

Office of Civil Rights
Wage Commission Minutes
December 6, 2018

Participating in the meeting were Commissioners Sheryl R. Wood (Chair), John Barber, Mark McLaurin and Ally Amerson. Also participating in the meeting were Director Darnell Ingram, Larry Ennels (Compliance Officer II), and Andrea Williams (Compliance Officer II). The meeting was called to order at approximately 3:12 PM.

I. Welcome

Chair Wood welcomed everyone to the meeting and called the meeting to order at 3:12PM.

II. Director's Report

Director Ingram introduced himself as the new director for the Office of Civil Rights. He noted that he was working with other Commissions and Boards and was planning to have a bi-annual meeting where all the Boards and Commissions would come together for a larger conversation around civil rights in February or March. He noted that they were planning to work on outreach for the Wage Commission, especially with the immigrant population. He stated that he would hire another deputy to manage the outreach program, and would be reviewing how they do Wage determinations in the future, based on other industry and federal government standards. He noted that they would be increasing their enforcement investigations and expanding their Wage staff, and that they would work together to develop strategy.

Chair Wood noted that they gone to the Mayor's Office and gotten new staff positions approved, but had heard they would not be online until the following year. Director Ingram noted that it was not confirmed, but that he would be asking for additional resources and a budget enhancement. Chair Wood asked that the new director be briefed on the process. Mark McLaurin noted that 2 positions were promised from DOT, and interviews had been conducted, at which point they found out that the offers of positions had been rescinded. He noted that he felt that they should follow up with the Mayor. Mark McLaurin noted his frustration that the Wage Commission was bringing in additional income and felt that it was being neglected. Chair Wood noted that she had followed up with Kim Morton, and that she was no longer Chief of staff. She noted that they should let the director go through the budget process. Director Ingram noted that it would be helpful to have the support of the Commissioners. He noted that they were doing a need assessment to justify the need for additional staff. Mark McLaurin felt the lack of communication around this process was unacceptable. He suggested that the Commission proceed as they had before and persistently argue the case to resolve the issue and get the positions. She noted that this would be a continued discussion. Director Ingram noted that they could submit a letter advising that the Commission had directed more enforcement. Chair Wood noted she would work with Mark McLaurin on this letter.

Director Ingram noted that they would be working with Sakkara Turpin to develop rules and regulations, and noted that they had been discussing assessing different fines and fees. He noted that as they increased their caseload, they would receive more scrutiny and dispute. He noted that they would also need to develop a process for subpoenas. Chair Wood stated that they would be using the law itself, and were asking City Council to make changes to the City code. Chair Wood stated that she would like to discuss it further with the Director.

III. Approval of Minutes

The October 4, 2018 minutes were approved as written. Ally Amerson moved to approve the minutes, the motion was seconded by John Barber and all were in favor.

IV. Approval of Prevailing and Living Wage Rates

Larry Ennels noted that next year the process may be different for approving the rates. He noted that these rates were for FY20, which started in July of 2019. He stated that several unions had submitted surveys to contribute to the current rate proposals. He noted that there had been less than a 1% change in all of the rates, and that the living wage had increased by \$0.25.

Mark McLaurin noted that he was confident that the \$15 minimum wage would be passed in the next 60 days to raise the rates.

Mark McLaurin moved to approve the rates, the motion was seconded by John Barber and all were in favor. The prevailing and living wage rates were approved as written.

V. Living Wage Hearing Discussion

Case#: 15-047-LW -15-060-LW

Case#: 15-061-LW -15-128-LW

Case#: 16-001-LW -16-048-LW

Case#: 16-049-LW -16-134-LW

Case#: 17-001-LW-17-025-LW

Case#: 17-026-LW - 17-078-LW

Case#: 17-079-L W - 17-093-L W

Mark McLaurin moved to assess the penalties in the amount of \$167, 350 and restitution in the amount of \$86,934.98. Ally Amerson seconded. All were in favor.

Case#: 17-002

Larry Ennels noted that this case had been sent to collections.

VI. Other Business

a. Wage Working Committee Minutes

Chair Wood asked that members review the minutes and see if there was anything else that needed to be done, and put any pending items on the agenda for February, and that she or Ally would reach out to update them on the working group.

b. Tentative Wage Schedule for 2019

Chair Wood asked if everyone agreed to continue to have the meetings on the first Thursday of every month, and all agreed.

She asked if there would be cases on January 4th, and Larry Ennels stated that there likely would not be. Chair Wood noted that they could not do a working group at the next meeting since Mark McLaurin would not be able to attend. Director Ingram noted that they could discuss outreach, and potential changes to the classifications.

Chair Wood wanted to know if it was possible to get notifications about City events earlier. Director Ingram noted that he would work with Jill Muth to communicate with the Commission about events in the City.

She asked if all Commissioners had attended ethics training. Commissioners noted that they would likely attend the spring session.

VII. Closing

There being no further business, the meeting was adjourned at 4:24 PM.

Respectfully submitted,

Jill Muth
Special Assistant to the Wage Commission