrett.

OLD BUSINESS

2015 Budget: Jerry Garrett said Kelly Kresser mentioned the City Manager is preparing his budget narrative for the City Commission for their meeting of March 14. Dannie Edmon asked if this would be the budget as requested (\$24,000), or a lesser amount; Jerry Garrett said this has not yet been determined. Jerry Garrett said the HR previously had decided to submit their entire budget amount to the city and then look further into private funding if necessary. Dan Leavell said this may take for granted the City Commission would go for outside funding. Jerry Garrett said they will either approve, disapprove or cut the amount submitted. Dan Leavell asked if the HRC members are receptive to looking at outside funding and Jerry Garrett said they have already decided to do this at a previous meeting. Dan Leavell said the city should finance the HRC. Jennifer Washington said at the last City Commission meeting, an organization applied for outside funding and the request was specific for craft supplies for a recreation program; the HRC does not yet know what they need money for. Jerry Garrett said a certain amount (\$7,200) was listed for expenses to host public forums. Dominic Wells said it sounds like a good idea to look into Balin & Associates, but if the City Commission does not fund the requested budget amount, other opportunities should be explored. Joe Hayberger said he is optimistic the city will give the HRC what it needs. Dannie Edmon said if the city is faced with making application to one grant entity but has numerous requests, it will have to prioritize them. Jerry Garrett said he spoke with Gene Kidwell who is on the Wightman Wieber Foundation Board; he indicated applications to the Sandusky Erie County Community Foundation hit multiple grantors; Naomi Twine and Dennis Murray have both indicated they would be okay with this.

The Chairperson asked for a roll call of those who are okay with the HRC applying for outside funding with all members indicating their approval.

Consultant Versus Executive Director: Jennifer Washington said she looked up the definitions of both Consultant and Executive Director. An Executive Director acts as a Senior Operating Officer or Manager, and is charged with the day-to-day management of an organization. A Consultant gives professional expertise or advice. Joe Hayberger asked if there has been pushback about this and Dan Leavell said the city's ordinance and the HRC By-Laws call for an Executive Director and this is the reason for the discussion. The ordinance is not going to change and the By-Laws have been adopted. Dannie Edmon said the title of Executive Director is about permanency. Dan Leavell said the HRC would have no jurisdiction over a Consultant but would over an Executive Director. Joe Hayberger asked if there is a job description and Dan Leavell said the duties would be in compliance with the city's ordinance and the HRC By-Laws.

Upon motion of Ted Huston and second of Joe Hayberger, the members voted to ask the City Commission to appoint Jerry Garrett as an Executive Director for the Human Relations Commission in compliance with the city's Ordinance.

Discussion: Dominic Wells said in his experience, consultants lend their expertise but do not make decisions like an Executive Director would.

Roll call on the motion: Yeas: Dannie Edmon, Joe Hayberger, Ted Huston, Dora Grant, Jennifer Washington, Dan Leavell and Dominic Wells, 7. The Chairperson declared the motion passed.

Jennifer Washington said since the September, 2015, meeting, Jerry Garrett has been a Consultant and this will now change to Executive Director. Dannie Edmon asked how this changes Jerry Garrett's role and if his salary will be adjusted. Jerry Garrett said this is a part-time job consisting of 15 – 30 hours per month.

NEW BUSINESS

Committee Assignments: Jerry Garrett said in previous meetings, he suggested having four Committees: 1) Public Forum Committee; 2) Community Organization Planning Committee; 3) Media Plan Committee; and, 4) Budget Committee. The previous Chairperson had said this would not happen. Joe Hayberger asked what the responsibilities and vision are for each of these Committees and Jerry Garrett said he could provide them.

Upon motion of Dan Leavell and second of Dominic Wells, the members voted to table the discussion about Committee assignments until the next meeting. The Chairperson declared the motion passed.

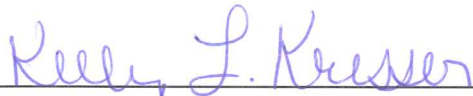
Dannie Edmon suggested in the future to look into **outside sources for grants and also to consider proposals for outside organizations to have the ability to look to the HRC for financial assistance** with projects that fit within our mission.

Dan Leavell said he recently learned of a **countywide group coming together about a report concerning a jailer at the Erie County Sheriff's Office**, and said he wished to speak out about how the Sheriff or other law enforcement personnel handle mentally challenged individuals. It is law enforcement's responsibility to subdue, strap persons in a chair and monitor them so they are not adversely affected, but no deputies have this training. Dan Leavell said the HRC is going to be dealing with the Police Department and wants to "walk a mile in their shoes" first to understand what they are subjected to. Dora Grant said she attended a past Citizens Police Academy and during the course of the Academy, she learned about steps and training which the Mental Health & Recovery Board is trying to put into place. Dannie Edmon said the police are not trained or qualified to assist with these kinds of persons and suggested writing a letter to state legislators asking for money for mental health purposes or for more beds for placement as this is a human relations problem. Jennifer Washington said it was disturbing to see a lady with a speeding ticket end up dead while in custody of the police.

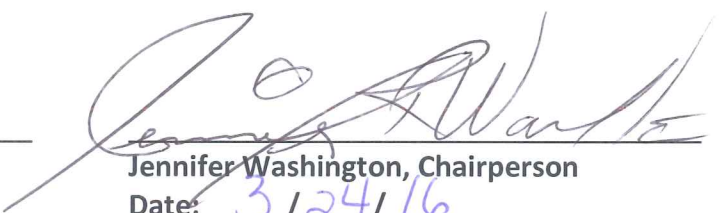
Ted Huston said he was asked to look into a **Citizens Review Committee for the Police Department** and distributed information from the Ohio Department of Justice. There are oversight committees established for this purpose. Sandusky has a good Police Chief, however, sometimes things can be kept from persons in charge.

ADJOURNMENT

Upon motion of Joe Hayberger and second of Dominic Wells, the members voted to adjourn at 5:47 p.m. The Chairperson declared the motion passed.



Attest: Kelly L. Kresser, CMC
Date: 3/24/16



Jennifer Washington, Chairperson
Date: 3/24/16