



Office of Intergovernmental Affairs and Professional Standards
CIVIL RIGHTS DIVISION

115 S. Andrews Avenue, Room A600 • Fort Lauderdale, Florida 33301 • 954-357-7800 • FAX 954-357-7817

Meeting Record

Subject: Human Rights Board Meeting	Date: 5/10/10; Call to Order 1:05 p.m.
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Attendees

1.	Patrick Bailey	2.	Miya Burt-Stewart	3.	Angelo Filippi
4.	Randy Fleischer	5.	George Kling	6.	Lawrence Marshall
7.	Jose Morera	8.	Robert Rawlins	9.	Adriane Reese
10.	Mary Anne Robertson	11.	Hillary Tescher	12.	Gretchen Harkins, Director, OIAPS
13.	Robert Teitler, Asst. County Attorney	14.	Earlene Horne, Director, Civil Rights Division	15.	Barbara Ann McGovern, Civil Rights Division

Key Decisions

- 5/10/10 Agenda Adopted; 2/8/10 Minutes Approved.
- Board resolution asking Commission support of current legislation in opposition to the U.S. Supreme Court decision in the age discrimination case: *Gross v. FBL Financial Services, Inc.*
- Final Order approved in both *Rhodes v. Thera Investments*; *Askew v. 1st Guaranty Mortgage/OK Close, Inc.*

Action Items

#	Description	Resource	Status
1.	Final Administrative Hearings Procedures Training	Robert Teitler	Training materials to be emailed to Board members and Division representatives, prior to training date of August 9, 2010, for review.
2.	Proposed amendments to Human Rights Act	County Attorney	In progress.
3.	Board Resolution	Gretchen Harkins	Resolution to be provided to Office of the County Attorney and Human Resources for review.
4.	Florida Commission on Human Relations (FCHR)	Randy Fleischer	Information being gathered on the investigation procedures of the FCHR.

Discussion Points

These minutes are summarized from the recorded compact disc of the Human Rights Board Meeting. If any Board Member or other party would like more detailed information about the contents of these summarized minutes, the compact disc will be available by contacting the Civil Rights Division at 954-357-7800.

- Introduction of new board member, Lawrence Marshall; introduction of the Director of the Office of Intergovernmental Affairs and Professional Standards (OIAPS), Gretchen Harkins.
- Division Report
The April 2010 Monthly Report was reviewed.
 - Monetary Settlements, to date – FY10 \$162,712; FY09: \$118,562
 - *FY 2010 EEOC Contract*: Contracted for 322 employment cases to be closed by 9/30/10; to date, 182 closed versus FY09, 164 closed. Ms. Horne advised that the Division is developing a case tracking system; the Division has 3 employment investigators and 2 housing investigators. The Division will advise the Board of the upcoming budget workshops.
- Old Business
 - *Update on Proposed Amendments to Human Rights Act*: Mr. Teitler advised it is currently with the County Attorney; upon approval, will be sent to Mayor Keechl; and will then be placed on Commission agenda.
 - *Florida Commission on Human Relations (FCHR)*: Mr. Fleischer still gathering information on the investigation procedures of the FCHR re: issuing “no cause” determinations in almost all their cases investigated and closed within 180 days.
 - *U.S. Supreme Court Age Discrimination Case: Gross v. FBL*: A Board resolution was prepared by Mr. Fleischer to be sent to the Commissioners requesting they contact our representatives in Washington, DC to support current legislation in opposition to the U.S. Supreme Court’s decision in the age discrimination case of *Gross v. FBL Investments*. Mr. Filippi advised Mr. Fleischer that the U.S. Equal Employment Opportunity Commission (EEOC) had issued their final notice of proposed rulemaking to address the issue of age discrimination and that may have an impact on the wording of the resolution; and that the Board should be consistent with the Commission, as the Division has a contract with the EEOC. Ms. Harkins advised that she will ask the County Attorney and Human Resources Division to review the resolution before the Board takes a position, as there are bills to expand protections for older adults. Additionally, as a large, self-insured employer, there will be a variety of perspectives from the Commission’s standpoint. MOTION to approve the resolution, as amended. Yes 8; No 3. Passed.
 - *Lesbian/Gay Lawyers Network*: September 9, 2010, presentation to this organization by Mr. Fleischer and Ms. Horne to explain the responsibilities of the Civil Rights Division and the Human Rights Board.
 - *Training on Hearing Panel Procedures*: Mr. Teitler to conduct training on final administrative hearing procedures to be held from 12:00 p.m. to 1:00 p.m., prior to the August 9th Board meeting. Mr. Teitler to email the training materials to the board and Division for review, prior to the scheduled training.
 - *Final Administrative Hearing Schedule*: Ms. McGovern is in the process of obtaining mutually convenient dates of availability from the parties, County Attorney, Board members and Civil Rights Division, for three (3) cases.
- New Business
 - *Proposed Recommended Orders – Alesha Rhodes v. Thera Investments, LLC; Marian Askew v. 1st Guaranty Mortgage.OK Close, Inc.* MOTION to approve a Final Order in *Rhodes*. Passed Unanimously.
MOTION to approve a Final Order in *Askew*. Passed Unanimously.

With no further discussion, the meeting was adjourned at 1:55 p.m.

The next scheduled Board meeting will convene on AUGUST 9, 2010.