

In The Matter Of:
INDIANA CIVIL RIGHTS COMMISSION

January 17, 2020

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BEFORE THE STATE OF INDIANA
CIVIL RIGHTS COMMISSION

- - -

PUBLIC MEETING OF JANUARY 17, 2020

- - -

PROCEEDINGS

in the above-captioned matter, before the Indiana
Civil Rights Commission, Steven A. Ramos,
Chairman, taken before me, Lindy L. Meyer, Jr., a
Notary Public in and for the State of Indiana,
County of Shelby, at the Indiana Government
Center North, 100 North Senate Avenue, Room N300,
Indianapolis, Indiana, on Friday, January 17,
2020 at 1:23 o'clock p.m.

- - -

William F. Daniels, RPR/CP CM d/b/a
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Carmel, Indiana 46032
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1 APPEARANCES:

2 COMMISSION MEMBERS:

3 Steven A. Ramos, Chairman
4 Adrienne L. Slash
5 Alpha Blackburn (via telephone)
6 James W. Jackson (via telephone)

7 INDIANA CIVIL RIGHTS COMMISSION
8 By Gregory Wilson, Director
9 Indiana Government Center North
10 100 North Senate Avenue, Room N300
11 Indianapolis, Indiana 46204
12 On behalf of the Commission.

13 OTHER COMMISSION STAFF PRESENT:

14 Caroline Stephens Ryker
15 Tracy Richardson

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1 1:23 o'clock p.m.
2 January 17, 2020

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4 CHAIRMAN RAMOS: I call to order the
5 Indiana Civil Rights Commission meeting. It's
6 our public meeting. It's January 17th -- it says
7 2019 on this, but it's 2020. Thank you for that,
8 correcting that typo, Mr. Lindy. We have an
9 agenda this morning -- or this afternoon, and
10 Judge Ryker, would you please take us through
11 that?

12 JUDGE STEPHENS RYKER: Absolutely.

13 Thank you, everyone, for being here. The
14 first agenda item is the approval of the previous
15 minutes. The second is the ICRC Director's
16 Report. We do have one piece of Old Business,
17 and that's the appeal that Chair Ramos will
18 report back on Charles Andrew verse BMV.

19 As far as New Business, there are four
20 appeals that need to be assigned. There are no
21 motions on which the Commission needs to rule at
22 this time. There is one ALJ Decision and Order
23 for the Commission to review, and I'll speak more
on that when we get there.

1 As far as the meeting dates for 2020,
2 there's at least one that will need to be
3 corrected. There will be a time for
4 Announcements and Public Comment, and then
5 adjournment, and then afterwards, there is some
6 training for the Commissioners as well.

7 Thank you.

8 CHAIRMAN RAMOS: Okay. Thank you.

9 The first item, then, is the approval of
10 the previous minutes. I need a motion to
11 approve.

12 COMM. SLASH: So moved.

13 CHAIRMAN RAMOS: I need a second.

14 COMM. BLACKBURN: Second.

15 COMM. JACKSON: Second.

16 CHAIRMAN RAMOS: All those in favor,
17 signify by saying aye.

18 COMM. SLASH: Aye.

19 CHAIRMAN RAMOS: Aye.

20 COMM. BLACKBURN: Aye.

21 COMM. JACKSON: Aye.

22 CHAIRMAN RAMOS: Motion approved.

23 JUDGE STEPHENS RYKER: And because we

1 do have members joining electronically today --

2 CHAIRMAN RAMOS: Oh, that's right.

3 We have to do --

4 JUDGE STEPHENS RYKER: -- we have to
5 do the roll call. I apologize.

6 CHAIRMAN RAMOS: Thank you. You are
7 correct.

8 Comm. Blackburn?

9 COMM. BLACKBURN: Aye.

10 CHAIRMAN RAMOS: Comm. Jackson?

11 COMM. JACKSON: Aye.

12 CHAIRMAN RAMOS: Comm. Slash?

13 COMM. SLASH: Aye.

14 CHAIRMAN RAMOS: And aye.

15 Director's Report?

16 MR. WILSON: Good afternoon,
17 everybody.

18 CHAIRMAN RAMOS: Thank you.

19 MR. WILSON: Happy Friday.

20 CHAIRMAN RAMOS: Thank you.

21 MR. WILSON: Well, we wrapped up a
22 pretty busy year in 2019. It was pretty busy. I
23 have to remember to speak up because of the

1 phone. So, in 2019 we had a -- can I probably
2 bring it over here so I can -- so they can hear
3 me and I'm not screaming? We just moved the
4 phone over here so maybe it'll help you hear me a
5 little clearer.

6 2019 was pretty busy, had a lot of
7 changes. Before we get to the actual report, you
8 know we had our Deputy Director leave last year,
9 and so, it's been somewhat of a challenge filling
10 that vacancy. We're not like the private sector,
11 with the money, and most of -- a lot of your
12 qualified people, you know, are looking for a
13 higher salary.

14 But we're very fortunate. I just hired a
15 new Deputy Director, as soon as they go through
16 the process. And I have my team here. Caroline
17 was part of the team that interviewed him, and we
18 think we were very fortunate. He was making a
19 change and he wanted to come here.

20 But as soon as they get it completed
21 through the SBD, then we'll make the announcement
22 official, but we think we found someone who will
23 be a great fit for the agency and will help the

1 agency continue to build on where we were at and
2 where we're going. So, that's exciting.

3 We just filled Tyler's position. She was
4 communication and marketing person, and we just
5 hired someone for that position, so that's a
6 positive. And that someone happened to be the
7 person who worked for me as my administrative
8 assistant, so they wanted to look at another
9 opportunity, and they have the background and
10 their degree is in communication and marketing.

11 So, they were able to go there. They
12 asked me was it okay, and I said, "Of course. I
13 want you to grow and develop. So, that meant I
14 had to find me another administrative assistant,
15 after looking for like, you know, the last year,
16 it was a long time, but I was able to find
17 somebody who had applied for the job in
18 communication that's very talented as well, so
19 that kind of did a full circle, with fulfilling
20 the last couple of positions.

21 So, I'm kind of wearing two hats, not so
22 much the legal part of the Deputy Director, but
23 the oversight of the agency as far as operations,

1 more involved in some of the day-to-day
2 activities that they help with, and still meet
3 with the legal team and still help them keep our
4 cases moving.

5 And that's big. I mean we could not
6 afford our cases to sit. So, I have a couple of
7 attorneys working with me as we keep those cases
8 moving and try to continue to make sure that
9 they're done in a timely and efficient fashion.
10 So, that's been good.

11 I think we still have one person that
12 we're hiring in Intake, our Intake position, and
13 that's getting ready to be filled, and then we
14 have our Docket Clerk that -- we actually got the
15 position upgraded, with Caroline's help, so that
16 we can get somebody -- we make that salary more
17 appealing versus where they are now. I think
18 that's something.

19 We're trying to do a reclassification,
20 just so you know, of our Intake and our
21 Investigation, because our intake has a very low
22 salary, and it's hard to keep people because
23 there's turnover.

1 CHAIRMAN RAMOS: Sure.

2 MR. WILSON: And I think any of you
3 who have worked in some areas, you know that
4 people don't always take this job to get into
5 state -- to get here, because they know they can
6 find other opportunities somewhere else. So,
7 that's what's the challenge for us. So, when I
8 first got here, I already knew that was a
9 challenge.

10 And so, what we were trying to do is show
11 a sustainable revenue stream, and you have to
12 build up a financial case for being able to do
13 that. We think, since we had -- the last three
14 years have been very strong, we've exceeded our
15 HUD cases, we've exceeded our EEOC cases, so that
16 means additional revenue has come in.

17 We believe that with our marketing, we've
18 increased our complaints that have come in as
19 well, so we show consistency. So, we thought
20 this is the right time to put in for a
21 reclassification for these other two agencies,
22 and then we hope that will put us in a better
23 place where we won't have this high turnover.

1 But we believe that's our case for it as
2 well, that we keep spending money on training
3 people --

4 CHAIRMAN RAMOS: Yeah.

5 MR. WILSON: -- sending them to all
6 of these conferences and giving them all of this
7 extra training, and then they leave because they
8 become more marketable, too. We've done two
9 things. We've created a more marketable person,
10 and that's fine, but it doesn't help us at all.

11 So, any questions on that?

12 (No response.)

13 MR. WILSON: That's kind of where we
14 are with staffing, and we're excited about where
15 we're at right now.

16 We just did -- a little bit before you
17 came, we -- last year we started working on our
18 case management system. I know it's been a pipe
19 dream for years, prior to me and prior -- even
20 before that other person, that they needed a case
21 manage -- we needed a case management system so
22 that we could track and manage our day-to-day
23 cases, our complaints, and kind of be able to

1 connect them, even when we're looking for data to
2 do better reports, because data drives the things
3 that we do. We weren't able to do that in an
4 effective way.

5 So, today we actually did our first kind
6 of completion of a module that we think will work
7 for us, and that system is supposed to be
8 ready -- I think the date was by the end of March
9 it should be built and ready to go, and then
10 we'll start with the training. So, I project by
11 midyear that we should be up and going, and I'm
12 going further out, because they think it's going
13 to go faster than that, but I'll just say by
14 midyear we will finally have a system.

15 And that is a historical, to me, thing,
16 that we've come into the 21st Century and now
17 actually will be able to make -- it's going to be
18 more efficient for staff. Instead of all of this
19 paper that we've been tracking, working with two
20 and three systems, and SharePoint, we've been
21 using that as kind of a stopgap, but it doesn't
22 really help us, because, you know, that's not
23 what it was meant to do.

1 COMM. SLASH: Right.

2 MR. WILSON: And so, anyway, this is
3 a very big millstone for us as an agency to
4 finally have a case management system. So,
5 that's to be celebrated.

6 COMM. SLASH: Uh-huh.

7 CHAIRMAN RAMOS: Yeah, that's
8 wonderful. You're wise to extend year
9 projections, because IT never comes out on time.
10 I spent 30 years in technology, so, yeah. You
11 get salespeople that promise you the world, and
12 yeah, it doesn't work out that way.

13 MR. WILSON: Well, here's the good
14 thing about this system: It's already being
15 used.

16 COMM. SLASH: Okay.

17 MR. WILSON: So, we're just mapping
18 that to fit us. That's the plus that we're
19 excited about. I still -- I agree with you. We
20 gave it -- I gave it an additional month, but
21 it's already up and running in other areas,
22 they're using it in other cities. Actually,
23 what's great about it is the Federal Government

1 uses it as well, so connecting to uploading those
2 documents that we have to send EEOC and HUD, that
3 correct should make it easier.

4 CHAIRMAN RAMOS: Sure.

5 MR. WILSON: I'm hoping that if this
6 works out right, we won't have to go into HIMS
7 and IMS to do the same data entry that we're
8 already doing in our system, but now, since it's
9 the same system, maybe we'll be able to just
10 do -- to upload it into their system.

11 COMM. SLASH: That's nice.

12 MR. WILSON: So, that will make life
13 easy.

14 CHAIRMAN RAMOS: So, a lot of times
15 the decision for technology is offset by costs
16 other where [sic], and sometimes that can be
17 people, sometimes it can be paperwork, lots of
18 different things. Your -- what was your
19 justification? Was it based on, you know, future
20 needs for more people, or what was your basis?

21 MR. WILSON: On all of the above.
22 It's based on -- one is to be more efficient as
23 the agency. I mean we're doing Band-Aid things.

1 I mean any time you're working with -- where
2 you've got to try things in SharePoint and do
3 spreadsheets and -- I mean you're doing so many
4 things that are slowing down staff, where they
5 can't just go into a system and pull up the file
6 or the data.

7 Or maybe -- and I've used you as an
8 example, not that it's falling all on you, but
9 just saying that if Tracy is trying to look up a
10 case, she does have to go to a spreadsheet and
11 lock everybody else out. Now we all have access
12 to the data that's available.

13 If External Affairs is trying to do
14 reports, instead of us every month putting this
15 data sheet together from each area is what we do,
16 we compile all of this monthly report information
17 and then send it to them. Now we don't have to
18 do that. We're just pulling the data straight
19 out of the system with such an efficiency, that
20 allows us to do our thing. And then, like I said
21 is, everything we do is driven by data, even
22 where we market, why we're marketing.

23 I mean the justification's there. I mean

1 it helps us to try -- it helps us to track all of
2 our protected classes a lot better, even as they
3 look at -- I think you'll hear about some
4 pregnancy legislation. But right now we just
5 can't just pull up how many complaints have maybe
6 this specific information in it.

7 COMM. SLASH: Uh-huh.

8 MR. WILSON: And now we'll be able to
9 look at that. So, data is key for us, and right
10 now we can't really pull up data. And so,
11 that -- it makes good sense. And plus, again,
12 like I said is, with that many people, we can do
13 more, we can get things done faster.

14 And then here's a big piece of it is,
15 because even though we've improved on our aged
16 cases, if you go back and look, a lot of the
17 reason we had aged cases was because you couldn't
18 set up alerts to tell you something has hit this
19 time frame, or --

20 COMM. SLASH: Oh, yeah.

21 MR. WILSON: -- "This has exceeded a
22 hundred days and you should have done a letter."
23 I mean it helps us now to be more aware of where

1 our cases are in the system, and even for myself,
2 because I like to look at data, I like to
3 understand why things have happened. I can pull
4 up and see what cases are at 60 days, so -- or,
5 you know, we have --

6 CHAIRMAN RAMOS: Sure.

7 JUDGE STEPHENS RYKER: -- 180 days.
8 Are any exceeding that? I mean it's just -- it's
9 good for us all around. So, yeah, it was easy to
10 justify it, and we worked with IOT and others.

11 And plus, the system we're doing now,
12 we've got a lot of smaller agencies like us,
13 they're waiting to see what the outcome is for
14 us, because they're actually going to use that
15 same system. So, it'll help some other agencies.

16 CHAIRMAN RAMOS: Great.

17 JUDGE STEPHENS RYKER: And one
18 example of how it could directly benefit the
19 Commission from an adjudication standpoint is
20 have a way to track appeals better, so we can see
21 our data, we can see changes, whether it's
22 finding forms or -- you know, what are we doing
23 to improve that customer service element.

1 And then things like how many days it
2 takes to make a decision, we can track that and
3 figure out what's the difference in a case that
4 takes X number of days to close and those that
5 close really quickly.

6 MR. WILSON: And I think the last
7 thing, what you just said, and also, customer
8 service-wise, I mean people will be able to go in
9 and look and see what the status is on their
10 case.

11 COMM. SLASH: Oh, that's great.

12 MR. WILSON: And they can't do that
13 right now. Yeah, they can pull -- it won't let
14 them do anything, but they can see the status of
15 their case, so we think that has a customer
16 element --

17 CHAIRMAN RAMOS: Good.

18 MR. WILSON: -- a customer service
19 element to it as well, as well as -- especially
20 when we're tracking how do people hear about us,
21 and we now can just pull that information and do
22 it in a report. So, reports like this will be
23 different.

1 Valparaiso, and there's one other city out there.
2 But anyway, so we're trying to do some heavy
3 marketing, working with the mayors in those
4 cities. They don't have a human rights agency in
5 the city, and so, we're just trying to see how we
6 can educate more people.

7 And then you've probably heard our
8 commercials on the radio, I'm -- hopefully you
9 have, but we've been doing a lot of marketing and
10 advertising at the end of last year, going into
11 this year, up north and south. We're doing a lot
12 of advertisement on buses, in buses, and
13 billboards, things like that. So, we've actually
14 started putting money back into marketing.
15 Again, it was about making sure what the data was
16 telling us where we needed to work at and what we
17 needed to do.

18 And so, anyway I'm not going to go too
19 much into this document. You can kind of see
20 pretty much where we're at, where we get the most
21 complaints from. As always, Marion County.
22 We're going to continue our remote intake this
23 year. We thought it was very successful, going

1 out into the community, partnering with community
2 centers and the library.

3 And then John will be going around the
4 state doing the same thing. Again, we just kind
5 of did it as a pilot program here in the city for
6 the last couple of years, but we think it's very
7 effective that we do outreach in the community so
8 people don't have to come here.

9 COMM. SLASH: Uh-huh.

10 MR. WILSON: And they can have more
11 privacy, you know, when they're doing that. I
12 think you can see, again is -- it doesn't have
13 that sheet with it, but you'll see at the end of
14 the year how we've increased our social media
15 presence. We think that we've done an
16 astronomical job in getting our message of
17 education and outreach out there, so we feel
18 pretty good about that.

19 And I don't think the Commissioners -- do
20 they have a copy of this, on the line? Huh-uh?

21 JUDGE STEPHENS RYKER: No.

22 MR. WILSON: Okay. We'll make sure
23 we send that to you.

1 Anybody have questions?

2 CHAIRMAN RAMOS: I don't have any
3 questions on this. I do have a question
4 unrelated.

5 MR. WILSON: Go ahead.

6 CHAIRMAN RAMOS: So, are we doing --
7 the legislation session that's up now, are there
8 any items on there that -- I know you mentioned
9 one about the expecting mothers. Is there
10 anything in here that -- from the Commission's
11 standpoint -- that we should be aware of, or --

12 MR. WILSON: I'll just be honest with
13 you, the only thing we really have is -- to focus
14 on -- is this bill on pregnancy that affects us.
15 There's nothing else right now that affects us.
16 We don't know until some things come out of, you
17 know, the committees and we see what might be
18 there. And they'll make us aware. We have
19 someone at the Governor's Office who keeps us
20 informed on any bills or things that are related
21 to this agency.

22 CHAIRMAN RAMOS: Okay.

23 MR. WILSON: So, not at this time.

1 That's the one, and I don't know all of the
2 details yet, until it comes out of committee, and
3 then I'll have more understanding of what that
4 really means.

5 COMM. SLASH: Okay.

6 CHAIRMAN RAMOS: Thank you.

7 Are there any other questions for the
8 Executive Director?

9 (No response.)

10 CHAIRMAN RAMOS: Hearing none --

11 MR. WILSON: Thank you.

12 CHAIRMAN RAMOS: -- thank you.

13 MR. WILSON: And I apologize. I've
14 got cases to work. Since we don't have a Deputy
15 Director, I've still got to keep these cases
16 moving. So, if anybody -- if you have nothing
17 else, thank you so much.

18 CHAIRMAN RAMOS: Thank you.

19 (Mr. Wilson left the room.)

20 CHAIRMAN RAMOS: Item no. 5 on the
21 agenda is Old Business, and the case of Charles
22 Andrew versus the BMV. Commissioners may recall
23 that he was present last month and was rather

1 verbal about his concerns and issues. He
2 provided us some additional information. The
3 information was not timely in its presence.

4 I did commit to him that I would review
5 the information to see if there was anything
6 applicable in it. There was not. It was a great
7 deal of narrative, but no evidence at all that
8 would support his claims of discrimination.
9 Therefore, it is my recommendation that we uphold
10 the Director's finding of no probable cause. I
11 will need a motion to approve.

12 COMM. SLASH: So moved.

13 CHAIRMAN RAMOS: I will need a
14 second.

15 COMM. BLACKBURN: Second.

16 CHAIRMAN RAMOS: All those in favor,
17 signify by saying aye.

18 Comm. Blackburn?

19 COMM. BLACKBURN: Aye.

20 CHAIRMAN RAMOS: Comm. Jackson?

21 COMM. JACKSON: Aye.

22 CHAIRMAN RAMOS: Comm. Slash?

23 COMM. SLASH: Aye.

1 CHAIRMAN RAMOS: And aye. Thank you
2 very much.

3 That moves us to New Business, and we have
4 four cases that need to be appointed. So, the
5 first one on the list is Lora Lessley versus
6 Yorktown Community Schools. Comm. Slash, would
7 you please take that?

8 COMM. SLASH: Okay.

9 CHAIRMAN RAMOS: Item ii on the list
10 is Rami Elsharaiha versus Alfa Laval.

11 Comm. Blackburn, would you please take that one?

12 COMM. BLACKBURN: Yes. Can it be
13 sent to me?

14 JUDGE STEPHENS RYKER: Yes,
15 Comm. Blackburn, I will make sure that you get
16 that information.

17 COMM. BLACKBURN: All right. Thank
18 you.

19 JUDGE STEPHENS RYKER: Just keep your
20 eye out for an e-mail from me, but I'll get that
21 to you.

22 COMM. BLACKBURN: Okay.

23 CHAIRMAN RAMOS: The next one is

1 McNaughton versus Apple Valley Mobile Home
2 Community. Comm. Jackson, would you please take
3 that one?

4 COMM. JACKSON: Yes.

5 CHAIRMAN RAMOS: And the next is
6 Norris versus Lafayette Police Department. As a
7 reminder, I will not be here next month for the
8 Commissioner meeting. Comm. Slash?

9 COMM. SLASH: (Nodded head yes.)

10 CHAIRMAN RAMOS: Thank you.

11 As Judge Ryker mentioned, there are no
12 motions, so that moves us to review the ALJ
13 Decisions and Orders.

14 JUDGE STEPHENS RYKER: Okay. So, at
15 this point there's just one decision that I have
16 issued recently, and that's Williams versus Golf
17 View Apartments. There are objections that have
18 been filed to that decision by Complainant, and
19 in those objections, Complainant has requested
20 that the Commission set briefing deadlines as
21 well as schedule some oral arguments.

22 And just a brief review of the past policy
23 the Commission has done is to allow briefing

1 deadlines of 30 days, which would put it out
2 towards that February 21st, 2020 meeting, and
3 then from there, the Commission has a couple of
4 choices as to whether or not to hold oral
5 arguments shortly thereafter, on February 21st,
6 or at the next Commission meeting, which would be
7 March 20th.

8 CHAIRMAN RAMOS: And my
9 recommendation, Commissioners, is that we have
10 the briefing to be completed by the 19th of
11 February, and then hold oral arguments the
12 following month, in March, on March 20th. Are
13 there any discussion --

14 COMM. BLACKBURN: I agree.

15 CHAIRMAN RAMOS: -- or concerns with
16 that? Comm. Blackburn, I believe you said, "I
17 agree."

18 COMM. BLACKBURN: Yes.

19 CHAIRMAN RAMOS: Any discussion?

20 (No response.)

21 CHAIRMAN RAMOS: I need a motion to
22 approve both the briefing and the oral arguments.

23 COMM. SLASH: So moved on both.

1 CHAIRMAN RAMOS: I need a second.

2 COMM. JACKSON: Second.

3 CHAIRMAN RAMOS: All those in favor,
4 signify by saying aye.

5 Comm. Jackson?

6 COMM. JACKSON: Aye.

7 CHAIRMAN RAMOS: Comm. Blackburn?

8 COMM. BLACKBURN: Aye.

9 CHAIRMAN RAMOS: Comm. Slash?

10 COMM. SLASH: Aye.

11 CHAIRMAN RAMOS: And aye. Motion
12 carries.

13 The meetings dates were discussed
14 previously. I think the only question we have
15 outing is June 19th. Are there any conflicts
16 with Commissioners on any of these dates?

17 (No response.)

18 CHAIRMAN RAMOS: Hearing none, we'll
19 wait to hear back from you or the Director on the
20 other dates.

21 JUDGE STEPHENS RYKER: So, with
22 respect to the June meeting, I do know that at
23 least right now it's tentatively scheduled as the

1 Commission -- or excuse me -- the Indiana Civil
2 Rights Commission's Conference, and so my
3 recommendation would be to move that so there's
4 no competition between attending that Conference
5 and then also being here for the Commission
6 meeting as well. Would it be possible to move
7 that to the previous Friday, which would be
8 June 12th?

9 CHAIRMAN RAMOS: That's a great
10 question. I am -- I serve on the board.

11 COMM. BLACKBURN: I can't be --
12 June 12th? June 12th.

13 CHAIRMAN RAMOS: I would have to
14 confirm whether I have a conflict. I'm part of
15 the board of Indiana Multiple Sclerosis, and we
16 have our ball that evening, so that may preclude
17 me.

18 JUDGE STEPHENS RYKER: What about
19 that Monday the 15th?

20 CHAIRMAN RAMOS: That would be fine
21 for me.

22 COMM. SLASH: I don't have any
23 conflict.

1 JUDGE STEPHENS RYKER: Is that --
2 Comm. Blackburn, would you be available on
3 June 15th? It is a Monday.

4 COMM. BLACKBURN: As far as I know, I
5 can.

6 JUDGE STEPHENS RYKER: Okay.

7 And Comm. Jackson, would the 15th of June
8 work for you as well?

9 COMM. JACKSON: What time is that?

10 JUDGE STEPHENS RYKER: It would be at
11 the same time, at 1:00 p.m.

12 COMM. JACKSON: Yeah, that should be
13 all right.

14 JUDGE STEPHENS RYKER: Okay.

15 CHAIRMAN RAMOS: Good. Okay.

16 JUDGE STEPHENS RYKER: And do we need
17 a formal motion on that, or --

18 CHAIRMAN RAMOS: We can make a
19 motion.

20 COMM. SLASH: Sure. I move that we
21 move the June Commission meeting to Monday,
22 June 15th at 1:00 p.m.

23 CHAIRMAN RAMOS: I need a second.

1 COMM. JACKSON: Second.

2 CHAIRMAN RAMOS: All those in favor,
3 signify by saying aye.

4 Comm. Jackson?

5 COMM. JACKSON: Aye.

6 CHAIRMAN RAMOS: Comm. Blackburn?

7 COMM. BLACKBURN: Aye. We're moving
8 on changing the day?

9 COMM. SLASH: Just in case it's
10 necessary.

11 CHAIRMAN RAMOS: Yeah. We're
12 covering the bases.

13 Comm. Slash?

14 COMM. SLASH: Aye.

15 CHAIRMAN RAMOS: Aye.

16 The next item are announcements.

17 That's -- I don't believe there are going to be
18 any announcements today, unless you have any,
19 Comm. Slash.

20 COMM. SLASH: (Shook head no.)

21 CHAIRMAN RAMOS: Commissioners, do
22 you have any announcements?

23 COMM. JACKSON: No.

1 CHAIRMAN RAMOS: We have no one here
2 for public comment, which is a first for a while,
3 so thank you very much for that. And without any
4 other comments or questions, we will adjourn.

5 Comm. Jackson, any questions or comments?

6 COMM. JACKSON: No.

7 CHAIRMAN RAMOS: Comm. Blackburn?

8 COMM. BLACKBURN: What's the
9 question?

10 CHAIRMAN RAMOS: Do you have any
11 other items that we need to cover on the agenda?

12 COMM. BLACKBURN: No.

13 CHAIRMAN RAMOS: Comm. Slash?

14 COMM. SLASH: No.

15 CHAIRMAN RAMOS: Meeting's adjourned.

16 - - -
17 Thereupon, the proceedings of
18 January 17, 2020 were concluded
19 at 1:48 o'clock p.m.
20 - - -

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1 CERTIFICATE

2 I, Lindy L. Meyer, Jr., the undersigned
3 Court Reporter and Notary Public residing in the
4 City of Shelbyville, Shelby County, Indiana, do
5 hereby certify that the foregoing is a true and
6 correct transcript of the proceedings taken by me
7 on Friday, January 17, 2020 in this matter and
8 transcribed by me.

9
10 _____
11 Lindy L. Meyer, Jr.,
12 Notary Public in and
13 for the State of Indiana.

14
15 My Commission expires August 26, 2024.
16
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