



OFFICE OF THE MAYOR  
LOUISVILLE, KENTUCKY

GREG FISCHER  
MAYOR

October 3, 2016

Mr. David Yates, President  
Metro Council  
601 West Jefferson Street  
Louisville, KY 40202

Dear President Yates:

In accordance with the Human Relations Commission - Enforcement Board Ordinance, I am reappointing the following to the **Human Relations Commission – Enforcement Board**.

<u>Name</u>		<u>Term</u>
✓ Charles Lanier	Reappointment	September 30, 2018
✓ Ibrahim Syed	Reappointment	September 30, 2018
Leonard Thomas	Reappointment	September 30, 2019
Judge Kevin Delahanty	Reappointment	September 30, 2017

Your prompt action on these appointments is most appreciated.

Sincerely,

Greg Fischer  
Mayor

cc: Councilwoman Jessica Green

**Human Relations Commission Enforcement Board**

<b><u>Appointment</u></b>	<b><u>Term</u></b>	<b><u>MC Dist.</u></b>	<b><u>Race</u></b>	<b><u>Gender</u></b>	<b><u>Party</u></b>
Charles Lanier	9/30/2015 9/30/2018	20	AA	M	D
Dr. Thomas Sabertta	9/30/2015	16	W	M	R
Ibrahim Syed	9/30/2015 9/30/2018	7	Asian	M	I
Marie Dever (New Chair as of 11/2015)	9/30/2015	8	W	F	D
Leonard Thomas	9/30/2016 9/30/2019	26	AA	M	D
Melissa Allen (Co-Chair)	9/30/2014	10	AA	F	D
Judge Kevin Delahanty	9/30/2014 9/30/2017	9	W	M	D

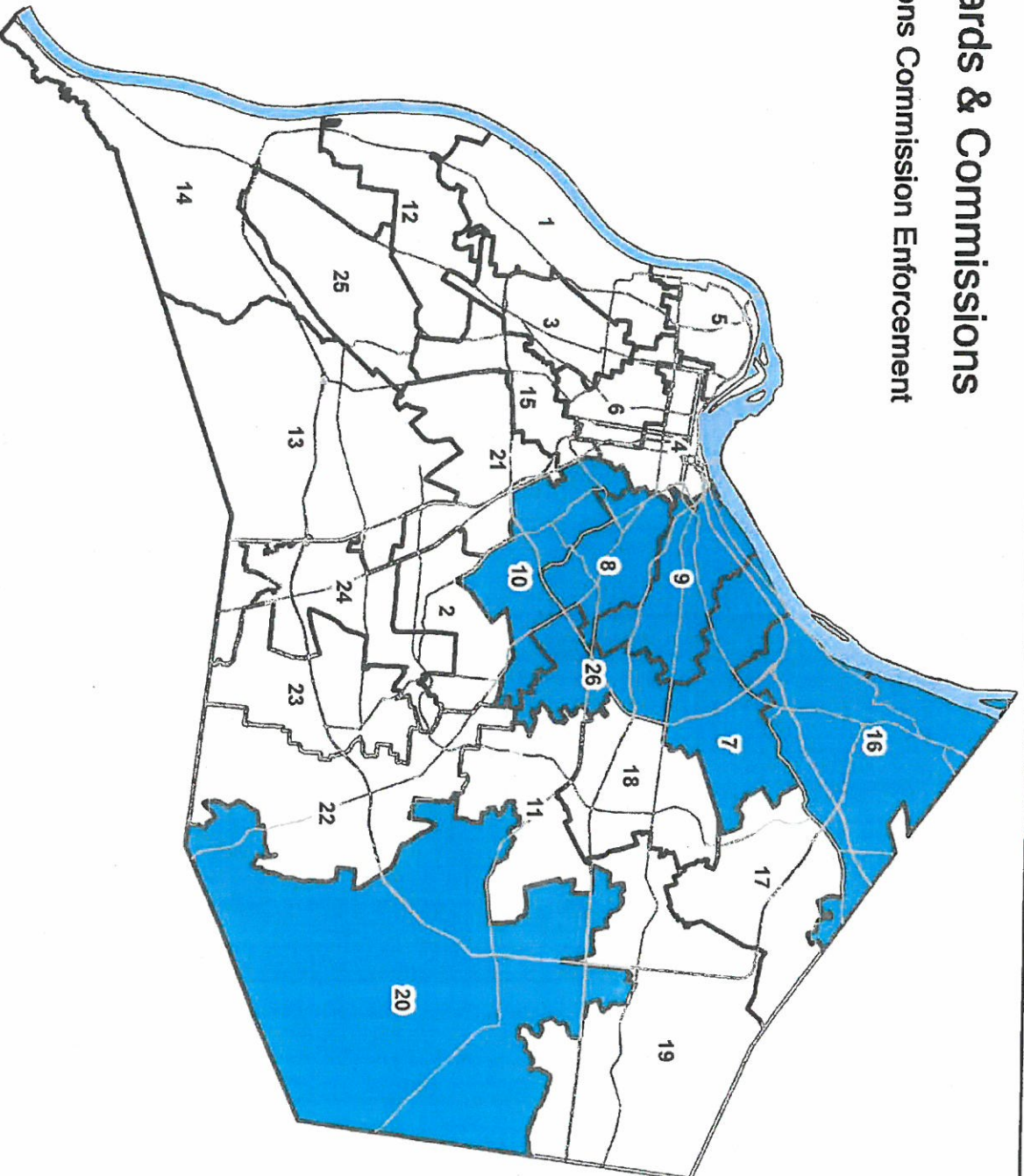
Council Approval	Yes
Total Members	7
Term	3 years
Auto Reappointment	No
Revised	9/29/2016

# Metro Boards & Commissions

## Human Relations Commission Enforcement

### Council Districts

- 1) JESSICA GREEN
- 2) BARBARA SHANKLIN
- 3) MARY WOOLRIDGE
- 4) DAVID TANDY
- 5) CHERI HAMILTON
- 6) DAVID JAMES
- 7) ANGELA LEET
- 8) TOM OWEN
- 9) BILL HOLLANDER
- 10) PAT MULVIHILL
- 11) KEVIN KRAMER
- 12) RICK BLACKWELL
- 13) VICKI WELCH
- 14) CINDI FOWLER
- 15) MARIANNE BUTLER
- 16) KELLY DOWNARD
- 17) GLEN STUCKEL
- 18) MARILYN PARKER
- 19) JULIE DENTON
- 20) STUART BENSON
- 21) DAN JOHANSON
- 22) ROBIN ENGEL
- 23) JAMES PEDEN
- 24) MADONNA FLOOD
- 25) DAVID YATES
- 26) BRENT T. ACKERSON



- Major Roads
- Ohio River
- Metro Council Districts
- New Appointee
- Mayor Appointee
- Mayor & Council Appointee
- Governor Appointee
- Council Appointee
- Mayor & Governor Appointee



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	<b>HUMAN RELATIONS COMMISSION ENFORCEMENT BOARD</b>
STATUTORY AUTHORITY	KRS Ch. 344
ORDINANCE AUTHORITY	LMCO 32.760
NUMBER OF MEMBERS	7
HOW APPOINTED	Mayor with approval of Council
EX OFFICIO MEMBERS	None
QUALIFICATION OF MEMBERS	<p>Members shall reside in Metro Louisville and no more than one member shall reside within any council district.</p> <p>Such members shall include persons who are representative of the several social, economic, cultural, ethnic, and racial groups that comprise the population of Metro Louisville. At least one member shall be an attorney and one member a retired judge.</p> <p>Members shall be eligible for reappointment for additional terms.</p>
COUNCIL APPROVAL OF APPOINTMENT	Yes
COMPENSATION	Members shall serve without compensation, but subject to the approval of the Mayor and within the limits imposed by the budget, they shall be allowed the necessary expenses attendant upon their duties.
TERM OF APPOINTMENT	3 years and until their successors are appointed and qualified
VACANCY APPOINTMENT	Members appointed to fill vacancies fill out the vacant member's term of office.
AUTOMATIC REAPPOINTMENT UNDER KRS 65.008(2)?	No
REMOVAL	Members are subject to removal by the Mayor at the discretion of the Mayor.

POWERS	<p>Pursuant to the powers granted the Mayor by KRS Chapter 67C, the existing functions, personnel, funds, equipment, facilities and records of the Louisville and Jefferson County Human Relations Commission in its investigation and enforcement of anti-discrimination laws be and the same are hereby transferred to the Louisville Metro Human Relations Commission-Enforcement created herein. The duties, responsibilities and authorities granted to the former Human Relations Commission for the investigation and enforcement of anti-discrimination laws and enumerated in applicable provisions of the Kentucky Revised Statutes, ordinances and resolutions in place pursuant to KRS 67C.115(1), regulations, policies and procedures adopted by the Commission, unless in conflict with the provisions of §§ 32.760 and 32.761, shall be deemed transferred to the Louisville Metro Human Relations Commission-Enforcement.</p> <p>Full operating power responsibility for carrying out the provisions of LMCO Chapter 92.</p> <p>In addition to any powers or duties heretofore conferred on the Human Relations Commission - Enforcement, it shall have the power and duty to:</p> <ol style="list-style-type: none"><li>(1) Meet and exercise its powers at any place within Jefferson County;</li><li>(2) Employ attorneys, hearing examiners, clerks, and other employees and agents, and to appoint and empower committees and divisions to assist in effecting the purposes and provisions of this chapter;</li><li>(3) Accept gifts or bequests, grants, or other payments, public or private, to help finance its activities;</li><li>(4) Receive, initiate, investigate, seek to conciliate, hold hearings on, and pass on complaints alleging violations of this chapter. By itself or through the Executive Director of the Human Relations Commission - Enforcement ("Executive Director"), the Human Relations Commission - Enforcement may hold public or private hearings, administer oaths, and take the testimony of any person under oath relating to any matter under investigation or in question. If a person against whom a complaint of discriminatory practice is made is notified as hereinafter provided to attend any hearing, public or private, before the Human Relations Commission - Enforcement or the Executive Director, as the case may be, the Human Relations Commission - Enforcement or the Executive Director may proceed to make a determination in such person's absence;</li><li>(5) Compel the attendance of witnesses and the production of evidence before it by subpoena issued by the Jefferson Circuit Court;</li><li>(6) Issue remedial orders, after notice and hearing, requiring cessation of violations of this chapter;</li><li>(7) Publish or cause to be published conciliation</li></ol>
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	<p>agreements or enforcement agreements. All other records and information shall be confidential except as reasonably necessary to conduct an investigation and proceeding;</p> <p>(8) Issue such affirmative orders as in the judgment of the Human Relations Commission - Enforcement will carry out the purposes of this chapter. Affirmative action ordered may include, but is not limited to, the remedies enumerated in KRS 344.230(3); and</p> <p>(a) All other remedies detailed in KRS Chapter 344 and Title VIII of the Federal Civil Rights Act of 1968 as amended;</p> <p>(b) Apply to the Jefferson Circuit Court for such temporary or permanent relief as it deems necessary; where such relief is granted, notice of the relief shall be promptly filed in the office of the County Clerk of Jefferson County, Kentucky.</p> <p>(9) Subject to approval of the Metro Government, adopt, promulgate, amend, and rescind rules and regulations to effectuate the purposes and provisions of this chapter, including regulations requiring the posting of notices prepared or approved by the Human Relations Commission - Enforcement; and</p> <p>(10) Receive, initiate as hereinafter provided, investigate, hear or determine charges, and remediate violations of unlawful practices prohibited by this chapter; and</p> <p>(a) Enter into cooperative working agreements with the United States Equal Employment Opportunity Commission (EEOC) created by Section 705 of the Federal Civil Rights Act of 1964 (78 Stat. 241) in order to achieve the purpose of that Act; and with any federal or state agency in order to achieve the purposes of this chapter.</p> <p>(b) In its discretion, or upon request of the Kentucky Commission of Human Rights (the "State Commission"), refer a matter under its jurisdiction to the State Commission for initial action or review.</p> <p>(c) Refer to the State Commission for resolution a dispute over jurisdiction or other matter with another local commission.</p> <p>(d) Provide a copy of its annual report to the State Commission.</p> <p>(11) Institute proceedings in Jefferson Circuit Court for enforcement of the orders of the Human Relations Commission - Enforcement or its Executive Director, including appeal;</p> <p>(12) Exercise all other applicable powers as provided in the Kentucky Civil Rights Act.</p>
<p><b>BONDING AUTHORITY</b></p>	<p>No</p>

RECORDS/REPORTS	In appeals to Circuit Court from a final order of the Commission, the Commission shall then cause to be filed in the Court a certified transcript of the record in the proceedings before it, including the pleadings, testimony and order.
PURPOSE	Investigation and enforcement of anti-discrimination laws.
MEETING	The Human Relations Commission-Enforcement shall meet as often as it deems necessary, but shall not meet less than once each month. Meet and exercise its powers at any place in Jefferson County.
CONTACT PERSON	Carolyn Miller-Cooper, HRC
INCORPORATED?	No
OATH?	No
OPEN RECORDS INFO RECEIPT REQUIRED UNDER KRS 65.055?	Yes
SUBJECT TO OPEN MEETINGS LAW?	Yes
BOND REQUIREMENT FOR MEMBERS?	No
OFFICERS	The Mayor shall appoint one of the members of the Human Relations Commission-Enforcement as Chairperson, who shall serve as Chairperson at the Mayor's pleasure.
OFFICERS TERM OF OFFICE	Not stated
FISCAL AGENT AGREEMENT WITH METRO?	No
HOW DIRECTOR OR EXECUTIVE DIRECTOR IS APPOINTED	Department of Metro Government. Director appointed by Mayor.

QUORUM	A quorum shall consist of 4 members.
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