

**Office of Civil Rights**  
**Wage Commission Minutes**  
**February 7, 2019**

Participating in the meeting were Commissioners Sheryl R. Wood (Chair), Mark McLaurin, John Barber, and Ally Amerson. Also participating in the meeting were Director Darnell Ingram, Deputy Director Cedric McCray, Larry Ennels (Compliance Officer II), and Andrea Williams (Compliance Officer II). The meeting was called to order at approximately 3:14 PM.

**I. Welcome**

Chair Wood welcomed everyone and called the meeting to order at 3:14 PM.

**II. Director's Report**

Director Ingram introduced Cedric McCray, the new deputy director, who would be managing the Wage Commission.

He advised that there would be a "Can We Talk?" Housing Discrimination presentation on February 20<sup>th</sup> at City Hall, facilitated by Dr. Lawrence Brown, from 2:30-4:30PM.

He noted that the following day Human Rights Day would be celebrated in Annapolis, and that several members of staff and Board members and Commissioners would be attending.

He stated that they were working on changing the Annual Civil Rights Breakfast to a Civil Rights Gala, in order to achieve a greater turnout and reach different demographics. He noted that they were looking into different venues, and that the event would include breakout sessions, and be preceded by a Civil Rights Week with different equity discussions and events. He noted that they were also preparing for a Disabilities Innovation Conference in 2020, which would be a tech driven conference about disabilities technology. He noted that they would be soliciting grants and commissioner support.

Director Ingram stated that they would be doing some outreach initiatives for the Wage Commission, and asked Commissioners to provide him with suggestions and recommendations, with a particular focus on the Southeastern districts.

He noted that staff were recently informed that a displaced worker bill was passed, to ensure that employment protections are extended to contract workers when building contracts change hands. He noted that they were developing processes and procedures for this as a result of a recent inquiry.

He noted that staff were finalizing SOPs for wage investigations, and had been reorganized to be more investigative as opposed to compliance focused. He noted that they were developing

rules and regulations for living, prevailing and rules and regulations with the assistance of legal interns.

He noted that staff were preparing presentations to train buyers in the Bureau of Procurement for contract solicitations with prevailing and living wages, and that they would be meeting regularly with the Bureau of Procurement.

He stated that he had recently met with City departments to let them know that Wage would be investigating more. Chair Wood asked if there was discussion about contracting agencies comply with City code requirements to review their own payrolls and report irregularities, and Director Ingram noted that there was but it would require training, resources, and support staff. He noted that they were hoping to get a procurement contract for an electronic system in place.

He stated that they had hired temporary support staff to help with backlog of late payrolls, which should provide additional revenue. He noted that 50 letters would be going out soon.

He noted that investigators were doing regular site visits, which should become a deterrent as contractors see enforcement activities.

Chair Wood suggested that Commissioner McLaurin could help develop the enforcement process for the displaced workers law.

Chair Wood asked if the Commissioners could see a draft of the rules and regulations, and Director Ingram noted that he would send it for their review.

### **III. Next Public Forum to Discuss Prevailing Wage Classifications**

Deputy Director McCray noted that staff was in the process of looking for a time and location to discuss classifications. He noted that they wanted to get input and feedback from contractors on the idea of going from 5 classifications to 2, and have an open dialogue before decisions are made.

### **IV. Approval of Minutes**

Chair Wood motioned to redact the sentence regarding a decision in a previous case. All were opposed and the motion did not pass.

Chair Wood motioned to table the final vote on the minutes for the time being. Mark McLaurin seconded and all were in favor.

**V. Executive Session**

Commissioners met in executive session to discuss a letter of findings in a previous case, and the processes and procedures for hearing cases.

**VI. Closing**

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

Respectfully submitted,

Jill Muth  
Special Assistant to the Wage Commission