

In The Matter Of:
BEFORE THE INDIANA CIVIL RIGHTS COMMISSION

January 31, 2019

*WILLIAM F. DANIELS, D/B/A ACCURATE REPORTING OF INDIANA
12922 BRIGHTON AVENUE
CARMEL, INDIANA 46032
317.848.0088
ACCURATEREPORTINGOFINDIANA@HOTMAIL.COM*

Original File CRC 1-31-19.txt

Min-U-Script® with Word Index

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23

BEFORE THE STATE OF INDIANA
CIVIL RIGHTS COMMISSION

- - -

PUBLIC MEETING OF JANUARY 31, 2019

- - -

PROCEEDINGS

in the above-captioned matter, before the Indiana
Civil Rights Commission, Adrienne L. Slash,
Chairperson, 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 Thursday,
January 31, 2019 at 2:08 o'clock p.m.

- - -

William F. Daniels, RPR/CP CM d/b/a
ACCURATE REPORTING OF INDIANA
12922 Brighton Avenue
Carmel, Indiana 46032
(317) 848-0088

1 APPEARANCES:

2 COMMISSION MEMBERS:

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

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

15 OTHER COMMISSION STAFF PRESENT:

16 Caroline Stephens Ryker
17 Anehita Eromosele

18 - - -

19
20
21
22
23

2:08 o'clock p.m.
January 31, 2019

- - -

1
2
3 CHAIRPERSON SLASH: I will go
4 ahead -- it's 2:07. I'll call this meeting of
5 the Indiana Civil Rights Commission to order. In
6 person, we have myself and Comm. Jackson, and on
7 the phone -- who's on the phone?

8 MS. EROMOSELE: Comm. Ramos,
9 Harrington and Blackwell.

10 CHAIRPERSON SLASH: Okay. So, we
11 have a quorum. Do I need to do roll call?

12 MR. WILSON: Yeah, we need to get a
13 record of who's on the phone.

14 CHAIRPERSON SLASH: Okay. So, on the
15 phone, if I -- when I call your name, please say
16 "present."

17 Vice-Chair Harrington?

18 COMM. HARRINGTON: Present.

19 CHAIRPERSON SLASH: Comm. Blackburn?

20 COMM. BLACKBURN: Present.

21 CHAIRPERSON SLASH: Comm. Ramos?

22 (No response.)

23 CHAIRPERSON SLASH: Comm. Ramos?

1 (No response.)

2 CHAIRPERSON SLASH: Okay. So, we
3 have four, so we still have a quorum. We're
4 still clear to begin.

5 Would you like to announce the agenda?

6 JUDGE STEPHENS RYKER: Thank you,
7 Comm. Slash.

8 So, we have a few things on the agenda
9 that are left over from last year as well, so we
10 have announcement of the minutes; the Director's
11 Report; Old Business, which includes reporting on
12 appeals, and we do have Comm. Long's report to
13 share with the group today; Review of ALJ
14 Decisions, and that includes two that we've heard
15 oral arguments on at the last Commission meeting;
16 we have New Business as well, including some new
17 appeals; Commissioner Training, which we may
18 postpone until the next Commission meeting.

19 And I would like to let everyone know that
20 the ethics training that was scheduled for today,
21 because of the date change, will be taking place
22 on the 15th of February. So, we will still have
23 that, it just won't be today. And then

1 Announcements and Public Comment.

2 CHAIRPERSON SLASH: Okay. Thank you.

3 So, the Commissioners are reporting to --

4 COMM. RAMOS: Comm. Ramos is here.

5 Hello.

6 CHAIRPERSON SLASH: Welcome.

7 COMM. RAMOS: Sorry; I had a phone

8 problem.

9 CHAIRPERSON SLASH: Welcome. Glad to
10 have you.

11 Okay. We have our report from Comm. Long.
12 So, in the case of Linda Moore versus Villa
13 Greentree? Oh, sorry; I skipped over everything.
14 Sorry about that. Approval -- we need to approve
15 the meeting minutes from last month. Do I have a
16 motion for that?

17 COMM. JACKSON: Motion.

18 COMM. HARRINGTON: Second.

19 CHAIRPERSON SLASH: Okay. Moved by
20 Comm. Jackson, seconding by Vice-Chair
21 Harrington; is that correct?

22 COMM. HARRINGTON: That's correct.

23 CHAIRPERSON SLASH: Okay. Now,

1 Director's Report. Sorry about that.

2 MR. WILSON: That's okay. It's cold
3 outside. It's cold.

4 First I want to just say -- I wanted to --
5 I know she's not here, but I wanted to thank
6 former Comm. Long for her service to the
7 Commission. I know that she had to kind of
8 travel to and from China, and she was still
9 helping us to get these cases moved forward, so I
10 wanted to say to the Commission I really
11 appreciate -- and I told her this already. We'll
12 send her some kind of formal letter just thanking
13 her again for -- because I know this is not easy
14 for any of you, and I know with her travel, she
15 still was committed, and she said anything she
16 could do always to help, that she's willing to
17 do.

18 CHAIRPERSON SLASH: Awesome.

19 MR. WILSON: So, again, I just want
20 to say thanks to her, and put that on the record.

21 CHAIRPERSON SLASH: Absolutely.

22 MR. WILSON: So, I, again -- so,
23 again, I just want to say thank you,

1 Commissioners --

2 COMM. BLACKBURN: I'm sorry; I missed
3 something. Did she resign?

4 MR. WILSON: It was the end of her
5 term, and she didn't want to formally commit to
6 another term because of her travel.

7 Commissioner?

8 (No response.)

9 MR. WILSON: Okay. So --

10 COMM. BLACKBURN: That was very
11 considerate.

12 MR. WILSON: Huh?

13 COMM. BLACKBURN: That was very
14 considerate.

15 MR. WILSON: Yeah. She --
16 definitely, but she just -- she said if she could
17 be here more permanently, she would not have done
18 it. She really liked working, being a part of
19 this Commission, so I was really saying -- thank
20 her for her service again, and for her taking her
21 time out of her time to do this.

22 Are we getting a copy?

23 JUDGE STEPHENS RYKER: Anehit is

1 getting a copy of the At-a-Glance report.

2 MR. WILSON: Yes.

3 JUDGE STEPHENS RYKER: It should be
4 out shortly.

5 MR. WILSON: Yes.

6 CHAIRPERSON SLASH: Okay.

7 MR. WILSON: So, again, just some big
8 things going on for us. We're just getting ready
9 for 2019, again, looking at our conference that
10 we're looking at doing in June, which will be a
11 joint conference between Indiana Commission and
12 the Indiana Consortium, which is all of the Human
13 Rights Agencies throughout Indiana. There's
14 something like 16 of them.

15 So, you know, somewhat like we did the
16 Region V Conference last year, we thought it was
17 important for us to continue that type of
18 initiative. Now, there'll be more to it, and as
19 we get further into it, I mean everything from an
20 awards dinner, and you'll have more information
21 as we kind of get more into the meat of planning.

22 CHAIRPERSON SLASH: What time of
23 year?

1 MR. WILSON: It's in June.

2 CHAIRPERSON SLASH: Okay.

3 MR. WILSON: It won't be this day
4 like today, so it'll be June. And so, again, we
5 have a list of a lot of little things. So,
6 probably at the next meeting we'll have a little
7 bit more. Everything right now is in the
8 planning stage, as we work on our strategic
9 marketing plan and try to get these things kind
10 of off the table and moving forward.

11 So, at our next meeting, we should have a
12 little bit more information, but At a Glance, as
13 soon as she gets that, if you want to continue,
14 she'll bring that in and we'll give it to the
15 Commissioners, and those who are not here, we'll
16 e-mail you the At-a-Glance document.

17 So, Comm. Slash, do you want to continue?

18 COMM. HARRINGTON: Thanks, Greg.

19 MR. WILSON: Okay.

20 CHAIRPERSON SLASH: Sure, we can
21 continue, but I have a quick question.

22 MR. WILSON: Go ahead, please.

23 CHAIRPERSON SLASH: Do we have a --

1 do we have an understanding of where the rest of
2 the Commissioners are with their appointed time
3 to the Commission? Because I know Comm. Long
4 snuck up on us.

5 MR. WILSON: Yeah, we'll send it out.
6 We'll send you a copy of it --

7 CHAIRPERSON SLASH: Okay.

8 MR. WILSON: -- of everybody's dates.

9 CHAIRPERSON SLASH: Okay.

10 MR. WILSON: Because right now we're
11 working on -- the other thing is we're working on
12 our end-of-the-year report, and so, as soon as we
13 get that done, which will be out probably the end
14 of February, first of March the report will be
15 complete, but we'll get them their dates, the end
16 of their term dates --

17 JUDGE STEPHENS RYKER: Okay.

18 MR. WILSON: -- service dates. So,
19 we'll get that to you.

20 CHAIRPERSON SLASH: Just to stay on
21 top of it.

22 MR. WILSON: And so, they are working
23 also on filling the other position that's vacant.

1 CHAIRPERSON SLASH: Thank you.

2 And so, we'll go ahead and we'll move
3 ahead to Old Business, and thank Comm. Long for
4 sending -- for sending her decision in ahead of
5 time. And so, in the case of Linda Moore versus
6 Villa Greentree d/b/a Yellowwood Terrace,
7 Comm. Long found upholding the no-probable-cause
8 finding. I'll hear a motion to accept or --

9 COMM. JACKSON: So moved.

10 CHAIRPERSON SLASH: Okay.

11 Can I have a second?

12 COMM. HARRINGTON: Second.

13 CHAIRPERSON SLASH: All in favor?

14 COMM. JACKSON: Aye.

15 COMM. RAMOS: Aye.

16 JUDGE STEPHENS RYKER: And because we
17 do have people on the phone, when we take the
18 votes, we do have to do it by roll call.

19 CHAIRPERSON SLASH: Okay. So,
20 Comm. -- Vice-Chair Harrington, how did -- did
21 you say aye?

22 COMM. HARRINGTON: Aye.

23 CHAIRPERSON SLASH: Okay.

1 Comm. Blackburn?

2 COMM. BLACKBURN: Aye.

3 CHAIRPERSON SLASH: Comm. Ramos?

4 COMM. RAMOS: Aye.

5 CHAIRPERSON SLASH: Okay. Motion
6 carries. And then the one that was assigned to
7 me, Swati Pradeep versus Indiana Board of Laws.
8 This was a request for dismissal; correct, the
9 one that I had?

10 MS. POSEY: (Nodded head yes.)

11 CHAIRPERSON SLASH: Okay. So, I move
12 to uphold the request for dismissal.

13 COMM. JACKSON: So moved.

14 CHAIRPERSON SLASH: Okay.

15 Is there a second?

16 COMM. HARRINGTON: This is
17 Comm. Harrington. Second.

18 CHAIRPERSON SLASH: All in favor?
19 All in favor? Comm. Jackson?

20 COMM. JACKSON: Aye.

21 CHAIRPERSON SLASH: Vice-Chair
22 Harrington?

23 COMM. HARRINGTON: Aye.

1 CHAIRPERSON SLASH: Comm. Blackburn?

2 COMM. BLACKBURN: Aye.

3 CHAIRPERSON SLASH: Comm. Ramos?

4 COMM. RAMOS: Aye.

5 CHAIRPERSON SLASH: Motion carries.

6 Okay.

7 JUDGE STEPHENS RYKER: And at this
8 point, if you don't mind us circling back to the
9 previous minutes, I don't think we did the vote
10 on that, so we need to --

11 CHAIRPERSON SLASH: Oh, okay.

12 JUDGE STEPHENS RYKER: -- vote on
13 that, for the record.

14 CHAIRPERSON SLASH: Sure. For the
15 record, we need to go back and take the voice
16 vote for the minutes. So, we had a motion from
17 Comm. Jackson and a second from Comm. Harring --
18 I mean from Vice-Chair Harrington; correct?

19 COMM. HARRINGTON: Yes.

20 CHAIRPERSON SLASH: Okay. And we
21 just need to take a voice vote for the motion.

22 Vice-Chair Harrington?

23 COMM. HARRINGTON: Aye.

1 CHAIRPERSON SLASH: Comm. Blackburn?

2 COMM. BLACKBURN: Aye.

3 CHAIRPERSON SLASH: Comm. Rayburn --
4 Ramos?

5 COMM. RAMOS: Aye.

6 CHAIRPERSON SLASH: Thank you. Okay.
7 Motion carries. We're going to blame the cold on
8 me and my procedural issues for the day. I
9 really do apologize. All these smooth meetings,
10 and then we get here.

11 Okay. So, now we need to go and review
12 the ALI -- ALJ -- do you want to do this now?

13 JUDGE STEPHENS RYKER: Yeah. So,
14 let's jump back to the Agency at a Glance for the
15 Director's Report. For the Commissioners joining
16 us on the phone, the Docket Clerk, Anehitia, is
17 working on getting that e-mail to you, so you
18 should have a copy of that shortly electronically
19 as well.

20 MS. POSEY: Okay. So, we are looking
21 at December 2018, our Agency at a Glance. We
22 have a new format, and it looks a lot nicer and
23 cleaner, so I really wanted to thank our new

1 Deputy Director of External Affairs, Lisa Welch,
2 for coming in and making some changes and
3 bringing some -- some new energy and some new --
4 a new refreshed look at how our agency does our
5 communications.

6 So, looking at the Agency at a Glance,
7 when we're looking at Complaints by Protected
8 Class, you'll still see that Disability in
9 December was our number one leading class,
10 followed by Race. Disability, 40 percent of our
11 complaints were disability related and 31 percent
12 of our complaints were race related, followed by
13 Age at ten percent and National Origin at nine
14 percent.

15 So, age is not a protected class for
16 Indiana Civil Rights Commission to enforce in the
17 State of Indiana, so when we receive age
18 discrimination complaints based in employment, if
19 there's at least 15 employees, we send that
20 directly over to EEOC to investigate. Anything
21 under 15 employees belongs to the Indiana
22 Department of Labor.

23 When we look at Inquiries by Enforcement

1 Area, overwhelmingly in the month of December,
2 Employment was our number one enforcement area,
3 with 113 of our inquiries coming for employment
4 discrimination, and then, as you can see the
5 trend, Public Accommodations and Housing are
6 typically neck and neck in terms of the number of
7 inquiries that we received, 24 Public
8 Accommodations, 20 Housing. We received four
9 Education discrimination complaints in December,
10 and zero Credit discrimination complaints.

11 We also like to look at the four largest
12 counties in the state to see how things are
13 looking in the most populated areas, so out of
14 all of the complaints that we received -- I'm
15 sorry -- out of all of the -- these are inquires
16 as well. So, we had 183 inquiries in total, 49
17 of which were in Marion County, ten Lake County,
18 two Allen County, five Hamilton County, and six
19 in St. Joseph.

20 So, December, when we look at the box on
21 the right-hand side, looking at the number of
22 calls, down a little bit, but that's to be
23 expected. December, you know, is holiday season,

1 people are out, there's not too much going on in
2 December. Also our inquiries went down just a
3 little bit.

4 The number of inquiries drafted were down
5 as well. A lot of our staff was out in December.
6 The number of complaints formalized, we had 60
7 new complaints coming to our agency in December,
8 which is awesome. That means we have 60 new
9 complaints to investigate in our agency. We
10 closed 52 cases in December as well, which is an
11 increase. As for our mediations, we had about
12 \$29,000 in awards for aggrieved persons in the
13 month of December, as well as policy changes and
14 some training that were a part of the settlement
15 agreement.

16 When it comes to Outreach we only had
17 seven events in the month of December. We had
18 two trainings.

19 COMM. HARRINGTON: I want --

20 MS. POSEY: Yes.

21 COMM. HARRINGTON: Pardon my
22 interruption. You said "only"?

23 MS. POSEY: I know. I know. I mean

1 we try to make sure that we're out in the
2 community, so seven is kind of low, but, you
3 know, it's December, it's holiday season, not too
4 much is going on in December, but we still try to
5 make sure that we're out in the community, no
6 matter what, each month. New -- and then the
7 rest are just our social media stats. Those also
8 went up in the month of December.

9 So, the events that we had in January, we
10 had some time management training internally for
11 some of our staff members. As you all know, we
12 had our Martin Luther King event, our three
13 events, really, for January. We had the Wreath
14 Placing ceremony on Soldiers and Sailors Monument
15 on the Circle on the 9th. Then we had our Martin
16 Luther King ceremony at the Statehouse. It was
17 really tremendous. We had Vanna Rae Kong, who is
18 a native Indianapolis -- she's a native of
19 Indianapolis, but she is currently a student at
20 Harvard University, and she is also working with
21 the United Nations, so she gave a really, really
22 impactful and thoughtful keynote address at our
23 Martin Luther King celebration.

1 We also had students from Building Blacks
2 Academy. We had two students, one student, he
3 was Dr. Martin Luther King, so he gave us a lot
4 of history on Dr. Martin Luther King, his life
5 and his legacy, and then we had another student,
6 she was Madam C. J. Walker. So, it was really
7 nice.

8 And then we also had North Central, the
9 Northern Heirs come and do some singing, and
10 there was not a dry eye in the entire Statehouse
11 after they got done singing. So, it was really
12 nice. And before that ceremony, we had the North
13 Central students and some other students from
14 other places across the state attend our
15 Dr. Martin Luther King Youth Presentation. So,
16 we had Enos Adams give some motive -- did a
17 motivational talk with our students. We had
18 First Lady Janet Holcomb come and talk to our
19 students. So, it was also really amazing to see
20 that as well.

21 Following that, we had our Martin Luther
22 King Day of Service on one of the coldest days
23 that we've ever had, but we had about 200

1 volunteers come out. Thank you -- lots of thanks
2 to SalesForce, Eli Lilly, MISO Energy, AKA's were
3 there, the Alpha's were there. Just so many
4 different people came out to help us continue the
5 legacy of Dr. King through service, working with
6 the Watkins Park as our -- kind of our central
7 hub of that, and we had some other places as well
8 that we went to, to do service.

9 So, it was just amazing to see 200 people
10 come on their day off and to do service, to
11 continue to extend the legacy of Dr. King. So,
12 we realize that we've outgrown kind of how we've
13 done in the past. Having 200 people is a lot, so
14 we are looking to expand where we're going to do
15 service next year, to accommodate the number of
16 folks that are interested in volunteering.

17 Then we had Latino Advocacy Day at the
18 Statehouse on the 23rd. The Indiana Civil Rights
19 Commission and the Indiana Commission on Hispanic
20 and Latino Affairs had a booth, or like a table,
21 to give information to all constituents who were
22 interested in learning more about our agencies.

23 And finally, I was on a legal panel with

1 the Indiana Realtors Association, speaking about
2 reasonable accommodation in housing to 300-plus
3 realtors across the state. They had great
4 questions. I was very happy to be in front of
5 realtors who make those decisions.

6 I mean they had really good questions,
7 like, you know, "If I'm having an open house at
8 someone else's property, you know, and someone
9 comes in with an assistance animal, do I have to
10 let them in?" And "What if the animal tracks in
11 dirt or something, like who is responsible for
12 that?" So, they had really good questions. I
13 was happy to be there, happy to get our message
14 out to at least 300 other people who will be out
15 in the community and working specifically in
16 housing.

17 So, we couldn't have ended January in a
18 better way.

19 CHAIRPERSON SLASH: Awesome. Thank
20 you.

21 MS. POSEY: Any questions?

22 (No response.)

23 CHAIRPERSON SLASH: Just thank you

1 for all of that, and I'm pretty sure that other
2 Commissioners feel the same way. It's very
3 noticeable the things that have been done in the
4 month of January and the visibility of the
5 Commission, so --

6 MS. POSEY: And I apologize; we have
7 an event tonight at the Urban League Exchange.
8 Judge Stephens Ryker and our investigator, Jeree
9 Slack, will be speaking to young professionals
10 about the importance of housing discrimination
11 and giving some great insight on that as well,
12 so --

13 CHAIRPERSON SLASH: In my dual hat, I
14 just want to say thank you for both of those
15 things.

16 Does anyone have any questions for Deputy
17 Director Posey?

18 (No response.)

19 CHAIRPERSON SLASH: Okay. Hearing
20 none, we'll go on to the meat of our
21 conversation. So, last month, we had two oral
22 arguments, and it is our task at this time to
23 make some decisions; right?

1 JUDGE STEPHENS RYKER: (Nodded yes.)

2 CHAIRPERSON SLASH: Can you give us a
3 little guidance, Judge Ryker, on how to do this?

4 JUDGE STEPHENS RYKER: So, it's
5 really fairly similar to the regular voting
6 procedure. Under the Indiana Administrative
7 Orders and Procedures Act, the Commission is the
8 ultimate authority, which means that when an ALJ
9 is appointed and that power is designated to
10 them, they put forward an initial decision, but
11 it's not final until the Commission either
12 affirms, dissolves or modifies that order, and
13 those are the three options that are available to
14 you.

15 In affirming the order, you're adopting
16 the conclusions of law, findings of fact and
17 order as your own and putting it forward in that
18 way. Modifying, you can make specific changes to
19 the findings of fact, conclusions of law and the
20 order as well. And then dissolving, you're
21 essentially remanding it back for a new decision
22 or a different hearing to be held.

23 CHAIRPERSON SLASH: Okay. And so,

1 we're going to start with the case of Lawrence
2 Key versus Campagna Academy. Is there an
3 introductory motion from the Commission?

4 (No response.)

5 CHAIRPERSON SLASH: Can you remind us
6 of the ALJ's finding?

7 JUDGE STEPHENS RYKER: So, in
8 Lawrence versus Key -- or Lawrence Key versus
9 Campagna Academy, the Administrative Law Judge
10 dismissed the complaint and found in favor of the
11 Respondent.

12 CHAIRPERSON SLASH: Okay.

13 COMM. JACKSON: Move to uphold the
14 Administrative Law Judge's decision.

15 CHAIRPERSON SLASH: Okay. So, in
16 case you didn't hear, Comm. Jackson has a motion
17 to uphold the finding.

18 COMM. RAMOS: Can you clarify the
19 finding? I couldn't hear that.

20 JUDGE STEPHENS RYKER: I apologize.
21 So, the finding in Lawrence Key versus Campagna
22 Academy, the Administrative Law Judge found in
23 favor of the Respondent and dismissed the

1 complaint. This was the case where we had the
2 oral arguments during the last Commission
3 meeting, and then additionally, we -- well, the
4 Commission had reopened the record and requested
5 some new evidence, and that evidence was e-mailed
6 out to the Commissioners earlier this month.

7 COMM. RAMOS: This is the academy
8 that's in Evansville?

9 JUDGE STEPHENS RYKER: Let me --

10 CHAIRPERSON SLASH: No, that -- this
11 is the academy that -- with the nurses.

12 COMM. RAMOS: Oh, okay.

13 COMM. HARRINGTON: This is --

14 COMM. RAMOS: I agree with
15 Comm. Jackson's motion and second it.

16 CHAIRPERSON SLASH: Okay.

17 COMM. HARRINGTON: And this is
18 Comm. Harrington. I just want to make sure this
19 is the case where the individual -- the concern
20 was them leaving their post.

21 CHAIRPERSON SLASH: Correct.

22 COMM. RAMOS: Yes.

23 COMM. HARRINGTON: Okay.

1 CHAIRPERSON SLASH: So, I have a
2 motion and a second. I'll call the roll for
3 approval.

4 Comm. Jackson?

5 COMM. JACKSON: Aye.

6 CHAIRPERSON SLASH: Vice-Chair
7 Harrington?

8 COMM. HARRINGTON: Aye.

9 CHAIRPERSON SLASH: Comm. Blackburn?

10 COMM. BLACKBURN: Aye.

11 CHAIRPERSON SLASH: Comm. Ramos?

12 COMM. RAMOS: Aye.

13 CHAIRPERSON SLASH: And myself, aye.
14 Okay. Motion carries.

15 And the next one, in the case of Farmer
16 versus Evansville Vanderburgh School Corporation,
17 can you please remind us of the ALJ's finding
18 there? I think that that's probably the
19 smoothest way for us to do this.

20 JUDGE STEPHENS RYKER: So, in the
21 case of Lynn Farmer versus Evansville Vanderburgh
22 School Corporation, similarly, the ALJ found in
23 favor of the Respondent and dismissed the

1 complaint. Again, at the last Commission meeting
2 we had oral arguments, and the Commission made a
3 motion to reopen the hearing record and requested
4 additional information, and that was received on
5 January 14th and, again, e-mailed out to the
6 Commissioners at that time.

7 CHAIRPERSON SLASH: Thank you.

8 Is there a motion from any of the
9 Commissioners?

10 COMM. RAMOS: I motion that we
11 reverse the decision of the ALJ and find in favor
12 of the Complainant.

13 CHAIRPERSON SLASH: Okay. Is there a
14 second to that effect?

15 COMM. JACKSON: Second.

16 COMM. BLACKBURN: I second.

17 CHAIRPERSON SLASH: Okay. I have
18 enthusiasm on this one. I will call the roll
19 again.

20 Comm. Jackson?

21 COMM. JACKSON: Aye.

22 CHAIRPERSON SLASH: Vice-Chair
23 Harrington?

1 COMM. HARRINGTON: Aye.

2 CHAIRPERSON SLASH: Comm. Blackburn?

3 COMM. BLACKBURN: Aye.

4 CHAIRPERSON SLASH: Comm. Ramos?

5 COMM. RAMOS: Aye.

6 CHAIRPERSON SLASH: I'm under -- I'm
7 going to go ahead and finish the call, and then
8 we'll let you address it. Okay. And for myself,
9 aye.

10 Judge Ryker has some concern or something
11 to address with us regarding our decision.

12 JUDGE STEPHENS RYKER: Thank you.
13 And it's not a concern, it's just a --

14 CHAIRPERSON SLASH: Okay.

15 JUDGE STEPHENS RYKER: -- procedural
16 matter. As the ultimate authority, of course,
17 it's more of a matter of "How do we move forward
18 from here?"

19 CHAIRPERSON SLASH: Uh-huh.

20 JUDGE STEPHENS RYKER: So, just to
21 clarify, is the decision being remanded or is the
22 decision being modified?

23 CHAIRPERSON SLASH: So --

1 JUDGE STEPHENS RYKER: Those are two
2 different actions.

3 CHAIRPERSON SLASH: If we were
4 modifying, we could just reverse it and it would
5 go on the record, and it would just change the
6 decision upon completion; correct?

7 JUDGE STEPHENS RYKER: So, the
8 Commission would still need to put together an
9 order to that effect.

10 CHAIRPERSON SLASH: Okay.

11 JUDGE STEPHENS RYKER: So, that would
12 include a finding of what the damages were, and
13 then those findings of facts and conclusions of
14 law again.

15 CHAIRPERSON SLASH: Okay.

16 JUDGE STEPHENS RYKER: And in the
17 materials that were provided to the Commission --

18 CHAIRPERSON SLASH: Uh-huh.

19 JUDGE STEPHENS RYKER: -- there is
20 some information concerning the proposed findings
21 of the parties that may be helpful --

22 CHAIRPERSON SLASH: Uh-huh.

23 JUDGE STEPHENS RYKER: -- in the

1 Commission's --

2 CHAIRPERSON SLASH: Ultimate --

3 JUDGE STEPHENS RYKER: -- research on
4 that.

5 CHAIRPERSON SLASH: Okay. And in the
6 event that we were remanding, what would that
7 mean?

8 JUDGE STEPHENS RYKER: So, in the
9 event that it was remanded, because I'm now the
10 Administrative Law Judge, it would be my duty to
11 create a new initial decision.

12 CHAIRPERSON SLASH: And we can start
13 this whole process over again?

14 JUDGE STEPHENS RYKER: Correct.

15 CHAIRPERSON SLASH: Okay. So, I
16 would like to hear a little discussion, but I
17 would -- my -- I'll share just my thoughts in
18 that I think that we should be modifying the
19 decision, as to not continue this case any
20 further. I do think that we have more than
21 enough information inside of the file that we
22 have now, but I will entertain any further
23 discussion, if there are other Commissioners that

1 see it otherwise.

2 COMM. HARRINGTON: This is
3 Comm. Harrington.

4 COMM. BLACKBURN: I agree with you.

5 CHAIRPERSON SLASH: Okay. So, I
6 think that was Comm. Blackburn saying she agrees.

7 COMM. BLACKBURN: Yes.

8 CHAIRPERSON SLASH: And
9 Comm. Harrington?

10 COMM. HARRINGTON: Just I guess a
11 point of clarification. In the recommendation
12 that you have, I just want to understand what the
13 action is moving forward based on that decision.

14 CHAIRPERSON SLASH: So, the two
15 options that we have, if we modify and we
16 disagree with the previous ALJ's finding and we
17 modified the finding, we then need to create an
18 order that assigns damages for the Respondent.
19 In the event --

20 COMM. HARRINGTON: And that's your
21 recommendation; correct?

22 CHAIRPERSON SLASH: Correct.

23 COMM. HARRINGTON: Okay. And the

1 other option would be to?

2 CHAIRPERSON SLASH: And the other
3 option is to remand, which would mean that our
4 current ALJ would then have to issue a new fact
5 of -- if I'm correct, a new fact of finding, and
6 then they would begin the appeals process over
7 again, if necessary.

8 JUDGE STEPHENS RYKER: And just to
9 interject on this note, as you know, I was a
10 former attorney here, so I have a conflict on
11 this particular case, so just to clarify for the
12 record, and if there is any concern, I would not
13 be the specific Administrative Law Judge --

14 CHAIRPERSON SLASH: Okay.

15 JUDGE STEPHENS RYKER: -- to rewrite
16 this case. You'd have to appoint --

17 CHAIRPERSON SLASH: So, this would be
18 the case of where we work with other agencies to
19 get more administrative law judges that can work.
20 So, it would mean a slightly more lengthy
21 process, and we would be adding time to settling
22 this -- to settling this case.

23 COMM. HARRINGTON: Okay. I -- this

1 is Comm. Harrington. I support your
2 recommendation --

3 CHAIRPERSON SLASH: Okay.

4 COMM. HARRINGTON: -- to modify as
5 stated.

6 CHAIRPERSON SLASH: Okay. And just
7 from a procedural space, as we modify, would that
8 be a -- myself and Judge Ryker working on this,
9 and then -- or who works on the piece that
10 assigns the damages?

11 JUDGE STEPHENS RYKER: So, in this
12 instance, because I am conflicted, the --

13 CHAIRPERSON SLASH: So, you have to
14 be out?

15 JUDGE STEPHENS RYKER: Correct.

16 MS. POSEY: So, I, as General
17 Counsel, would help --

18 CHAIRPERSON SLASH: Okay.

19 MS. POSEY: -- assist in that matter.

20 CHAIRPERSON SLASH: Okay.

21 COMM. JACKSON: Did you want to get
22 Comm. Ramos' input, since he --

23 COMM. BLACKBURN: I think he already

1 did do that.

2 CHAIRPERSON SLASH: Yes.

3 COMM. JACKSON: He has?

4 CHAIRPERSON SLASH: Okay. So, we
5 have a motion. I believe discussion is concluded
6 because we all feel pretty good about this;
7 right? We're good with the modification?

8 COMM. RAMOS: Yes.

9 CHAIRPERSON SLASH: All right. Very
10 good. So, I will -- oh, we've had the motion.
11 We've already passed it.

12 COMM. JACKSON: I think Comm. Ramos'
13 motion was to reverse it. This is to modify.

14 CHAIRPERSON SLASH: Oh, okay. So,
15 you're asking for the clarification.

16 Comm. Ramos, since you called for a
17 reverse, are you comfortable with the amendment
18 to your motion that modifies it versus reverses
19 it?

20 COMM. RAMOS: Yes, I am.

21 CHAIRPERSON SLASH: Okay. Second?

22 COMM. JACKSON: Second.

23 CHAIRPERSON SLASH: All right. So,

1 we're --

2 JUDGE STEPHENS RYKER: And you need
3 to --

4 CHAIRPERSON SLASH: Now I need to do
5 a new vote on that. Okay. Very good. So, I'll
6 call the roll one more time.

7 Comm. Jackson?

8 COMM. JACKSON: Aye.

9 CHAIRPERSON SLASH: Vice-Chair
10 Harrington?

11 COMM. HARRINGTON: Aye.

12 CHAIRPERSON SLASH: Comm. Blackburn?

13 COMM. BLACKBURN: Aye.

14 CHAIRPERSON SLASH: Comm. Ramos?

15 COMM. RAMOS: Aye.

16 CHAIRPERSON SLASH: Okay. Very good.

17 JUDGE STEPHENS RYKER: And just for
18 the Commission's information, under the
19 particular law that we are using, Indiana
20 Administrative Code 4-21.5-3-27(a), the
21 Commission has 60 days to enter that final
22 decision, and so that puts us at February 19th
23 of 2019, so at the February 15th meeting of this

1 year would be when the decision needs to go out.

2 CHAIRPERSON SLASH: Okay. All right.
3 And the next one is a motion of summary judgment;
4 is that correct?

5 JUDGE STEPHENS RYKER: Correct. And
6 I apologize; I think I may have put this on the
7 wrong place on the agenda. This is not an Old
8 Business piece necessarily, it is New Business.

9 CHAIRPERSON SLASH: Okay.

10 JUDGE STEPHENS RYKER: But since
11 we're moving into New Business, it --

12 CHAIRPERSON SLASH: Yeah, we'll use
13 this as our transition. In the case of -- let's
14 see here -- Reahard versus Peru Utilities.

15 JUDGE STEPHENS RYKER: So, this was a
16 motion for summary judgment made by Respondent,
17 and as the Administrative Law Judge, I granted
18 that motion to dismiss the case and dismiss the
19 complaint. There have no -- there have not been
20 any objections filed.

21 CHAIRPERSON SLASH: Okay. And so,
22 with that being said, I'd like to entertain a
23 motion to uphold; is that correct? Uphold the

1 motion for summary judgment.

2 COMM. JACKSON: So moved.

3 CHAIRPERSON SLASH: Is there a
4 second?

5 COMM. HARRINGTON: This is
6 Comm. Harrington. Second.

7 CHAIRPERSON SLASH: Okay. I'll call
8 the roll.

9 Comm. Jackson?

10 COMM. JACKSON: Aye.

11 CHAIRPERSON SLASH: Vice-Chair
12 Harrington?

13 COMM. HARRINGTON: Aye.

14 CHAIRPERSON SLASH: Comm. Blackburn?

15 COMM. BLACKBURN: Aye.

16 CHAIRPERSON SLASH: Comm. Ramos?

17 (No response.)

18 CHAIRPERSON SLASH: Comm. Ramos?

19 (No response.)

20 CHAIRPERSON SLASH: Okay. Chair
21 Slash, aye. So, the motion carries.

22 All right. Now moving into New Business,
23 we have two -- we have two cases to be assigned,

1 and so, I will assign the first case, Daniel
2 McNaughton versus Applevalley Mobile Home
3 Community, to Comm. Jackson, and then the second
4 case, Julius Dunbar versus Flagherty & Collins
5 Properties/Country Club Apartments, to Vice-Chair
6 Harrington.

7 Okay. That was all that we had. There
8 wasn't anything else; right?

9 JUDGE STEPHENS RYKER: Correct. So,
10 that's all of the substantive matters on the
11 agenda.

12 CHAIRPERSON SLASH: Okay. Great.

13 So, I have a question. I'll take a little
14 liberty here. Commissioners that are on the
15 phone, we have Commissioner training that was
16 scheduled for right now. They have a nice
17 PowerPoint set up in here. Would you prefer
18 putting that on next month when you're in person,
19 or are you comfortable listening through training
20 over the phone?

21 COMM. JACKSON: In person.

22 COMM. RAMOS: This is Comm. Ramos,
23 and I recommend that we defer to the next

1 meeting. And by the way, I keep getting calls on
2 my phone and it messes up my mute function
3 button, so I vote aye on the last resolution,
4 so --

5 CHAIRPERSON SLASH: Thank you.

6 Can the record reflect that?

7 THE REPORTER: Yes.

8 CHAIRPERSON SLASH: Thank you.

9 Okay. So, if that's okay, we'd like to
10 move training to -- is there another opinion on
11 that, or is Comm. Ramos' the opinion of the body?

12 COMM. JACKSON: I --

13 COMM. HARRINGTON: This is
14 Comm. Harrington. I would also ask if the
15 document could be placed where we can view it
16 ahead of time, and that way, if we have questions
17 as we go through the training, we can be
18 prepared.

19 JUDGE STEPHENS RYKER: I'll make sure
20 to send it out at the close of this week, so that
21 all of the Commissioners will have it in advance
22 of the next meeting.

23 COMM. HARRINGTON: Thank you.

1 CHAIRPERSON SLASH: Okay. All right.
2 So, on the agenda, the next thing that we have
3 listed are meeting dates. Our next meeting is
4 February 15th, then -- I love the months of
5 February and March, because it's the exact same
6 date almost every single time -- March 15th, and
7 then April 19th is our Annual Meeting; correct?

8 JUDGE STEPHENS RYKER: Correct.

9 CHAIRPERSON SLASH: All right. So,
10 that'll round out the first quarter.

11 Are there any Announcements?

12 (No response.)

13 CHAIRPERSON SLASH: Okay. Hearing
14 none, is there any Public Comment?

15 (No response.)

16 CHAIRPERSON SLASH: Seeing we have an
17 empty room today, we'll go with there is none.
18 So, with that being said, I'll go ahead and
19 adjourn today's meeting.

20 - - -
21 Thereupon, the proceedings of
22 January 31, 2019 were concluded
23 at 2:43 o'clock p.m.
 - - -

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 Thursday, January 31, 2019 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
17
18
19
20
21
22
23

	8:13;20:22;32:18	approve (1) 5:14	26:9,10;27:16;28:2,3;31:4,6,7;33:23;35:12,13;37:14,15	19:8,13;20:6
§	Agency (6) 14:14,21;15:4,6; 17:7,9	Area (2) 16:1,2	Blacks (1) 19:1	ceremony (3) 18:14,16;19:12
\$29,000 (1) 17:12	agenda (4) 4:5,8;36:7;38:11	areas (1) 16:13	Blackwell (1) 3:9	Chair (1) 37:20
A	aggrieved (1) 17:12	arguments (4) 4:15;22:22;25:2; 27:2	blame (1) 14:7	CHAIRPERSON (115) 3:3,10,14,19,21,23; 4:2;5:2,6,9,19,23; 6:18,21;8:6,22;9:2, 20,23;10:7,9,20;11:1, 10,13,19,23;12:3,5, 11,14,18,21;13:1,3,5, 11,14,20;14:1,3,6; 21:19,23;22:13,19; 23:2,23;24:5,12,15; 25:10,16,21;26:1,6,9, 11,13;27:7,13,17,22; 28:2,4,6,14,19,23; 29:3,10,15,18,22; 30:2,5,12,15;31:5,8, 14,22;32:2,14,17; 33:3,6,13,18,20;34:2, 4,9,14,21,23;35:4,9, 12,14,16;36:2,9,12, 21;37:3,7,11,14,16, 18,20;38:12;39:5,8
Absolutely (1) 6:21	agree (2) 25:14;31:4	assign (1) 38:1	Board (1) 12:7	change (2) 4:21;29:5
Academy (6) 19:2;24:2,9,22; 25:7,11	agrees (1) 31:6	assigned (2) 12:6;37:23	body (1) 39:11	changes (3) 15:2;17:13;23:18
accept (1) 11:8	ahead (7) 3:4;9:22;11:2,3,4; 28:7;39:16	assigns (2) 31:18;33:10	booth (1) 20:20	China (1) 6:8
accommodate (1) 20:15	AKA's (1) 20:2	assist (1) 33:19	both (1) 22:14	Circle (1) 18:15
accommodation (1) 21:2	ALI (1) 14:12	assistance (1) 21:9	box (1) 16:20	circling (1) 13:8
Accommodations (2) 16:5,8	ALJ (6) 4:13;14:12;23:8; 26:22;27:11;32:4	Association (1) 21:1	bring (1) 9:14	Civil (3) 3:5;15:16;20:18
across (2) 19:14;21:3	ALJ's (3) 24:6;26:17;31:16	At-a-Glance (2) 8:1;9:16	bringing (1) 15:3	clarification (2) 31:11;34:15
Act (1) 23:7	Allen (1) 16:18	attend (1) 19:14	Building (1) 19:1	clarify (3) 24:18;28:21;32:11
action (1) 31:13	Alpha's (1) 20:3	attorney (1) 32:10	Business (7) 4:11,16;11:3;36:8, 8,11;37:22	Class (3) 15:8,9,15
actions (1) 29:2	always (1) 6:16	authority (2) 23:8;28:16	button (1) 39:3	cleaner (1) 14:23
Adams (1) 19:16	amazing (2) 19:19;20:9	available (1) 23:13	C	clear (1) 4:4
adding (1) 32:21	amendment (1) 34:17	awards (2) 8:20;17:12	call (9) 3:4,11,15;11:18; 26:2;27:18;28:7; 35:6;37:7	Clerk (1) 14:16
additional (1) 27:4	Anehta (2) 7:23;14:16	Awesome (3) 6:18;17:8;21:19	called (1) 34:16	close (1) 39:20
additionally (1) 25:3	animal (2) 21:9,10	Aye (32) 11:14,15,21,22; 12:2,4,20,23;13:2,4, 23;14:2,5;26:5,8,10, 12,13;27:21;28:1,3,5, 9;35:8,11,13,15; 37:10,13,15,21;39:3	calls (2) 16:22;39:1	closed (1) 17:10
address (3) 18:22;28:8,11	announce (1) 4:5	B	came (1) 20:4	Club (1) 38:5
Administrative (9) 23:6;24:9,14,22; 30:10;32:13,19; 35:20;36:17	announcement (1) 4:10	back (4) 13:8,15;14:14; 23:21	Campagna (3) 24:2,9,21	Code (1) 35:20
adopting (1) 23:15	Announcements (1) 5:1	based (2) 15:18;31:13	can (13) 9:20;11:11;16:4; 23:2,18;24:5,18; 26:17;30:12;32:19; 39:6,15,17	cold (3) 6:2,3;14:7
advance (1) 39:21	Apartments (1) 38:5	begin (2) 4:4;32:6	carries (5) 12:6;13:5;14:7; 26:14;37:21	coldest (1) 19:22
Advocacy (1) 20:17	apologize (4) 14:9;22:6;24:20; 36:6	belongs (1) 15:21	case (17) 5:12;11:5;24:1,16; 25:1,19;26:15,21; 30:19;32:11,16,18, 22;36:13,18;38:1,4	Collins (1)
Affairs (2) 15:1;20:20	appeals (3) 4:12,17;32:6	better (1) 21:18	cases (3) 6:9;17:10;37:23	
affirming (1) 23:15	Applevalley (1) 38:2	big (1) 8:7	celebration (1) 18:23	
affirms (1) 23:12	appoint (1) 32:16	bit (4) 9:7,12;16:22;17:3	Central (3)	
again (14) 6:13,19,22,23; 7:20;8:7,9;9:4;27:1, 5,19;29:14;30:13; 32:7	appointed (2) 10:2;23:9	Blackburn (24) 3:19,20;7:2,10,13; 12:1,2;13:1,2;14:1,2;		
Age (3) 15:13,15,17	appreciate (1) 6:11			
Agencies (3)	Approval (2) 5:14;26:3			

38:4 comfortable (2) 34:17;38:19 coming (3) 15:2;16:3;17:7 Comm (133) 3:6,8,18,19,20,21, 23;4:7,12;5:4,4,7,11, 17,18,20,22;6:6;7:2, 10,13;9:17,18;10:3; 11:3,7,9,12,14,15,20, 22;12:1,2,3,4,13,16, 17,19,20,23;13:1,2,3, 4,17,17,19,23;14:1,2, 3,5;17:19,21;24:13, 16,18;25:7,12,13,14, 15,17,18,22,23;26:4, 5,8,9,10,11,12;27:10, 15,16,20,21;28:1,2,3, 4,5;31:2,3,4,6,7,9,10, 20,23;32:23;33:1,4, 21,22,23;34:3,8,12, 12,16,20,22;35:7,8, 11,12,13,14,15;37:2, 5,6,9,10,13,14,15,16, 18;38:3,21,22,22; 39:11,12,13,14,23 Comment (1) 5:1 Commission (22) 3:5;4:15,18;6:7,10; 7:19;8:11;10:3; 15:16;20:19,19;22:5; 23:7,11;24:3;25:2,4; 27:1,2;29:8,17;35:21 Commissioner (3) 4:17;7:7;38:15 Commissioners (12) 5:3;7:1;9:15;10:2; 14:15;22:2;25:6; 27:6,9;30:23;38:14; 39:21 Commission's (2) 30:1;35:18 commit (1) 7:5 committed (1) 6:15 communications (1) 15:5 community (4) 18:2,5;21:15;38:3 Complainant (1) 27:12 complaint (4) 24:10;25:1;27:1; 36:19 Complaints (10) 15:7,11,12,18;16:9, 10,14;17:6,7,9 complete (1) 10:15 completion (1)	29:6 concern (4) 25:19;28:10,13; 32:12 concerning (1) 29:20 concluded (1) 34:5 conclusions (3) 23:16,19;29:13 conference (3) 8:9,11,16 conflict (1) 32:10 conflicted (1) 33:12 considerate (2) 7:11,14 Consortium (1) 8:12 constituents (1) 20:21 continue (7) 8:17;9:13,17,21; 20:4,11;30:19 conversation (1) 22:21 copy (4) 7:22;8:1;10:6; 14:18 Corporation (2) 26:16,22 Counsel (1) 33:17 counties (1) 16:12 County (4) 16:17,17,18,18 course (1) 28:16 create (2) 30:11;31:17 Credit (1) 16:10 current (1) 32:4 currently (1) 18:19	20:10,17 days (2) 19:22;35:21 December (15) 14:21;15:9;16:1,9, 20,23;17:2,5,7,10,13, 17;18:3,4,8 decision (14) 11:4;23:10,21; 24:14;27:11;28:11, 21,22;29:6;30:11,19; 31:13;35:22;36:1 Decisions (3) 4:14;21:5;22:23 defer (1) 38:23 definitely (1) 7:16 Department (1) 15:22 Deputy (2) 15:1;22:16 designated (1) 23:9 different (3) 20:4;23:22;29:2 dinner (1) 8:20 directly (1) 15:20 Director (2) 15:1;22:17 Director's (3) 4:10;6:1;14:15 dirt (1) 21:11 Disability (3) 15:8,10,11 disagree (1) 31:16 discrimination (5) 15:18;16:4,9,10; 22:10 discussion (3) 30:16,23;34:5 dismiss (2) 36:18,18 dismissal (2) 12:8,12 dismissed (3) 24:10,23;26:23 dissolves (1) 23:12 dissolving (1) 23:20 Docket (1) 14:16 document (2) 9:16;39:15 done (5) 7:17;10:13;19:11; 20:13;22:3 down (3)	16:22;17:2,4 Dr (5) 19:3,4,15;20:5,11 drafted (1) 17:4 dry (1) 19:10 dual (1) 22:13 Dunbar (1) 38:4 during (1) 25:2 duty (1) 30:10	35:21 entertain (2) 30:22;36:22 enthusiasm (1) 27:18 entire (1) 19:10 EROMOSELE (1) 3:8 essentially (1) 23:21 ethics (1) 4:20 Evansville (3) 25:8;26:16,21 event (5) 18:12;22:7;30:6,9; 31:19 events (3) 17:17;18:9,13 everybody's (1) 10:8 everyone (1) 4:19 evidence (2) 25:5,5 Exchange (1) 22:7 expand (1) 20:14 expected (1) 16:23 extend (1) 20:11 External (1) 15:1 eye (1) 19:10
			E	
			earlier (1) 25:6 easy (1) 6:13 Education (1) 16:9 EEOC (1) 15:20 effect (2) 27:14;29:9 either (1) 23:11 electronically (1) 14:18 Eli (1) 20:2 else (1) 38:8 else's (1) 21:8 e-mail (2) 9:16;14:17 e-mailed (2) 25:5;27:5 employees (2) 15:19,21 employment (3) 15:18;16:2,3 end (3) 7:4;10:13,15 ended (1) 21:17 end-of-the-year (1) 10:12 energy (2) 15:3;20:2 enforce (1) 15:16 Enforcement (2) 15:23;16:2 Enos (1) 19:16 enough (1) 30:21 enter (1)	
			F	
			fact (4) 23:16,19;32:4,5 facts (1) 29:13 fairly (1) 23:5 Farmer (2) 26:15,21 favor (7) 11:13;12:18,19; 24:10,23;26:23; 27:11 February (4) 4:22;10:14;35:22, 23 feel (2) 22:2;34:6 few (1) 4:8 file (1) 30:21 filed (1)	
	D			
	d/b/a (1) 11:6 damages (3) 29:12;31:18;33:10 Daniel (1) 38:1 date (1) 4:21 dates (4) 10:8,15,16,18 day (5) 9:3;14:8;19:22;			

<p>36:20 filling (1) 10:23 final (2) 23:11;35:21 finally (1) 20:23 find (1) 27:11 finding (10) 11:8;24:6,17,19, 21;26:17;29:12; 31:16,17;32:5 findings (4) 23:16,19;29:13,20 finish (1) 28:7 First (4) 6:4;10:14;19:18; 38:1 five (1) 16:18 Flaherty (1) 38:4 folks (1) 20:16 followed (2) 15:10,12 Following (1) 19:21 formal (1) 6:12 formalized (1) 17:6 formally (1) 7:5 format (1) 14:22 former (2) 6:6;32:10 forward (6) 6:9;9:10;23:10,17; 28:17;31:13 found (4) 11:7;24:10,22; 26:22 four (3) 4:3;16:8,11 front (1) 21:4 function (1) 39:2 further (3) 8:19;30:20,22</p>	<p>giving (1) 22:11 Glad (1) 5:9 Glance (4) 9:12;14:14,21;15:6 good (7) 21:6,12;34:6,7,10; 35:5,16 granted (1) 36:17 great (3) 21:3;22:11;38:12 Greentree (2) 5:13;11:6 Greg (1) 9:18 group (1) 4:13 guess (1) 31:10 guidance (1) 23:3</p>	<p>6:16;20:4;33:17 helpful (1) 29:21 helping (1) 6:9 Hispanic (1) 20:19 history (1) 19:4 Holcomb (1) 19:18 holiday (2) 16:23;18:3 Home (1) 38:2 house (1) 21:7 Housing (5) 16:5,8;21:2,16; 22:10 hub (1) 20:7 Huh (1) 7:12 Human (1) 8:12</p>	<p>16:15 Inquiries (6) 15:23;16:3,7,16; 17:2,4 inside (1) 30:21 insight (1) 22:11 instance (1) 33:12 interested (2) 20:16,22 interject (1) 32:9 internally (1) 18:10 interruption (1) 17:22 into (4) 8:19,21;36:11; 37:22 introductory (1) 24:3 investigate (2) 15:20;17:9 investigator (1) 22:8 issue (1) 32:4 issues (1) 14:8</p>	<p>20;29:1,7,11,16,19, 23;30:3,8,10,14;32:8, 13,15;33:8,11,15; 35:2,17;36:5,10,15, 17;38:9;39:19 judges (1) 32:19 Judge's (1) 24:14 judgment (3) 36:3,16;37:1 Julius (1) 38:4 jump (1) 14:14 June (3) 8:10;9:1,4</p>		
	H			K		
	<p>Hamilton (1) 16:18 happy (3) 21:4,13,13 Harring (1) 13:17 Harrington (47) 3:9,17,18;5:18,21, 22;9:18;11:12,20,22; 12:16,17,22,23; 13:18,19,22,23; 17:19,21;25:13,17, 18,23;26:7,8;27:23; 28:1;31:2,3,9,10,20, 23;32:23;33:1,4; 35:10,11;37:5,6,12, 13;38:6;39:13,14,23 Harvard (1) 18:20 hat (1) 22:13 head (1) 12:10 hear (4) 11:8;24:16,19; 30:16 heard (1) 4:14 Hearing (3) 22:19;23:22;27:3 Heirs (1) 19:9 held (1) 23:22 Hello (1) 5:5 help (3)</p>	I	<p>impactful (1) 18:22 importance (1) 22:10 important (1) 8:17 include (1) 29:12 includes (2) 4:11,14 including (1) 4:16 increase (1) 17:11 Indiana (13) 3:5;8:11,12,13; 12:7;15:16,17,21; 20:18,19;21:1;23:6; 35:19 Indianapolis (2) 18:18,19 individual (1) 25:19 information (7) 8:20;9:12;20:21; 27:4;29:20;30:21; 35:18 initial (2) 23:10;30:11 initiative (1) 8:18 input (1) 33:22 inquires (1)</p>	J	<p>Jackson (28) 3:6;5:17,20;11:9, 14;12:13,19,20; 13:17;24:13,16;26:4, 5;27:15,20,21;33:21; 34:3,12,22;35:7,8; 37:2,9,10;38:3,21; 39:12 Jackson's (1) 25:15 Janet (1) 19:18 January (6) 3:1.5;18:9,13; 21:17;22:4;27:5 Jeree (1) 22:8 joining (1) 14:15 joint (1) 8:11 Joseph (1) 16:19 JUDGE (46) 4:6;7:23;8:3; 10:17;11:16;13:7,12; 14:13;22:8;23:1,3,4; 24:7,9,20,22;25:9; 26:20;28:10,12,15,</p>	<p>keep (1) 39:1 Key (4) 24:2,8,8,21 keynote (1) 18:22 kind (7) 6:7,12;8:21;9:9; 18:2;20:6,12 King (9) 18:12,16,23;19:3,4, 15,22;20:5,11 Kong (1) 18:17</p>
				L		
G				<p>Labor (1) 15:22 Lady (1) 19:18 Lake (1) 16:17 largest (1) 16:11 last (8) 4:9,15;5:15;8:16; 22:21;25:2;27:1;39:3 Latino (2) 20:17,20 law (11) 23:16,19;24:9,14, 22;29:14;30:10; 32:13,19;35:19; 36:17 Lawrence (4) 24:1,8,8,21 Laws (1) 12:7 leading (1) 15:9 League (1) 22:7</p>		
<p>gave (2) 18:21;19:3 General (1) 33:16 gets (1) 9:13</p>						

learning (1) 20:22	Madam (1) 19:6	modified (2) 28:22;31:17	32:7	opinion (2) 39:10,11
least (2) 15:19;21:14	making (1) 15:2	modifies (2) 23:12;34:18	neck (2) 16:6,6	option (2) 32:1,3
leaving (1) 25:20	management (1) 18:10	modify (4) 31:15;33:4,7;34:13	need (11) 3:11,12;5:14; 13:10,15,21;14:11; 29:8;31:17;35:2,4	options (2) 23:13;31:15
left (1) 4:9	many (1) 20:3	Modifying (3) 23:18;29:4;30:18	needs (1) 36:1	oral (4) 4:15;22:21;25:2; 27:2
legacy (3) 19:5;20:5,11	March (1) 10:14	month (10) 5:15;16:1;17:13, 17;18:6,8;22:4,21; 25:6;38:18	new (19) 4:16,16;14:22,23; 15:3,3,4;17:7,8;18:6; 23:21;25:5;30:11; 32:4,5;35:5;36:8,11; 37:22	order (7) 3:5;23:12,15,17, 20;29:9;31:18
legal (1) 20:23	Marion (1) 16:17	Monument (1) 18:14	next (9) 4:18;9:6,11;20:15; 26:15;36:3;38:18,23; 39:22	Orders (1) 23:7
lengthy (1) 32:20	marketing (1) 9:9	Moore (2) 5:12;11:5	nice (3) 19:7,12;38:16	Origin (1) 15:13
letter (1) 6:12	Martin (7) 18:12,15,23;19:3,4, 15,21	more (12) 7:17;8:18,20,21; 9:7,12;20:22;28:17; 30:20;32:19,20;35:6	nicer (1) 14:22	otherwise (1) 31:1
liberty (1) 38:14	materials (1) 29:17	most (1) 16:13	nine (1) 15:13	out (19) 7:21;8:4;10:5,13; 16:13,15;17:1,5;18:1, 5;20:1,4;21:14,14; 25:6;27:5;33:14; 36:1;39:20
life (1) 19:4	matter (4) 18:6;28:16,17; 33:19	motion (26) 5:16,17;11:8;12:5; 13:5,16,21;14:7;24:3, 16;25:15;26:2,14; 27:3,8,10;34:5,10,13, 18;36:3,16,18,23; 37:1,21	Nodded (2) 12:10;23:1	outgrown (1) 20:12
liked (1) 7:18	matters (1) 38:10	motivational (1) 19:17	none (1) 22:20	Outreach (1) 17:16
Lilly (1) 20:2	may (3) 4:17;29:21;36:6	motive (1) 19:16	no-probable-cause (1) 11:7	outside (1) 6:3
Linda (2) 5:12;11:5	McNaughton (1) 38:2	move (5) 11:2;12:11;24:13; 28:17;39:10	North (2) 19:8,12	over (6) 4:9;5:13;15:20; 30:13;32:6;38:20
Lisa (1) 15:1	mean (7) 8:19;13:18;17:23; 21:6;30:7;32:3,20	Moved (5) 5:19;6:9;11:9; 12:13;37:2	Northern (1) 19:9	overwhelmingly (1) 16:1
list (1) 9:5	means (2) 17:8;23:8	moving (4) 9:10;31:13;36:11; 37:22	note (1) 32:9	own (1) 23:17
listening (1) 38:19	meat (2) 8:21;22:20	much (2) 17:1;18:4	noticeable (1) 22:3	
little (8) 9:5,6,12;16:22; 17:3;23:3;30:16; 38:13	media (1) 18:7	mute (1) 39:2	number (7) 15:9;16:2,6,21; 17:4,6;20:15	panel (1) 20:23
Long (5) 5:11;6:6;10:3;11:3, 7	mediations (1) 17:11	myself (4) 3:6;26:13;28:8; 33:8	nurses (1) 25:11	Pardon (1) 17:21
Long's (1) 4:12	meeting (11) 3:4;4:15,18;5:15; 9:6,11;25:3;27:1; 35:23;39:1,22	N	O	Park (1) 20:6
look (4) 15:4,23;16:11,20	meetings (1) 14:9	name (1) 3:15	objections (1) 36:20	part (2) 7:18;17:14
looking (8) 8:9,10;14:20;15:6, 7;16:13,21;20:14	members (1) 18:11	National (1) 15:13	o'clock (1) 3:1	particular (2) 32:11;35:19
looks (1) 14:22	message (1) 21:13	Nations (1) 18:21	off (2) 9:10;20:10	parties (1) 29:21
lot (5) 9:5;14:22;17:5; 19:3;20:13	messes (1) 39:2	native (2) 18:18,18	Old (3) 4:11;11:3;36:7	passed (1) 34:11
lots (1) 20:1	mind (1) 13:8	necessarily (1) 36:8	one (10) 12:6,9;15:9;16:2; 19:2,22;26:15;27:18; 35:6;36:3	past (1) 20:13
low (1) 18:2	minutes (4) 4:10;5:15;13:9,16	necessary (1) 36:8	only (2) 17:16,22	people (6) 11:17;17:1;20:4,9, 13;21:14
Luther (7) 18:12,16,23;19:3,4, 15,21	MISO (1) 20:2	neck (2) 16:6,6	open (1) 21:7	percent (4) 15:10,11,13,14
Lynn (1) 26:21	missed (1) 7:2	needs (1) 36:1		permanently (1) 7:17
M	Mobile (1) 38:2			
	modification (1) 34:7			

person (3) 3:6;38:18,21	9:6;10:13;26:18	20:12	Respondent (5) 24:11,23;26:23; 31:18;36:16	16;34:21,22;37:4,6; 38:3
persons (1) 17:12	problem (1) 5:8	really (15) 6:10;7:18,19;14:9, 23;18:13,17,21,21; 19:6,11,19;21:6,12; 23:5	response (8) 3:22;4:1;7:8; 21:22;22:18;24:4; 37:17,19	seconding (1) 5:20
Peru (1) 36:14	procedural (3) 14:8;28:15;33:7	Realtors (3) 21:1,3,5	responsible (1) 21:11	send (5) 6:12;10:5,6;15:19; 39:20
phone (10) 3:7,7,13,15;5:7; 11:17;14:16;38:15, 20;39:2	procedure (1) 23:6	reasonable (1) 21:2	rest (2) 10:1;18:7	sending (2) 11:4,4
piece (2) 33:9;36:8	Procedures (1) 23:7	receive (1) 15:17	reverse (4) 27:11;29:4;34:13, 17	service (8) 6:6;7:20;10:18; 19:22;20:5,8,10,15
place (2) 4:21;36:7	process (3) 30:13;32:6,21	received (4) 16:7,8,14;27:4	rewrites (1) 34:18	set (1) 38:17
placed (1) 39:15	professionals (1) 22:9	recommend (1) 38:23	Review (2) 4:13;14:11	settlement (1) 17:14
places (2) 19:14;20:7	Properties/Country (1) 38:5	recommendation (3) 31:11,21;33:2	rewrite (1) 32:15	settling (2) 32:21,22
Placing (1) 18:14	property (1) 21:8	record (9) 3:13;6:20;13:13, 15;25:4;27:3;29:5; 32:12;39:6	right (10) 9:7;10:10;22:23; 34:7,9,23;36:2; 37:22;38:8,16	seven (2) 17:17;18:2
plan (1) 9:9	proposed (1) 29:20	reflect (1) 39:6	right-hand (1) 16:21	share (2) 4:13;30:17
planning (2) 8:21;9:8	Protected (2) 15:7,15	refreshed (1) 15:4	Rights (4) 3:5;8:13;15:16; 20:18	shortly (2) 8:4;14:18
please (3) 3:15;9:22;26:17	provided (1) 29:17	regarding (1) 28:11	roll (6) 3:11;11:18;26:2; 27:18;35:6;37:8	side (1) 16:21
pm (1) 3:1	Public (3) 5:1;16:5,7	Region (1) 8:16	RYKER (41) 4:6;7:23;8:3; 10:17;11:16;13:7,12; 14:13;22:8;23:1,3,4; 24:7,20;25:9;26:20; 28:10,12,15,20;29:1, 7,11,16,19,23;30:3,8, 14;32:8,15;33:8,11, 15;35:2,17;36:5,10, 15;38:9;39:19	similar (1) 23:5
point (2) 13:8;31:11	put (4) 6:20;23:10;29:8; 36:6	regular (1) 23:5		similarly (1) 26:22
policy (1) 17:13	puts (1) 35:22	related (2) 15:11,12		singing (2) 19:9,11
populated (1) 16:13	putting (2) 23:17;38:18	remand (1) 32:3		six (1) 16:18
POSEY (9) 12:10;14:20;17:20, 23;21:21;22:6,17; 33:16,19		remanded (2) 28:21;30:9		skipped (1) 5:13
position (1) 10:23	Q	remanding (2) 23:21;30:6		Slack (1) 22:9
post (1) 25:20		remind (2) 24:5;26:17		SLASH (118) 3:3,10,14,19,21,23; 4:2,7;5:2,6,9,19,23; 6:18,21;8:6,22;9:2, 17,20,23;10:7,9,20; 11:1,10,13,19,23; 12:3,5,11,14,18,21; 13:1,3,5,11,14,20; 14:1,3,6;21:19,23; 22:13,19;23:2,23; 24:5,12,15;25:10,16, 21;26:1,6,9,11,13; 27:7,13,17,22;28:2,4, 6,14,19,23;29:3,10, 15,18,22;30:2,5,12, 15;31:5,8,14,22;32:2, 14,17;33:3,6,13,18, 20;34:2,4,9,14,21,23; 35:4,9,12,14,16;36:2, 9,12,21;37:3,7,11,14, 16,18,20,21;38:12; 39:5,8
postpone (1) 4:18	R	reopen (1) 27:3		slightly (1) 32:20
power (1) 23:9	Race (2) 15:10,12	reopened (1) 25:4	S	smooth (1)
PowerPoint (1) 38:17	Rae (1) 18:17	Report (8) 4:11,12;5:11;6:1; 8:1;10:12,14;14:15	Sailors (1) 18:14	
Pradeep (1) 12:7	Ramos (32) 3:8,21,23;5:4,4,7; 11:15;12:3,4;13:3,4; 14:4,5;24:18;25:7,12, 14,22;26:11,12; 27:10;28:4,5;34:8,16, 20;35:14,15;37:16, 18;38:22,22	REPORTER (1) 39:7	SalesForce (1) 20:2	
prefer (1) 38:17	Ramos' (3) 33:22;34:12;39:11	reporting (2) 4:11;5:3	same (1) 22:2	
prepared (1) 39:18	Rayburn (1) 14:3	request (2) 12:8,12	saying (2) 7:19;31:6	
present (3) 3:16,18,20	ready (1) 8:8	requested (2) 25:4;27:3	scheduled (2) 4:20;38:16	
Presentation (1) 19:15	Reahard (1) 36:14	research (1) 30:3	School (2) 26:16,22	
pretty (2) 22:1;34:6	realize (1)	resign (1) 7:3	season (2) 16:23;18:3	
previous (2) 13:9;31:16		resolution (1) 39:3	Second (16) 5:18;11:11,12; 12:15,17;13:17; 25:15;26:2;27:14,15,	
probably (3)				

14:9 smoothest (1) 26:19 snuck (1) 10:4 social (1) 18:7 Soldiers (1) 18:14 someone (2) 21:8,8 somewhat (1) 8:15 soon (2) 9:13;10:12 Sorry (6) 5:7,13,14;6:1;7:2; 16:15 space (1) 33:7 speaking (2) 21:1;22:9 specific (2) 23:18;32:13 specifically (1) 21:15 St (1) 16:19 staff (2) 17:5;18:11 stage (1) 9:8 start (2) 24:1;30:12 State (4) 15:17;16:12;19:14; 21:3 stated (1) 33:5 Statehouse (3) 18:16;19:10;20:18 stats (1) 18:7 stay (1) 10:20 STEPHENS (38) 4:6;7:23;8:3; 10:17;11:16;13:7,12; 14:13;22:8;23:1,4; 24:7,20;25:9;26:20; 28:12,15,20;29:1,7, 11,16,19,23;30:3,8, 14;32:8,15;33:11,15; 35:2,17;36:5,10,15; 38:9;39:19 still (8) 4:3,4,22;6:8,15; 15:8;18:4;29:8 strategic (1) 9:8 student (3) 18:19;19:2,5 students (6)	19:1,2,13,13,17,19 substantive (1) 38:10 summary (3) 36:3,16;37:1 support (1) 33:1 Sure (7) 9:20;13:14;18:1,5; 22:1;25:18;39:19 Swati (1) 12:7	trainings (1) 17:18 transition (1) 36:13 travel (3) 6:8,14;7:6 tremendous (1) 18:17 trend (1) 16:5 try (3) 9:9;18:1,4 two (9) 4:14;16:18;17:18; 19:2;22:21;29:1; 31:14;37:23,23 type (1) 8:17 typically (1) 16:6	Vice-Chair (11) 3:17;5:20;11:20; 12:21;13:18,22;26:6; 27:22;35:9;37:11; 38:5 view (1) 39:15 Villa (2) 5:12;11:6 visibility (1) 22:4 voice (2) 13:15,21 volunteering (1) 20:16 volunteers (1) 20:1 vote (6) 13:9,12,16,21; 35:5;39:3 votes (1) 11:18 voting (1) 23:5	Y year (5) 4:9;8:16,23;20:15; 36:1 Yellowwood (1) 11:6 young (1) 22:9 Youth (1) 19:15
	T			Z
	table (2) 9:10;20:20 talk (2) 19:17,18 task (1) 22:22 ten (2) 15:13;16:17 term (3) 7:5,6;10:16 terms (1) 16:6 Terrace (1) 11:6 thanking (1) 6:12 thanks (3) 6:20;9:18;20:1 there'll (1) 8:18 thought (1) 8:16 thoughtful (1) 18:22 thoughts (1) 30:17 three (2) 18:12;23:13 throughout (1) 8:13 today (4) 4:13,20,23;9:4 together (1) 29:8 told (1) 6:11 tonight (1) 22:7 top (1) 10:21 total (1) 16:16 tracks (1) 21:10 Training (8) 4:17,20;17:14; 18:10;38:15,19; 39:10,17	U ultimate (3) 23:8;28:16;30:2 under (4) 15:21;23:6;28:6; 35:18 United (1) 18:21 University (1) 18:20 up (4) 10:4;18:8;38:17; 39:2 uphold (5) 12:12;24:13,17; 36:23,23 upholding (1) 11:7 upon (1) 29:6 Urban (1) 22:7 use (1) 36:12 using (1) 35:19 Utilities (1) 36:14	Walker (1) 19:6 Watkins (1) 20:6 way (6) 21:18;22:2;23:18; 26:19;39:1,16 week (1) 39:20 Welch (1) 15:1 Welcome (2) 5:6,9 whole (1) 30:13 who's (2) 3:7,13 willing (1) 6:16 WILSON (20) 3:12;6:2,19,22;7:4, 9,12,15;8:2,5,7;9:1,3, 19,22;10:5,8,10,18, 22 work (3) 9:8;32:18,19 working (9) 7:18;10:11,11,22; 14:17;18:20;20:5; 21:15;33:8 works (1) 33:9 Wreath (1) 18:13 wrong (1) 36:7	zero (1) 16:10 1 113 (1) 16:3 14th (1) 27:5 15 (2) 15:19,21 15th (2) 4:22;35:23 16 (1) 8:14 183 (1) 16:16 19th (1) 35:22 2 2:07 (1) 3:4 2:08 (1) 3:1 20 (1) 16:8 200 (3) 19:23;20:9,13 2018 (1) 14:21 2019 (3) 3:1.5;8:9;35:23 23rd (1) 20:18 24 (1) 16:7 3 300 (1) 21:14 300-plus (1) 21:2 31 (2) 3:1.5;15:11

4				
40 (1) 15:10 4-21.5-3-27a (1) 35:20 49 (1) 16:16				
5				
52 (1) 17:10				
6				
60 (3) 17:6,8;35:21				
9				
9th (1) 18:15				