

1 BEFORE THE STATE OF INDIANA

2 CIVIL RIGHTS COMMISSION

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5

6 PUBLIC MEETING OF NOVEMBER 21, 2014

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10 PROCEEDINGS

11 in the above-captioned matter, before the Indiana
12 Civil Rights Commission, Barry Baynard, Chairman,
13 taken before me, Lindy L. Meyer, Jr., a Notary
14 Public in and for the State of Indiana, County of
15 Shelby, at the Indiana Government Center South,
16 Conference Center, Room A, 402 West Washington
17 Street, Indianapolis, Indiana, on Friday,
18 November 21, 2014 at 11:09 o'clock a.m.

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21 William F. Daniels, RPR/CP CM d/b/a
22 ACCURATE REPORTING OF INDIANA
23 12922 Brighton Avenue
Carmel, Indiana 46032
(317) 848-0088

1 APPEARANCES:

2 COMMISSION MEMBERS:

3 Barry Baynard, Chairman
John E. Garcia
4 Tehiji G. Crenshaw
Charles D. Gidney

5

6 INDIANA CIVIL RIGHTS COMMISSION

By Jamal Smith, Director/Secretary

7 & Akia Haynes, Deputy Director

Indiana Government Center North

8 100 North Senate Avenue, Room N103

Indianapolis, Indiana 46204

9 On behalf of the Commission.

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OTHER COMMISSION STAFF PRESENT:

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Noell Allen

12 Debbie Rincones-Chavez

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1 11:09 o'clock a.m.
November 21, 2014

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3 CHAIRMAN BAYNARD: We'd like to call
4 to order the November 21st public meeting of the
5 Indiana Civil Rights Commission. Here today as
6 Commissioners is Comm. Garcia, Comm. Gidney and
7 Comm. Crenshaw. So, we have a quorum, and we
8 will -- you've had an opportunity to review the
9 minutes. If there are any questions, now is the
10 time. If not, may I have a motion to accept the
11 minutes?

12 COMM. GIDNEY: So moved.

13 COMM. CRENSHAW: Second.

14 CHAIRMAN BAYNARD: All in favor?

15 COMM. CRENSHAW: Aye.

16 COMM. GARCIA: Aye.

17 COMM. GIDNEY: Aye.

18 CHAIRMAN BAYNARD: Aye.

19 Financial Report.

20 MR. SMITH: Yes. Good morning.

21 So, if you guys would open up your packets
22 and take a look at the Financial Report for this
23 month, there's nothing extenuating to report.

1 The Commission is on target. In fact, if you
2 notice, in doing a comparison to fiscal
3 year 2014, we are within 1300 bucks of what we
4 spent as of last year as well. So, if there are
5 no questions and/or concerns about the Report,
6 I'll move to have it accepted.

7 CHAIRMAN BAYNARD: Are there any
8 questions?

9 COMM. GIDNEY: No.

10 CHAIRMAN BAYNARD: Could I have a
11 motion, then, please?

12 COMM. GIDNEY: So moved.

13 COMM. CRENSHAW: Second.

14 CHAIRMAN BAYNARD: All in favor?

15 COMM. CRENSHAW: Aye.

16 COMM. GARCIA: Aye.

17 COMM. GIDNEY: Aye.

18 CHAIRMAN BAYNARD: Aye.

19 Those opposed?

20 (No response.)

21 MR. SMITH: Thank you.

22 CHAIRMAN BAYNARD: Old Business,
23 Reports by Commissioners on Complaint Appeals.

1 Is there any word from Comm. Carter?

2 MS. RINCONES-CHAVEZ: No, sir.

3 CHAIRMAN BAYNARD: And Comm. Ramos

4 recommends that we uphold the Deputy Director's

5 finding of no probable cause. Could we have a

6 motion? This is for -- this is Betty White

7 versus Macy's.

8 COMM. GARCIA: So moved.

9 COMM. GIDNEY: Second.

10 CHAIRMAN BAYNARD: All in favor?

11 COMM. CRENSHAW: Aye.

12 COMM. GARCIA: Aye.

13 COMM. GIDNEY: Aye.

14 CHAIRMAN BAYNARD: Aye.

15 Those opposed?

16 (No response.)

17 CHAIRMAN BAYNARD: And Comm. Gidney,

18 LaRonda Poe versus Nationwide Payroll Services

19 Group.

20 COMM. GIDNEY: Okay. In that case,

21 my recommendation is to uphold the Deputy

22 Director's finding of no probable cause.

23 CHAIRMAN BAYNARD: Is there a motion?

1 COMM. GARCIA: So moved.

2 COMM. CRENSHAW: Second.

3 CHAIRMAN BAYNARD: All in favor?

4 COMM. CRENSHAW: Aye.

5 COMM. GARCIA: Aye.

6 COMM. GIDNEY: Aye.

7 CHAIRMAN BAYNARD: Aye.

8 Those opposed?

9 (No response.)

10 CHAIRMAN BAYNARD: Comm. Garcia.

11 COMM. GARCIA: In the case of

12 Marcelo & Florencia Juarez Santamaria versus

13 Longacre Mobile Home Park, after reviewing the

14 file and considering Mrs. Santamaria's additional

15 testimony which she considered additional

16 evidence, I concur with the Deputy Director's

17 finding of no reasonable cause.

18 And in the case of Steven Emery verses Red

19 Gold doing business as RG Transport, LLC, after

20 reviewing the file and considering Mr. Emery's

21 additional evidence, which shed no further facts

22 on the case, I concur with the Deputy Director's

23 finding of no probable cause.

1 CHAIRMAN BAYNARD: Is there a motion?

2 COMM. CRENSHAW: So moved.

3 COMM. GIDNEY: Second.

4 CHAIRMAN BAYNARD: All in favor?

5 COMM. CRENSHAW: Aye.

6 COMM. GARCIA: Aye.

7 COMM. GIDNEY: Aye.

8 CHAIRMAN BAYNARD: Aye.

9 Those opposed?

10 (No response.)

11 CHAIRMAN BAYNARD: Any word from

12 Comm. Blackburn?

13 MS. RINCONES-CHAVEZ: No, sir.

14 CHAIRMAN BAYNARD: All right.

15 Comm. Crenshaw?

16 COMM. CRENSHAW: In the case of

17 Onetha Byrd versus Indianapolis Housing Agency, I

18 make a recommendation that we uphold the Deputy

19 Director's finding of no probable cause.

20 CHAIRMAN BAYNARD: Is there a motion?

21 COMM. GARCIA: So moved.

22 COMM. GIDNEY: Second.

23 CHAIRMAN BAYNARD: All in favor?

1 COMM. CRENSHAW: Aye.

2 COMM. GARCIA: Aye.

3 COMM. GIDNEY: Aye.

4 CHAIRMAN BAYNARD: Aye.

5 Those opposed?

6 (No response.)

7 CHAIRMAN BAYNARD: And in my case,

8 which is the case of Lloyd K. Bell versus

9 Gardenside Terrace Apartments, I know we had a

10 lengthy discussion on that last -- last meeting.

11 I'll entertain further discussion from those who

12 had a chance to hear that before I recommend a

13 decision.

14 (No response.)

15 CHAIRMAN BAYNARD: No such? Well, in

16 that case, I didn't really hear anything from the

17 Complainant that would change the outcome.

18 Although he had a lot of information, a lot of it

19 wasn't pertinent to this particular case, and he

20 never did actually show comparators that would

21 help his case along. He said there were -- there

22 were comparators, but he didn't actually show

23 any.

1 So, with that, I would recommend that we
2 uphold the Deputy Director's finding of no
3 probable cause.

4 COMM. CRENSHAW: So moved.

5 COMM. GIDNEY: Second.

6 CHAIRMAN BAYNARD: All in favor?

7 COMM. CRENSHAW: Aye.

8 COMM. GARCIA: Aye.

9 COMM. GIDNEY: Aye.

10 CHAIRMAN BAYNARD: Aye.

11 Those opposed?

12 (No response.)

13 CHAIRMAN BAYNARD: Moving right
14 along. Assignment of New Appeals. I will take
15 Paul Turner versus Nice Pak, and Comm. Gidney, if
16 you would take Opal Jost versus South Bend Bridge
17 Club.

18 Now, moving on to -- there are no motions
19 before the Commission; is that correct?

20 MS. RINCONES-CHAVEZ: Yes.

21 CHAIRMAN BAYNARD: And there's no
22 Public Comment.

23 Findings of Fact, Conclusions of Law,

1 Melissa Finigan versus Les Brothers Restaurant
2 and Pancake House.

3 JUDGE ALLEN: I am here to entertain
4 any questions at this time.

5 CHAIRMAN BAYNARD: I have none.
6 Do you have any?

7 COMM. GARCIA: (Shook head no.)

8 CHAIRMAN BAYNARD: Okay. Thank you.

9 MR. SMITH: Can we -- is it
10 against -- is it not appropriate to give a recap
11 of what this case is?

12 JUDGE ALLEN: For those of you who
13 may not have had an opportunity to review the
14 proposed decision that's before you, the Melissa
15 Finigan case, in this case, the Complainant never
16 appeared before the Administrative Law Judge, she
17 never responded to her attorney's requests. As
18 such, the Respondent requested this case be
19 dismissed due to her absence.

20 The Administrative Code as well as the
21 statutes allow for this case to be dismissed due
22 to Ms. Finigan's absence. As such, the proposed
23 decision is calling for a dismissal of her

1 complaint.

2 CHAIRMAN BAYNARD: And do we need to
3 have a motion on that?

4 JUDGE ALLEN: Yes.

5 CHAIRMAN BAYNARD: So, could we have
6 a motion, then, to dismiss the case of Melissa
7 Finigan verses Les Brothers Restaurant and
8 Pancake House?

9 COMM. CRENSHAW: So moved.

10 CHAIRMAN BAYNARD: Is there a second?

11 COMM. GARCIA: Second.

12 CHAIRMAN BAYNARD: All in favor of
13 the motion?

14 COMM. CRENSHAW: Aye.

15 COMM. GARCIA: Aye.

16 COMM. GIDNEY: Aye.

17 CHAIRMAN BAYNARD: Aye.

18 Those opposed?

19 (No response.)

20 CHAIRMAN BAYNARD: Thank you.

21 JUDGE ALLEN: Thank you.

22 CHAIRMAN BAYNARD: There are no
23 Consent Agreements and no Oral Arguments, so the

2 MR. SMITH: All right. Good morning,
3 again.

4 COMM. CRENSHAW: Good morning.

5 MR. SMITH: So, as we close out the
6 calendar year, or getting ready to close out the
7 calendar year, wrapping up November, the
8 Commission is full steam ahead. We still have --
9 if you look at the running calendar of events, we
10 still have a lot of events and things that are
11 going on.

12 The calendar plays all of the way
13 through -- well, it's not reflected, so we've got
14 things on tap all of the way through April -- I
15 think this is just through December -- through
16 April of 2015, which obviously highlights Fair
17 Housing Month.

18 One thing important to note there is
19 obviously next month we'll conclude the year-long
20 statewide testing that we have dove into, and it
21 is, again, the first of its kind, so we are
22 excitedly -- or excited about the findings of the
23 report. Those should be submitted to us by year

1 end, per the contract that we have. So -- and
2 then we'll unveil, right, the report at the April

3 findings.

4 One of the things that we'll probably want
5 to do is have some discussion about --
6 internally, about what next steps would be in
7 regards to some of the findings of the testing.
8 Some things have come in intermittently. All of
9 those things have been statewide.

10 One of the more frequent, I think, issues
11 that we see in housing specifically is familial
12 status, so that's becoming kind of a growing
13 trend, if you will, that we see internally. So,
14 it's something to keep your eye on. So, we'll
15 lean on the Commission, especially as we start to
16 consider what next steps are, if in fact some of
17 the testing results reveal any sort of bubble-up
18 in your respective parts of the state.

19 So, I just want to plant that seed and
20 make sure that everyone was aware that by year
21 end those testing results from the program will
22 be in. So, excited about it, and again, because
23 it hasn't been done anywhere else in the country,

14

1 you know, there will be a reasonable amount of
2 attention paid to the event that we put on in

3 April.

4 So, that said, excited about that.

5 Wrapping up the year end with the CLE's. January
6 marks the MLK piece that we do, both that as well
7 as the Day of Service, Thursday, January the 15th
8 as well as Friday the 16th. Thursday will be the
9 event held at the Statehouse, so mark your
10 calendar for that piece.

11 And then the Friday follow-up is the
12 community service program that we do in
13 conjunction with the MLK celebration, so we're
14 excited about that as well, and encourage the
15 Commissioners, if you guys are available, to be
16 there and take part in that.

17 Other things to note, in light of some of
18 the police brutality issues that have been going
19 on statewide, obviously folks tend to define
20 their civil rights differently depending on who
21 you ask. The Ferguson, Missouri case, they're
22 kind of tripping over it, and we have some issues
23 in Hammond, Indiana, up north, if you haven't

15

1 been familiar with that, as well as South Bend.

2 So, the Commission's been receiving a
3 number of calls and complaints, and although it

4 doesn't fall within our jurisdiction, that does
5 not excuse our public perception that we are the
6 enforcers, if you will, of one's civil rights,
7 regardless of how he or she may define those
8 civil rights.

9 So, we have been involved in some of those
10 conversations, and we are, you know, careful to
11 make sure that we, you know, educate the public
12 about where our jurisdictional limits lie, but
13 also wanting to make sure that we place as much
14 effort as we can to bring partners and other
15 resources with us when we go and have these
16 community conversations, to ensure the public
17 that although we do not have jurisdiction, there
18 are other agencies that could help and provide
19 additional support, and that's the route which we
20 take to provide that recourse to the folks who
21 need it in those communities.

22 So, just in case as Commissioners you guys
23 get asked about what the agency is doing in light

1 of some of these police incidents, that's kind of
2 the part that we play legally, jurisdictionally.
3 Our jurisdiction is limited in terms of law

4 enforcement, but we try to take a collaborative
5 approach with other agencies that do have some
6 authority in that regard, and make sure that we
7 educate the community about what their rights and
8 responsibilities are, assuming that anything
9 similar to what happened in Ferguson or Hammond
10 or South Bend or any other parts of the country
11 that's happened over the past however many
12 decades happen to them.

13 What we've found is many folks do not know
14 or have a foggy interpretation of what, you know,
15 the law states, assuming that they are approached
16 by law enforcement, and feel, as they put it,
17 unsafe. And so, it's important that they do know
18 what that is, and what the follow-up is and whom
19 they should contact, assuming that some excessive
20 force happens.

21 So, I want you guys to be aware of that,
22 because as you travel back to your communities,
23 especially those up north, you could be -- if

17

1 people know that you serve on the Commission, you
2 could be asked what the Commission's role is and
3 what we're doing. So, that's been our part, and
4 the part that we have played. So, we've been

5 traveling quite a bit here over the last few
6 weeks to make sure that we voice our position and
7 our concern about the issues that are happening.

8 So, any questions about that so far?

9 (No response.)

10 MR. SMITH: Everything else seems to
11 be on par. We encourage you to -- I hear that we
12 are trending -- the One Indiana program is
13 trending in Richmond, Indiana as well as other
14 parts of the state, so we encourage you to lock
15 in. It airs at different times with different
16 stations.

17 As well as tune in -- I want to make sure
18 that all of the Commissioners are receiving your
19 e-newsletters, because that has the embedded
20 YouTube channel that speaks to a lot of the
21 things that we're doing. It's important as
22 Commissioners you guys know what's going on,
23 again, just in case you get cornered and asked,

18

1 you know, "What's up with the Commission, and
2 what are you doing?" You know, you can fill the
3 folks in and do so accurately. So, we're excited
4 about that, and excited about the closeout

5 of 2014, and extremely excited about what 2015

6 has in store for us.

7 So, any questions at all?

8 CHAIRMAN BAYNARD: Well, I have one.

9 MR. SMITH: Yes, sir.

10 CHAIRMAN BAYNARD: I have -- I watch

11 Channel 40 once in a while on television, and I

12 saw the PSA for the Commission. It's really

13 nice, and also WTLC. Are there any other

14 stations, television or radio, that plays the PSA

15 or --

16 MR. SMITH: Yes. So, WFYI and all of

17 its affiliates play it. Radio One and all of its

18 affiliates play it as well, and that's just in

19 Indianapolis. We can get you guys a running list

20 of where and what they play in other parts of the

21 state. I know we're in Richmond. Now, the call

22 numbers of the stations and radio stations I'm

23 not a hundred percent sure of, but our

19

1 communications guys do have it. I know all

2 throughout Lake County --

3 COMM. GARCIA: So, they'll be up

4 north?

5 MR. SMITH: They'll be -- yeah.

6 COMM. GARCIA: Okay.

7 MR. SMITH: So, we've got a number --

8 in fact, one of the things that we're looking to

9 do is kind of refresh the PSA's. If you guys

10 recall, we partnered with Ball State University a

11 few years ago with the students, and so all of

12 the PSA's have been kind of orchestrated by

13 students, and it's about time to refresh those,

14 you know, the whole effort and the whole look.

15 So -- and in doing so, we want to build on

16 the number of outlets that we have showcasing.

17 So, we will get a running list and make sure that

18 you guys are all made aware of where they're --

19 where they're showing or --

20 CHAIRMAN BAYNARD: How long is this

21 expected to run?

22 MR. SMITH: It's indefinite.

23 CHAIRMAN BAYNARD: Indefinite?

20

1 MR. SMITH: It's indefinite. We've

2 built it into our outreach for the budget, and we

3 don't have any intentions on pulling the plug on

4 it. It has been relatively effective. It has

5 been relatively effective. In fact, if you look

6 at the monthly report, you can see an uptick in
7 activity, specifically because most of the PSA's
8 are housing related, and so that's the area that
9 you've seen one of the biggest upticks in the
10 complaints that have come in.

11 In fact, the percentage of the complaints
12 that are coming in are turning into actual --
13 well, the percentage of inquiries that are coming
14 in are turning into actual complaints, which,
15 again, is -- there's some sort of a correlation
16 to the amount of outreach and activity that we're
17 doing. So, both the uptick as well as the amount
18 that are actual complaints at the end of the day.

19 In fact, I'd argue that -- and we haven't
20 done the research here, but we figure there'll be
21 some correlation between that and this rise in
22 familial status cases that have come about. So,
23 it's been really well received all over the

21

1 state, outside of the local -- the local
2 commissions that at one point had a bit of an
3 issue, but now they're kind of coming around as
4 well, because they are seeing, from what I
5 understand, an increase in activity as well in
6 light of our PSA's. So, that's been very

7 welcome.

8 So, as long as we can build on the budget,
9 continue to perform the way that we do, I see no
10 reason why we shouldn't move up. In fact, the
11 idea is to build on it, jump into other markets.
12 We just -- there's a Haitian organization that we
13 have just partnered with as well down in
14 Washington, Indiana. They have a huge
15 concentration of Haitians that are there, as well
16 as in Indianapolis.

17 And so, with the introduction of the new
18 demographic we're trying in YouTube, we want to
19 make sure we have an understanding of where those
20 folks live, work and play, what they watch, and
21 who they listen to. And if those stations, both
22 radio and television, are outside of where we
23 currently broadcast, we want to make sure that we

22

1 tap into those resources as well. So, we wanted
2 to stay conscious of the changing demographics
3 and also conscious of where we spend our time,
4 money and resource.

5 CHAIRMAN BAYNARD: Thank you.

6 MR. SMITH: Yes, ma'am.

7 COMM. CRENSHAW: With the change, or
8 potential change, with immigration policies, do
9 you anticipate any issues that may arise?

10 MR. SMITH: For us, issues? Not
11 necessarily.

12 COMM. CRENSHAW: Or are you preparing
13 for possible backlash?

14 MR. SMITH: Yeah, in all honesty,
15 but, you know, we prepare for that in light of
16 any culturally sensitive topics and things that
17 pop up. In fact, you know, one of the things
18 that we're going to have to visit at some point
19 in 2015 is the growth of the agency, because we
20 are growing in capacity. Our capacity is about
21 at its brink, both by way of budget and manpower.
22 So, we'll need to look and think of how we can
23 grow the agency. Even the space --

23

1 COMM. CRENSHAW: Uh-huh.

2 MR. SMITH: -- needs to be
3 reconsidered in terms of where we are as an
4 office. So, if you guys recall, when I came
5 in 2010, we cut back quite a bit. We've
6 reorganized with the idea of kind of
7 strengthening the foundation in light of what we

8 anticipated for growth, and we have exceeded

9 everything that we set for us.

10 And now it's time to kind of revisit that
11 conversation and figure out here what that growth
12 looks like, and making sure that we can not only
13 accommodate the staff internally, but do so in a
14 manner that makes the staff more adequate in
15 terms of their ability to support the general
16 public or the constituents that we serve.

17 So, all of those things need to be
18 considered. And immigration bills, police
19 brutality, fair housing laws, all of those things
20 that come up in topics of conversation, and laws
21 and things get amended and changed, all play a
22 part in how we build out the strategic plan.

23 COMM. CRENSHAW: Yes. I just think

24

1 that if -- with the current administration, if
2 the immigration policy's passed --

3 MR. SMITH: Uh-huh.

4 COMM. CRENSHAW: -- I just get the
5 slight feeling that you all are going to get a
6 lot of cases.

7 MR. SMITH: We could. We could.

8 And, you know, we're prepared by way of -- I'll
9 say intellect, in terms of who we currently have,
10 and if the case load increases, you know, exceeds
11 what we have as a capacity level, we'll have to
12 call an audible at that time and really consider
13 bringing in more people.

14 But again, I mentioned the idea of growth
15 before, because in light of what you're
16 anticipating, we're going to have to have the
17 conversation about growth anyway.

18 COMM. CRENSHAW: Uh-huh.

19 MR. SMITH: So, all of those things
20 will take a part of that conversation when we
21 start to consider how fast we're growing, in what
22 direction we're growing, and what that growth
23 looks like long-term.

25

1 COMM. CRENSHAW: Have you got a
2 projection of what next year's budget may look
3 like, especially from HUD?

4 MR. SMITH: Well, yeah. We've
5 actually -- so, we work in arrears; right? And
6 the numbers haven't changed for this contract
7 year, and so we've fulfilled last year's contract
8 and received actually more than we got the

9 previous year, and the numbers, if you look at
10 the monthly report, say that we're ahead this
11 year. We're ahead of what we were last year.
12 So, I anticipate that the moneys we receive by
13 way of our partnership with HUD will exceed what
14 we received the past few years. So, we'll be
15 great in that regard.

16 I also anticipate that the numbers we do
17 with EEOC will also exceed what we've done in the
18 past couple of years as well, so we're trending
19 in the right direction. It's just, you know, of
20 course, with success, you've got to at some point
21 kind of re-evaluate and make sure you have the
22 foundation to sustain the success that you have.

23 And so, the agency is doing extremely

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1 well. Age case load is -- even in the midst of
2 the growth in case load, age cases are
3 maintaining. There's some ebb and flow there,
4 but by and large, the staff is doing a very good
5 job of maintaining the age case load.

6 And that includes an increase in cases
7 that, you know, that we don't have federal
8 partnership funds for, like education cases and

9 public accommodation. Even main -- and so, while
10 maintaining all of these, the staff is still
11 doing an outstanding job of maintaining that age
12 case load.

13 So, the more we do the outreach and the
14 more we travel and visit various parts of the
15 state and the more the demographic changes,
16 Haitians, Burmese, the Latino community, and with
17 the -- you know, with the change if the
18 immigration bill passes and things start to
19 fluctuate again, you know, I think the model that
20 we've set lends itself to be successful, assuming
21 that those things take place.

22 So, any other questions, thoughts or
23 concerns?

27

1 CHAIRMAN BAYNARD: No. Thank you
2 very much.

3 MR. SMITH: Thank you. Oh, and so,
4 the last piece before the good of the order, so
5 next month -- we have two oral arguments
6 scheduled for next month's Commission meeting.
7 It's important to note, obviously, because next
8 month is December, right, and we tend to have
9 some drop-offs, but we're encouraging everybody

10 to come.

11 We have two important oral arguments, and
12 so the Commission meeting will start at 10:00,
13 10:00 a.m., the next Commission meeting, and that
14 way we can accommodate those oral arguments. So,
15 mark your calendars. Well, at least mark the
16 time change of 10:00 a.m., and we'll get that to
17 happen.

18 CHAIRMAN BAYNARD: The CLE on for
19 December, is it in Evansville or is it here?

20 MR. SMITH: CLE --

21 CHAIRMAN BAYNARD: It says
22 Evansville.

23 MR. SMITH: It says Evansville?

28

1 COMM. CRENSHAW: It says Evansville.

2 MR. SMITH: That's --

3 CHAIRMAN BAYNARD: Yeah, it says
4 location and time to be announced.

5 MR. SMITH: Yes, and it's in
6 Evansville. Legal Employment, all day, three
7 credit hours, partnership with the Evansville Bar
8 Association, so we'll be down in your neck of the
9 woods.

10 COMM. CRENSHAW: And I'll be up here.

11 MR. SMITH: Oh. Too bad we can't get
12 those ribs in.

13 COMM. CRENSHAW: No.

14 MR. SMITH: So, I think the -- well,
15 it says location and time, maybe the venue, but
16 it'll be down in Evansville, down in Evansville.
17 There's also -- if you see there, the following
18 page, there's an awareness program. Oh, that's
19 not for you. Scratch that. Scratch that. So,
20 you have just the CLE on the 12th in Evansville.

21 CHAIRMAN BAYNARD: Well, there were
22 times that we had CLE's the same day as the
23 Commission meeting, just a little earlier.

29

1 MR. SMITH: Uh-huh.

2 CHAIRMAN BAYNARD: So, it gave us a
3 chance to refresh some of the things that, you
4 know, we might have forgotten.

5 MR. SMITH: That's something
6 definitely to consider moving forward. I think
7 that's -- if that was done in the past, it may be
8 a really good suggestion to kind of refocus,
9 so --

10 COMM. GARCIA: Yeah, I think almost

11 every meeting there was a CLE --

12 CHAIRMAN BAYNARD: Yeah.

13 COMM. GARCIA: -- seminar in the
14 morning.

15 MR. SMITH: Okay. I like that.

16 We'll have to -- I'll have to sit down with the
17 staff and determine and see if we can revisit
18 that idea.

19 COMM. CRENSHAW: Well, if we could
20 somehow do it the day before, that would be
21 great.

22 COMM. GARCIA: Of course, that was
23 back when we got appointment documents.

30

1 COMM. CRENSHAW: Yeah.

2 COMM. GARCIA: We don't get those
3 anymore. We'd get -- we used to get appointment
4 documents. We don't get that anymore.

5 MR. SMITH: What's an appointment
6 document?

7 COMM. GARCIA: And badges.

8 COMM. CRENSHAW: Appointments from --

9 MR. SMITH: Oh.

10 COMM. CRENSHAW: -- the

11 administration. Because I don't think we ever
12 got ours.

13 MR. SMITH: Oh, okay. That's above
14 my pay grade.

15 COMM. CRENSHAW: Oh.

16 MR. SMITH: I don't write those
17 appointment documents, but if you'd like a nice
18 letter written from me, if you think that'll
19 help, I would be more than happy to put one
20 together.

21 COMM. GARCIA: That so-and-so
22 appointed us?

23 MR. SMITH: Yeah.

31

1 COMM. CRENSHAW: Are we ever going to
2 get our badges back?

3 MR. SMITH: Are you talking about
4 the -- we'll talk about that off-line.

5 COMM. CRENSHAW: Okay.

6 MR. SMITH: I mean I don't know if
7 that's appropriate --

8 COMM. CRENSHAW: Oh, gotcha.

9 MR. SMITH: -- to have that
10 discussion, but we can definitely talk about
11 that.

12 CHAIRMAN BAYNARD: Any other

13 questions?

14 MR. SMITH: Any other questions?

15 (No response.)

16 MR. SMITH: Thank you, guys.

17 CHAIRMAN BAYNARD: Thank you.

18 Are there any announcements?

19 (No response.)

20 CHAIRMAN BAYNARD: No announcements?

21 COMM. CRENSHAW: No.

22 CHAIRMAN BAYNARD: If we will take

23 note that the next meeting date is December

32

1 the 12th in this Conference Center, Room C, and

2 then we have all of the 2015 meeting dates.

3 And if there's nothing else, we can

4 adjourn, and stick around for signings. We have

5 forms to sign.

6 COMM. GARCIA: I move we adjourn.

7 COMM. GIDNEY: Second.

8 CHAIRMAN BAYNARD: Good. All in

9 favor?

10 COMM. CRENSHAW: Aye.

11 COMM. GARCIA: Aye.

12 COMM. GIDNEY: Aye.
13 CHAIRMAN BAYNARD: Aye.
14 MR. SMITH: All right.

15 - - -
16 Thereupon, the proceedings of
17 November 21, 2014 were concluded
18 at 11:38 o'clock a.m.
19 - - -

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23

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, November 21, 2014 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 October 27, 2016.

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