

**2012 Budget Hearing Statement
Patricia Jackowiak, Director
Department of Administrative Hearings
Friday, October 28, 2011**

Good Morning, Chairman Austin. Thank you for the opportunity to speak before you today about the Department of Administrative Hearings, what we have achieved this year, and what we plan to accomplish in FY2012.

The mission of the Department is to provide quality administrative hearings for the City of Chicago in a timely, efficient and cost-effective manner, with respect for the dignity of individuals and their due process rights. DOAH is an independent entity that hears cases relating to violations of the Municipal Code, the Chicago Park District code, and the Chicago Transit Authority Code. DOAH does not hear cases where incarceration is sought.

The department hires and trains outside attorneys to hear cases. These administrative law judges preside over approximately 520,000 cases per year. The department hears cases that fall under the following categories:

- Buildings: violations of zoning code, fire code, building code including targeting of gang and drug houses, vacant buildings, and lead paint in buildings with minors.
- Environmental Safety and Consumer Affairs: public passenger vehicle violations, false advertising/deceptive practices, unlicensed businesses, outdated food products, home repair and motor vehicle repair fraud, unstamped cigarette sales, tobacco sales to minors, overweight trucks; violations of the sanitation and health codes including overflowing garbage dumpsters, unsanitary restaurants or stores, recycling violations, improper waste disposal, and towed vehicles.
- Municipal: police-issued tickets, non-payment of business taxes, wage garnishments, false burglar alarms, animal care and control, vehicle impoundments, debt determination including water debt, denials of parade permits and gun registrations, and CHA tenant grievances.
- Vehicle: parking tickets, booted vehicles, red light violations, and driver's license suspensions.

The Department continues to maintain an exceptionally high level of service to the public. We have accomplished this through cross-training personnel and identifying and employing various efficiencies. DOAH remains committed to assist *pro se* (self-represented) litigants to effectively navigate the administrative hearing process. DOAH's 2012 budget, with additional funding from the Chicago Bar Foundation, will expand the hours at the help desk at the Central Hearing Facility from three days to four days. The help desk is staffed and independently operated by attorneys from the

Coordinated Advice & Referral Program for Legal Services (CARPLS). CARPLS is a non-profit legal aid service that gives low-income clients direct access to experienced attorneys through legal aid hotlines and court-based help desks. The help desk provides support to *pro se* litigants by educating them about their legal rights and remedies, providing them with practical "how to" advice on how to present their evidence and their side of the case, and with assistance in preparing motions. In addition to speaking to an attorney at the help desk, any person (not just those who come to the help desk) can also ask questions and get legal advice on a wide range of code enforcement issues by telephoning a legal hotline staffed by CARPLS attorneys.

A second source of assistance for respondents is provided by the *Telephone Language Line Interpretation Service* (Language Line). This service is available for respondents whose first language is not English. Language Line provides over-the-telephone foreign language translation service.

Access to Language Line interpreters is provided in hearing rooms at the Central Hearing Facility and also at neighborhood hearing sites through the use of special equipment (dual handset telephones). This service enables respondents to understand and fully participate in the administrative hearing process. Language Line enhances the accurate translation of proceedings by providing ready telephone access to interpreters who are skilled in more than 170 languages. (It is similar to that provided for 911 emergency calls.) The top three translation requests are for Spanish, Polish and Chinese (Cantonese and Mandarin). This service also promotes efficiency by obviating the need for continuances. It minimizes the inconvenience to non-English speaking respondents who no longer need to make additional court appearances because a friend or family member is not available to interpret at the first hearing.

We also make Language Line service available at information counters at all of our facilities. In this way, both our customer service staff and the non-English speaking respondent are able to more effectively communicate once they are connected to the interpreter. In 2010, there were 22,399 minutes of interpretation service. As of August 31, 2011, DOAH has used 14,046 minutes of this service.

DOAH, in conjunction with the Department of Human Resources, the Mayor's Office for People with Disabilities, and the Attorney Registration and Disciplinary Commission, has conducted training sessions for staff and administrative law judges in the following areas: disability awareness training, HIPAA training with emphasis on confidentiality of medical information, emotional intelligence, operating within a high stress environment, and work place conflict resolutions.

During 2011, the number of matters that are administratively adjudicated has continued to increase. This is evidenced by both the number of new case filings and the number of annual hearings. The Department has worked hard to efficiently handle the increases in caseload, despite decreasing its full-time staff. As another example of DOAH's

management efficiencies, effective July 16, 2011, DOAH consolidated two of its hearing divisions, the Environmental Safety Hearings Division and the Consumer Affairs Hearings Division. These two divisions are now operating as the joint Environmental Safety and Consumer Affairs Hearings Division. This consolidation is in conformance with the operation and needs of the Department. The consolidation has and will continue to promote staffing efficiencies. One division chief manages this joint division. Support staff assigned to the joint division has been trained to cover the duties of both of the previously separate divisions. This ensures that citations, FOIAs, customer and telephonic inquiries from both divisions are processed in a timely manner, even when there is a staff absence in the other division.

Further operating efficiencies have also been achieved at the senior management level. Since January 1, 2011 DOAH has reorganized and reassigned managerial duties in the areas of operations, budget and personnel. As a result, DOAH has realized a 15% reduction in senior management staff.

Currently, the public has access to certain troubled building case dispositions. DOAH is working with DoIT to provide access to all of our cases through an open data initiative. The goal is to allow public access to view scheduled cases and all court dispositions.

Goals for 2012

We remain ready, willing and able to achieve the Department's core mission. This includes a commitment to:

- Maintain an exceptionally high level of service to the public while focusing on treating all with respect.
- Respond effectively to the needs of the enforcing departments to ensure that hearings are scheduled in a timely manner.
- Ensure that an adequate number of hearing rooms are open, staffed and available to meet existing and future enforcement initiatives.

Thank you.

Independent Police Review Authority
2012 Budget Statement to the City Council
Committee on the Budget and Government Operations

October 28, 2011

Ilana B.R. Rosenzweig, Chief Administrator

Good Afternoon Chairman Austin, members of the Committee on the Budget and Government Operations, and other members of the City Council. Thank you for the opportunity to discuss IPRA's budget with you today. IPRA is appreciative of the assistance we have received since the department was created four years ago. The entire City has been working collectively during difficult economic conditions.

IPRA has made significant strides in its first four years towards the quality and integrity of IPRA investigations as well as the efficiency of our operations. In addition to performing thorough investigations, IPRA has also focused on how the discipline process for CPD members can be most effective at changing out-of-policy behavior, and on systemic approaches to reducing the incidents of perceived and actual misconduct.

With higher standards for the quality of investigations well established, this past year IPRA turned to improving the timeliness of its investigations. Through a series of phased internal goals, IPRA is seeking to ensure that older investigations are completed, and investigators continue to keep their caseloads current. IPRA is part way through the initiative and has already seen significant progress.

I will take only a few moments to highlight our 2011 accomplishments and share IPRA's goals for 2012. As always, we look forward to your suggestions that will help us continue to improve and best serve the people of Chicago.

The Numbers

Any discussion of IPRA is incomplete without a full understanding of the volume of investigations handled by IPRA.

IPRA intakes more than 8600 allegations of misconduct and notifications per year. IPRA performs the Intake function for all allegations of misconduct made against CPD members. It also receives notifications of certain incidents, such as taser discharges, even if no misconduct is alleged.

IPRA commences investigations for more than 2900 allegations of misconduct and significant incidents per year. IPRA investigates all allegations of excessive force, domestic violence, coercion through violence, and verbal abuse with a bias element. IPRA also investigates, whether misconduct is alleged or not, all officer involved

shootings and taser discharges in a manner that could potentially harm an individual and extraordinary occurrence in police custody.

IPRA completed investigations of nearly 2900 allegations of misconduct and significant incidents in the last year. On average, this is more than 5 investigations per investigator per month, putting IPRA at the highest level of productivity compared to other civilian agencies investigating police misconduct.

IPRA sustained 7% of all investigations it completed in the past year where misconduct was alleged and it had cooperation from a witness who signed an affidavit. Not all investigations IPRA performs involve allegations of misconduct, and IPRA is not always able to obtain the cooperation of a full statement and a signed affidavit, without which it cannot sustain the alleged misconduct.

2010-2011

IPRA was able to accomplish several things this past year.

IPRA's investigative resources must be carefully used to attempt to address the volume of work to be performed. IPRA is budgeted for 52 investigators, but has been operating for over a year with 46. This has required that IPRA be even more vigilant for ways to increase efficiency. IPRA is continually looking for ways to improve how investigative time is spent.

Rapid Investigations Team. IPRA expanded the role of its Rapid Investigations Team this past year to allow for greater efficiencies at the beginning of investigations, as well as to allow its other investigators to focus on completing their oldest investigations. Because the Rapid team is focused on time in the field and interviews of individuals who "walk-in" to the office, scheduled or not, it ideally can quickly and efficiently determine whether IPRA is going to obtain cooperation from a victim or witness to alleged misconduct. IPRA is required, by law, to obtain a full statement supported by an affidavit, before it can complete its investigation. The Rapid Investigators are able to efficiently determine whether an affidavit will be obtained, or exhaust the steps necessary to determine one is not coming. This allows the other investigators to focus their attention on the investigations where the victim or witness has devoted time to following through with a statement and affidavit.

Mediation under FOP Contract Section 6.12. The FOP contract allows IPRA and the accused officer to mediate allegations of misconduct to reach an agreed-upon resolution. This is an appropriate procedure where the officer recognizes he committed misconduct, and would like to accept responsibility. It allows IPRA to conserve investigative resources for those incidents where there are disputed facts. Further, because it involves an acceptance of responsibility, it is a highly effective means to correct behavior. This past year, IPRA has successfully increased the number of matters it seeks to mediate. IPRA intends to continue with this in the coming year.

Direct access to CPD records. IPRA implemented direct access to CPD documents that are maintained by the Bureau of Administrative Services. In the past IPRA was required to make a paper request for the documentation and someone at CPD would have to search for it and return it to the requesting investigator. With direct access, IPRA supervisors are able to sign onto the database and search for and obtain the needed documents directly, increasing efficiency for IPRA and CPD.

Increased reliance on support staff. Each year IPRA has looked to new ways that it can increase investigators' reliance on support staff, shifting clerical and administrative responsibilities and freeing up investigator time. This past year IPRA created a series of form letter templates that allow support staff easily to complete standard letters for investigators.

Electronic transmission of recordings for transcription. IPRA initiated audio-recording of interviews of officers and the public over the past few years. Audio-recorded interviews require less time than a handwritten statement and provide a better quality interview and a more accurate record. Many of these recordings need to be transcribed. To speed this process, IPRA initiated electronic transmissions of the recordings, and completed transcriptions.

Chicago Police Department Training Academy. IPRA personnel once again returned to the CPD Training Academy for valuable training regarding matters directly impacting their investigations. The annual training addressed: tactical communication training provided to officers, reorganization of CPD policies and procedures, PODs and POD retrieval, emergency vehicle operation, close-quarter engagement, and carbine familiarization.

NACOLE Regional Conference. In May, IPRA hosted a day of training for civilians involved in investigating and monitoring police misconduct throughout the Midwest. This provided training to IPRA participants and others on autopsy findings, LEICA scans of crime scenes, investigating domestic violence allegations, and use of force policies.

2011-2012 – The Year Ahead

Northwestern University Center for Public Safety, Shooting Reconstruction for Officer Involved Shootings class. All IPRA supervisors and shooting specialists will be attending this class at the beginning of November. This course covers shooting incident investigation and reconstruction topics along with elements that are unique and specific to police-involved shooting incidents. IPRA was able to work with Northwestern to provide the training on a flat rate, rather than a per pupil basis, resulting in a nearly 60% discount.

Moving IPRA's Offices. At the end of 2011, IPRA will be moving its offices to 1615 West Chicago Avenue. IPRA will be engaging in a public outreach campaign to alert the public to the new location and IPRA's new telephone numbers.

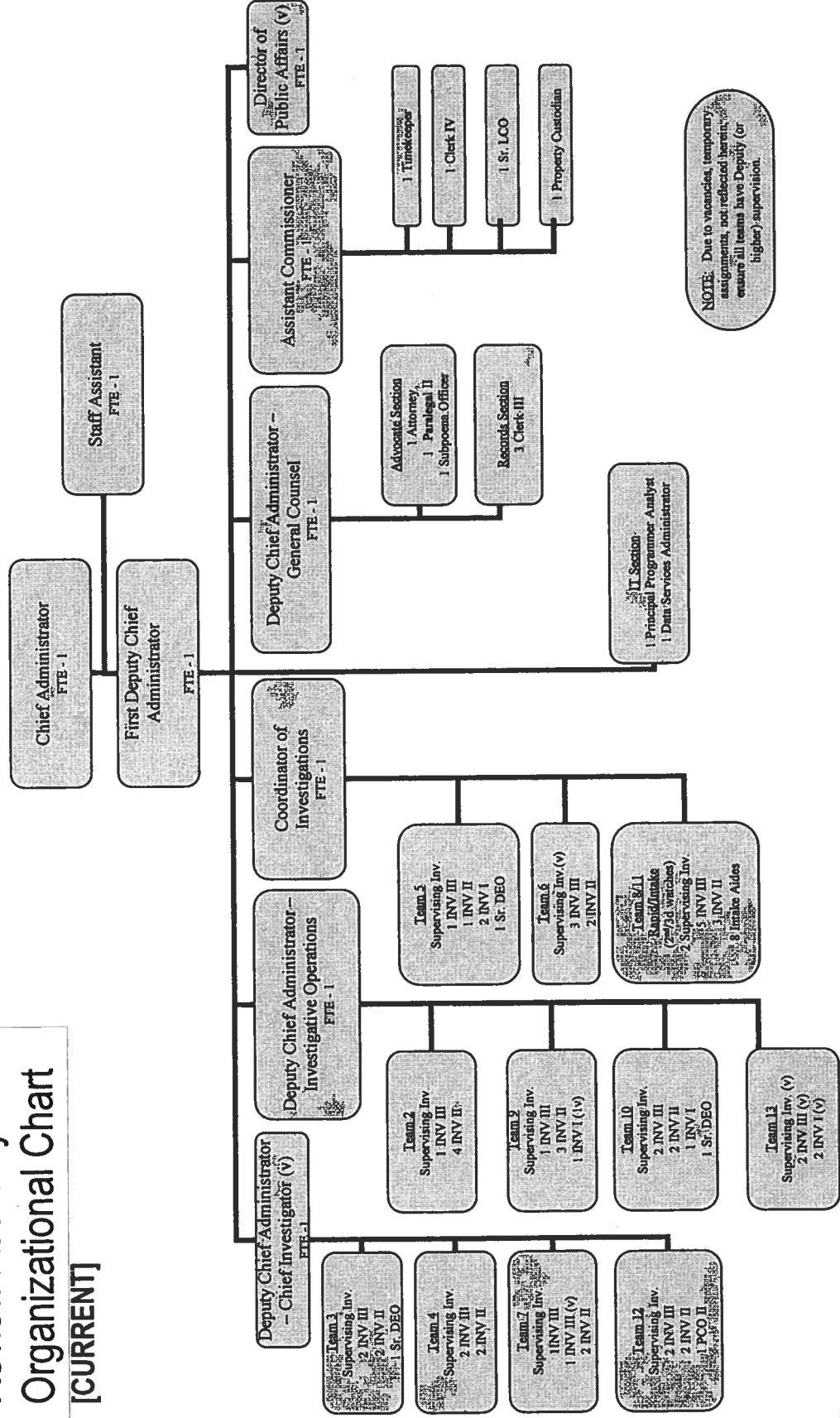
Analysis of Causes of Complaints. IPRA will continue its efforts to implement a proactive approach to allegations of misconduct to supplement its investigation of individual incidents with an analysis of available data to determine what those incidents have in common and how future allegations of misconduct can be avoided. Fewer allegations of misconduct will benefit the public and CPD members.

Management Initiative. IPRA will also be working with the Office of Budget and Management to review all IPRA processes to determine whether there are additional efficiencies that IPRA could achieve.

As IPRA continues its transformation in the next year, it will remain focused on how best to provide fair, thorough, and timely investigations. IPRA must continually improve, through training of personnel, improvements to investigative processes, and increased efficiencies. In addition, IPRA must continue to focus on communicating with all stakeholders in its process to provide information to them, and receive their constructive feedback.

Independent Police Review Authority Organizational Chart

[CURRENT]



City of Chicago

October 25, 2011

Independent Police Review Authority (056)

MBE/WBE Participation

Vendor	Contract #	Certification	Paid (As of 10/17/11)	% Non- Personnel \$'s	% Account (0140) Appropriation
Victoria Court Reporting Services	18273	WBE Status 3/18/2011 NAICS 561492	\$90,255	32.77%	79.74%

2011 Full-Time Race and Gender Summary

	Total Department		Management		Other Staff	
	Count	% of Total	Count	% of Total	Count	% of Total
Staff	87	100%	16	100%	71	100%
Females	56	64.37%	7	43.75%	49	69.01%
Males	31	35.63%	9	56.25%	22	30.99%
Black	49	56.32%	5	31.25%	44	61.97%
Hispanic	11	12.64%	3	18.75%	8	11.27%
White	24	27.59%	8	50.00%	16	22.54%
Asian	3	3.45%	0	0%	3	4.23%

2011 Hires/Promotion

Position	Race & Gender	Date
1st Deputy Chief Administrator	White Male	10/24/2011
Coordinator of Investigations (Promotion)	White Female	9/1/2011
Investigator II	White Male	4/26/2011
Investigator II	Black Female	4/26/2011
Investigator II	White Female	8/16/2011

2011 Layoffs/ 2012 Vacancy Eliminations

None

INVESTIGATIONS COMMENCED

	INTAKE	REFERRED TO IAD	TOTAL IPRA INVESTIGATIONS	IPRA (COMPLAINTS)	IPRA (NOTIFICATIONS)					
	IPRA & IAD		COMPLAINTS & NOTIFS	INFO & CR	EO	U#	Non-Hit Shooting	Shooting / Animal	Taser	OC
4Q 2010	2111	1349	762	470	7	10	10	28	227	10
1Q 2011	2023	1410	613	377	17	15	12	27	155	10
2Q 2011	2198	1418	780	471	9	20	10	20	240	10
3Q 2011	2355	1568	787	460	15	16	17	22	248	9
TOTAL	8667	5745	2942	1778	48	61	49	97	870	39

PRIMARY CATEGORIES OF COMPLAINT INVESTIGATIONS COMMENCED BY IPRA

	Excessive Force	Domestic Violence	Verbal Abuse w/ Bias	Coercion
4Q 2010	385	38	24	0
1Q 2011	290	23	23	1
2Q 2011	346	38	26	0
3Q 2011	361	24	40	0
TOTAL	1382	123	113	1

INVESTIGATIONS COMPLETED BY IPRA

	ALL INVESTIGATIONS		COMPLAINT INVESTIGATIONS					NOTIF INVESTIGATIONS		
	Sustained	Not Sustained	Unfounded	Exonerated	No Affidavit	Shooting w/Hits	EO	Taser Notif		
4Q 2010	9	83	41	2	239	5	8	227		
1Q 2011	19	206	53	3	234	2	13	155		
2Q 2011	24	205	52	5	163	7	10	207		
3Q 2011	14	175	57	1	194	4	11	248		
TOTAL	66	669	203	11	830	18	42	837		

IPRA SUSTAINED RATE = 6.95%

Total Sustained = 66 investigations

Total closed investigations with misconduct alleged and an affidavit = 949 investigations



COMMISSION ON HUMAN RELATIONS
CITY OF CHICAGO

**BUDGET STATEMENT
FY2012**

**MONA NORIEGA
CHAIRMAN AND COMMISSIONER
CHICAGO COMMISSION ON HUMAN RELATIONS**

OCTOBER 28, 2011

Honorable Chairman Austin and Honorable Members of the City Council Committee on Budget:

On behalf of the Board of Commissioners and staff, I hereby submit the following statement in support of the Mayor's 2012 Budget Recommendation for the Commission on Human Relations:

- Corporate Funds: 1,248,971
- CDBG Funds: 1,303,061
- Total Budget: 2,552,032
- Total Positions 21

The Commission on Human Relations (CCHR)

The Commission on Human Relations addresses issues of discrimination by enforcing the Human Rights Ordinance and the Fair Housing Ordinance. We have the power to investigate complaints of discrimination, conduct administrative hearings and rule on claims, levy fines and civil remedies for violations, mediate conflicts, and advocate on behalf of victims of hate crimes. Proactively we work to prevent discrimination through a variety of educational forums.

When I assumed my new role as the head of this agency in March, I realized that a significant problem facing the CCHR was not its size, budget, nor the expertise of the staff, but its lack of focused direction, and therefore an avenue for people to seek remedies in the face of discrimination.

By building on the expertise and passion of the staff, and increasing synergies among our operating units, we have taken the time to examine the internal processes by which services are delivered and identified methods by which to deliver enhanced value.

Investigation and Adjudication of Discrimination Complaints

Strategies to increase productivity and effectiveness of complaint adjudication are to:

- Further streamline complaint processing through better use of technology and a reduction of unnecessarily elaborate processes.
- Increase the audience we serve; examining language capacity so that audience served is not limited to English and Spanish speaking only.
- Increase the means by which to receive inquiries and complaints—such as using the currently established mechanisms of 311 and exploring an online filing option.

The Commission's Adjudication Division is responsible for the intake, investigation, and hearing processes for complaints filed under the Human Rights Ordinance and Fair Housing Ordinance. These ordinances define and prohibit discrimination in employment, housing, public accommodations, credit transactions, and bonding based on 14 protected classes; race, color, national origin, ancestry, religion, sex, age, disability, sexual orientation, gender identity, parental status, marital status, military discharge status, and source of income. Through the powers granted to us by the Commission on Human Relations Enabling Ordinance, the Commission has the authority to issue subpoenas, award monetary damages and injunctive relief, and assess fines.

Increase Audiences Served

Discrimination is still a problem in America, and Chicago is no exception. Unfortunately, many victims of discrimination do not know that the Commission through is an option available to them to have their concerns addressed. Thus, we are also taking a closer look at where and how we are getting, or not getting, discrimination complaints. For example, we have recently implemented a language access survey to determine how many non-English calls we receive and how the callers are ultimately being served. Because the foreign language ability of our staff is limited, we need to know if we are turning away speakers of different languages and not providing them with the services they need due to language barriers.

Similarly, we look forward to working with 311 to develop codes our department to enable its operators to forward requests for assistance to us. For many Chicagoans, 311 is their first and only connection with the city. By not being a part of this system, we may be missing the opportunity to assist certain sectors of residents.

Measurable Objectives

As of the end of September 2011, the Commission had received 209 new complaints. The division had steadily reduced the number of pending investigations to 233, with only 24 pending over one year, and was completing 50% of investigations within 180 days and 82% within one year.

One goal going forward is to complete at least half of all investigations within 180 days of filing and 90% within one year. Similarly we seek to complete the adjudication of 50% of the complaints that reach the hearing stage within 6 months and 90% within one year. In addition, we want to make sure that, at minimum, the completion of investigations and adjudications will keep pace with the level of complaint filing.

Finally, we are seeking to expand the content and enhance the user-friendliness of our website as an educational tool, and to increase public awareness of the Commission's ability to educate communities about discrimination and hate crimes.

Intergroup Relations (IGR), Promoting Intergroup Understanding

Strategies to increase awareness of civil rights protections, prevent violence based on protected classes, and advocate for hate crime victims:

- Increase channels of communication and number of presentations regarding the civil rights protections offered under the Human Rights Ordinance and the Fair Housing Ordinance so as to reduce discriminatory actions and to increase the number of complainants served.
- Prioritize education as a means of preventing violence against members of the protected classes and deliver workshops on hates crimes, diversity training, bullying, and conflict management.
- Convene stakeholders who work on issues of hate crimes to develop common objectives in addressing hate crimes and further develop the infrastructure upon which hate crime policy recommendations can be made.

IGR of the Commission on Human Relations reacts to incidents of violence and proactively provides educational workshops to reduce discrimination and hate while promoting intergroup understanding. Chicago, like other large urban cities experiences conflicts and community tensions that are often fueled by misunderstanding and fear in areas undergoing change based on race, class or culture. This can include gentrification, immigration, and also the relocation of public housing residents into new communities. IGR staff works to identify key stakeholders and leaders in these communities to discuss concerns and develop community based solutions. This unit is regularly called upon in times of crisis to intercede in communities where violence may have occurred or has the potential for occurring. Many of these conflicts occur in or around schools, and in communities between residents, neighbors and even gangs.

Education and Outreach

Understanding that violence and hate crimes are most often based on religious differences and or against members of the LGBT community, increased outreach to schools and communities most often victimized by violence, in English and Spanish, will be a priority. IGR is currently developing curriculum so as to expand current offerings on hates crimes prevention, diversity training, bullying, and conflict management.

An example of new approaches to education is our work on Disability Awareness Month in October. In response to the high number of discrimination complaints received in adjudication, we used October as an educational opportunity to target business owners and operators regarding their legal obligations as stated in the Chicago Human Rights Ordinance. We leveraged the resources of chambers of commerce to access a target audience and employed the channels of communication of sister agencies.

In a three month period we will have delivered six disability awareness trainings, one in Chinese, all with leave behind materials in Spanish as well. In partnership with Business Affairs and Consumer Protection (BACP), legal obligations and resources were communicated to business owners and operators via BACP's email blasts and educational forums. We are also using chambers of commerce membership lists, personalizing communication to business owners regarding their legal obligations and providing the resource list to help make their business compliant with the law. Twelve Chambers of commerce either shared their mailing list with us, or emailed a letter from the Commissioner to their members—we were able to reach over 10,000 owners and operators with a message regarding their obligations under the law.

Measureable Objectives

As of September 30, 2011 IGR had responded to 34 community tensions, assisted victims of 43 reported hate crimes, gave 67 presentations, attended 180 community meetings, and hosted a variety of other programs throughout the city.

Serving Constituent Communities

The Commission's eight advisory councils (African Affairs, Arab Affairs, Asian Affairs, Immigrant and Refugee Affairs, Latino Affairs, Lesbian, Gay, Bisexual, and Transgender Issues, Veterans Affairs, and the Advisory Council on Women) have long been a major part of the department and have been instrumental to its success.

Upon extensive review of how the City's advisory councils function within the Commission, it became clear that their missions share a great deal of objectives and values and that by combining the councils together – they would be able to function more efficiently, communicate more effectively and achieve their goals with a more united, cohesive force.

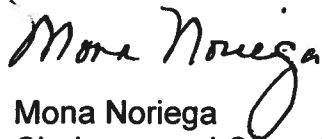
The very essence of our Commission's purpose is to pull people together to work for equity, unity and change. To put it simply, it did not make sense to keep our advisory councils in separate silos.

By combining forces not only are we pulling these eight individual committees together into four, so they can work for change more effectively, we are saving taxpayers \$639,908 in our proposed 2012 budget.

To get into a little more detail about our proposed changes: one advisory council will be elevated, one will remain the same, and the remaining will be consolidated. The new Office for New Americans will replace Immigrant and Refugee Affairs and will now be elevated into the Mayor's Office. Veterans Affairs will have no change. The new Gender and Sexuality Council will combine the current Women's Council and LGBT Council. The Equity Council will combine the African, Arab, Asian, and Latino Councils. It is important to note that all of the current councils' constituent groups will still be served by committed, passionate volunteer teams. But we are consolidating their operations and administrative functions for the reasons I have just outlined to all of you.

We hope that this information is of assistance to you as you consider the Mayor's budget recommendation for our department. Thank you in advance for your most thoughtful consideration and continued support.

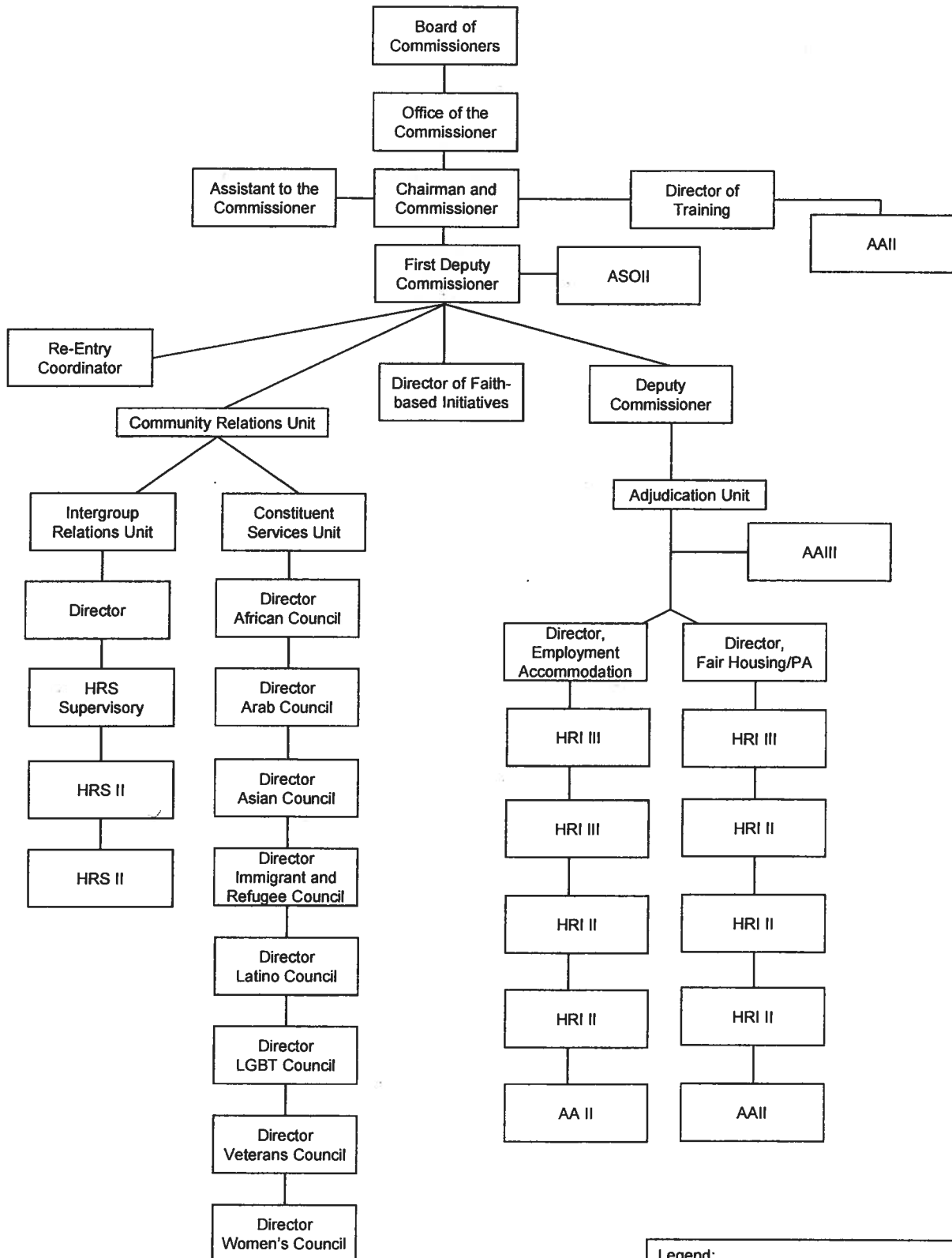
Respectfully,



Mona Noriega
Chairman and Commissioner

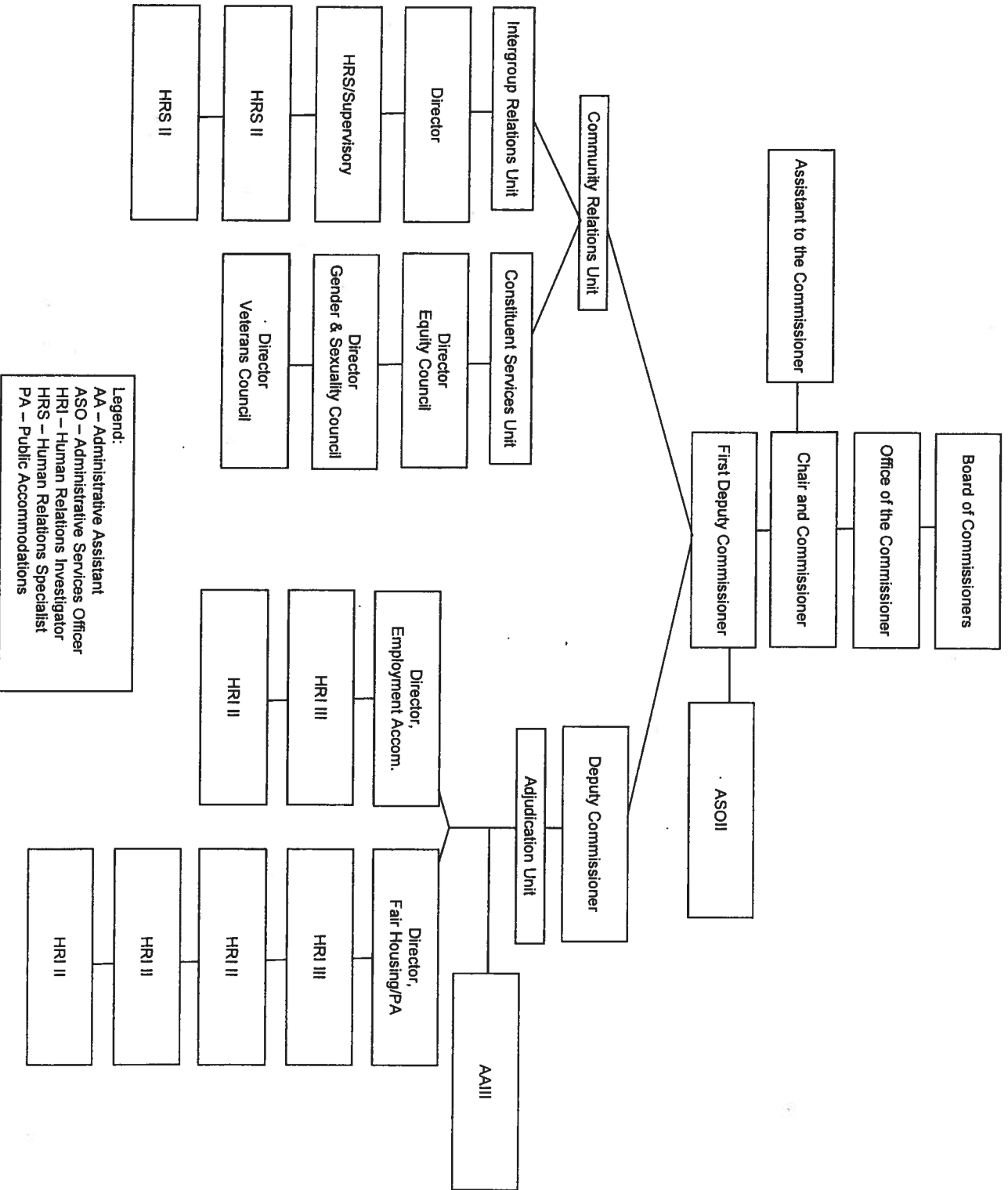
Enclosures

Chicago Commission on Human Relations 2011 Organizational Chart



Legend:
 AA – Administrative Assistant
 ASO – Administrative Services Officer
 HRI – Human Relations Investigator
 HRS – Human Relations Specialist
 LGBT- Lesbian, Gay, Bisexual and Transgender
 PA – Public Accommodations

Chicago Commission on Human Relations 2012 Organizational Chart



COMMISSION ON HUMAN RELATIONS
PROPOSED LAYOFF AND NEW HIRES FY2012

LAYOFFS (6)

- Administrative Assistant II – 3 positions
- Director/Community Liaison, Advisory Council on Asian Affairs
- Director/Community Liaison, Advisory Council on Latino Affairs
- Director/Community Liaison, Advisory Council on Lesbian, Gay, Bisexual and Transgender Issues

Of these six positions, there are:

- *3 women*
- *3 men*
- *1 Asian*
- *1 Latino*
- *1 White*
- *3 African Americans*
- *3 union employees (AFSCME)*
- *3 Shakman exempt employees*

NEW HIRES (to be filled)

- Director/Community Liaison, Advisory Council on Gender and Sexuality

CHICAGO COMMISSION ON HUMAN RELATIONS

**Racial and Gender Breakdown as of October 28, 2011
(All Staff: 27 filled positions)**

12 Black
6 White
8 Latino
1 Asian

15 Women; 12 Men

6 Supervisors
4 Women
2 Men
3 Black, 2 Latino, 1 White

**Racial and Gender Breakdown Proposed FY2012
(21 positions)**

9 Black
5 White
6 Latino
1 unfilled

6 Supervisors
4 Women
2 Men
3 Black, 2 Latino, 1 White

**Chicago Commission on Human Relations
HEARING OFFICERS AND MEDIATORS**

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Asterisk indicates new panelist in 2008

**Chicago Commission on Human Relations
HEARING OFFICERS AND MEDIATORS**

DIVERSITY SUMMARY:

	Male	Female	Total
Black	2	6	8 42%
Latino	1	1	2 11%
White	6	3	9 47%
Total	9 47%	10 53%	19

VOUCHER	VENDOR NAME		FUND	ORGN	ACCT	AMOUNT	GENDER	RACE
PV45114500027	Darlene M. Oliver	AH	100	2005	0140	148.75	F	BLACK
PV45114500027	Darlene M. Oliver	AH	100	2005	0140	127.50		
PV45114500057	Darlene M. Oliver	AH	100	2005	0140	318.75		
PV45114500057	Darlene M. Oliver	AH	100	2005	0140	212.50		
PV45114500065	Darlene M. Oliver	AH	100	2005	0140	680.00		
PV45114500065	Darlene M. Oliver	AH	100	2005	0140	148.75		
PV45114500085	Darlene M. Oliver	AH	100	2005	0140	212.50		
PV45114500085	Darlene M. Oliver	AH	100	2005	0140	191.25		
PV45114500093	Darlene M. Oliver	AH	100	2005	0140	21.50		
PV45114500093	Darlene M. Oliver	AH	100	2005	0140	106.25		
PV45114500133	Darlene M. Oliver	AH	100	2005	0140	446.25		
PV45114500133	Darlene M. Oliver	AH	100	2005	0140	170.00		
PV45114500143	Darlene M. Oliver	AH	100	2005	0140	510.00		
PV45114500153	Darlene M. Oliver	AH	100	2005	0140	21.25		
						\$3,315.25		
PV45114500029	Heartland Health Outreach Inc.	TR	100	2005	0140	333.00	N/A	
PV45114500009	J. Paula Roderick, P.C.	AH	0K37	2510	0140	1,381.25	F	BLACK
PV45114500054	J. Paula Roderick, P.C.	AH	100	2005	0140	1,402.50		
PV45114500054	J. Paula Roderick, P.C.	AH	100	2005	0140	935.00		
PV45114500155	J. Paula Roderick, P.C.	AH	0K37	2510	0140	765.00		
						\$4,483.75		
PV45114500010	Juliana Wiggins Stratton	AH	0K37	2510	0140	956.25	F	BLACK
PV45114500019	Kathleen C. Yannias	AH	100	2005	0140	3,867.50	F	WHITE
PV45114500059	Kathleen C. Yannias	AH	100	2005	0140	361.25		
PV45114500111	Kathleen C. Yannias	AH	100	2005	0140	1,338.75		
						\$5,567.50		
PV45114500030	Kathleen K. Clark	AH	100	2005	0140	289.00	F	WHITE
PV45114500047	Kathleen K. Clark	AH	100	2005	0140	663.00		
PV45114500055	Kathleen K. Clark	AH	100	2005	0140	1,411.00		
PV45114500055	Kathleen K. Clark	AH	100	2005	0140	357.00		
PV45114500080	Kathleen K. Clark	AH	100	2005	0140	943.50		
PV45114500091	Kathleen K. Clark	AH	100	2005	0140	586.50		
PV45114500124	Kathleen K. Clark	AH	100	2005	0140	850.00		
						\$5,100.00		
PV45114500058	Kinoy, Taren & Geraghty, P.C.	AH	100	2005	0140	255.00	M	Jeffrey L. Taren/WHITE
PV45114500021	Laner Muchin	AH	100	2005	0140	1,700.00	F	Violet Clark/WHITE
PV45114500056	Laner Muchin	AH	100	2005	0140	148.75		
PV45114500069	Laner Muchin	AH	100	2005	0140	42.50		
PV45114500078	Laner Muchin	AH	100	2005	0140	318.75		
PV45114500104	Laner Muchin	AH	100	2005	0140	446.25		
PV45114500112	Laner Muchin	AH	100	2005	0140	42.50		
PV45114500154	Laner Muchin	AH	100	2005	0140	42.50		
						\$2,741.25		
PV45114500020	Lawrence M. Cohen	AH	100	2005	0140	1,020.00	M	WHITE
PV45114500020	Lawrence M. Cohen	AH	100	2005	0140	403.75		
PV45114500020	Lawrence M. Cohen	AH	100	2005	0140	638.00		
PV45114500020	Lawrence M. Cohen	AH	100	2005	0140	531.25		
PV45114500020	Lawrence M. Cohen	AH	100	2005	0140	42.50		
PV45114500149	Lawrence M. Cohen	AH	100	2005	0140	172.00		
						\$2,807.50		
PV45114500052	M. Michelle Day	AH	100	2005	0140	1,572.40	F	BLACK
PV45114500052	M. Michelle Day	AH	100	2005	0140	1,487.50		
						\$3,059.90		
PV45114500006	Martin H. Malin	AH	0K37	2510	0140	2,741.25	M	WHITE
PV45114500025	Martin H. Malin	AH	0K37	2510	0140	2,443.75		
PV45114500108	Martin H. Malin	AH	0K37	2510	0140	722.50		
						\$5,907.50		
PV45114500090	Martin J. Dubowsky	CC	100	2005	0140	245.00	M	WHITE
PV45114500105	Martin J. Dubowsky	CC	100	2005	0140	602.00		
PV45114500110	Martin J. Dubowsky	CC	100	2510	0140	350.00		
PV45114500146	Martin J. Dubowsky	CC	100	2005	0140	252.00		
						1,449.00		
PV45114500007	Miner, Barnhill & Galland, P.C.	AH	0K37	2510	0140	62.50	M	Jeffrey I. Cummings/BLACK
PV45114500022	Miner, Barnhill & Galland, P.C.	AH	100	2005	0140	631.78		

VOUCHER	VENDOR NAME		FUND	ORGN	ACCT	AMOUNT	GENDER	RACE
PV4511450022	Miner, Barnhill & Galland, P.C.	AH	100	2005	0140	325.40		
PV4511450048	Miner, Barnhill & Galland, P.C.	AH	0K37	2510	0140	52.50		
PV4511450066	Miner, Barnhill & Galland, P.C.	AH	100	2005	0140	543.90		
PV4511450066	Miner, Barnhill & Galland, P.C.	AH	0K37	2510	0140	34.00		
PV45114500106	Miner, Barnhill & Galland, P.C.	AH	100	2005	0140	5,888.90		
PV45114500121	Miner, Barnhill & Galland, P.C.	AH	100	2005	0140	155.20		
PV45114500163	Miner, Barnhill & Galland, P.C.	AH	100	2005	0140	243.17		
PV45114500163	Miner, Barnhill & Galland, P.C.	AH	0K37	2510	0140	144.50		
						\$8,081.85		
PV45114500026	Monica M. Torres-Linares	CC	100	2005	0140	280.00	M	LATINA
PV45114500125	Monica M. Torres-Linares	AH	100	2005	0140	420.00		
						\$700.00		
PV45114500013	Patti Blair Court Reporters, PC	AH-CR	100	2005	0143	621.08	F	WHITE
PV45114500038	Patti Blair Court Reporters, PC	AH-CR	100	2005	0143	836.78		
PV45114500038	Patti Blair Court Reporters, PC	AH-CR	100	2005	0143	1,295.33		
PV45114500046	Patti Blair Court Reporters, PC	AH-CR	100	2005	0143	363.38		
PV45114500050	Patti Blair Court Reporters, PC	AH-CR	100	2005	0143	1,847.48		
PV45114500050	Patti Blair Court Reporters, PC	AH-CR	100	2005	0143	942.30		
PV45114500101	Patti Blair Court Reporters, PC	AH-CR	100	2005	0143	276.75		
PV45114500101	Patti Blair Court Reporters, PC	AH-CR	100	2005	0143	250.20		
						\$6,433.30		
PV45114500008	Ralph Reyna	CC	0K37	2510	0140	350.00	M	LATINO
PV45114500028	Ralph Reyna	CC	100	2005	0140	245.00		
PV45114500049	Ralph Reyna	CC	0K37	2510	0140	350.00		
						\$945.00		
PV45114500023	Raymond N. Davis	CC	100	2005	0140	455.00	M	BLACK
PV45114500081	Raymond N. Davis	CC	0K37	2510	0140	455.00		
PV45114500084	Raymond N. Davis	AH	0K37	2510	0140	455.00		
PV45114500084	Raymond N. Davis	AH	0K37	2510	0140	455.00		
						\$1,820.00		
PV45114500053	Steven Saltzman	AH	100	2005	0140	807.50	M	WHITE
PV45114500095	Steven Saltzman	AH	0K37	2510	0140	2,082.50		
PV45114500095	Steven Saltzman	AH	0K37	2510	0140	2,167.50		
						\$5,057.50		

