

CIVIL RIGHTS COMMISSION MEETING

CITY OF DAVENPORT, IOWA

TUESDAY, NOVEMBER 10, 2020; 12:00 PM

REGULAR MEETING VIA ZOOM

AMID CONCERNS ABOUT THE SPREAD OF COVID-19 (CORONAVIRUS) WITHIN OUR COMMUNITY, AS AN ONGOING MITIGATION MEASURE, IN COMPLIANCE WITH CDC RECOMMENDATIONS, THE COMMISSION WILL HOST ITS NEXT MONTHLY MEETING, SCHEDULED FOR NOVEMBER 10, 2020 AT NOON, THROUGH A VIRTUAL FORMAT. THIS ACTION HAS BEEN TAKEN DUE TO SAFETY CONCERNS ASSOCIATED WITH COVID-19. THE HEALTH AND SAFETY OF COMMUNITY MEMBERS, VISITORS, CUSTOMERS AND OUR STAFF AT THE DAVENPORT CIVIL RIGHTS COMMISSION IS ALWAYS A TOP PRIORITY. IT IS WITH THIS IN MIND THAT WE HAVE TAKEN THIS STEP TO MITIGATE THE POSSIBILITY OF COMMUNITY TRANSMISSION. IF YOU WOULD LIKE TO SIGN UP TO ATTEND OUR NEXT MEETING, PLEASE REGISTER IN ADVANCE FOR THIS MEETING- YOU WILL FIND THE LINK IN THE AGENDA UNDER ROLL CALL. AFTER REGISTERING, YOU WILL RECEIVE A CONFIRMATION EMAIL CONTAINING INFORMATION ABOUT JOINING THE MEETING.

I. Roll Call

A. Zoom Meeting

[https://us02web.zoom.us/j/3252131702?](https://us02web.zoom.us/j/3252131702?pwd=QjBJZm9WbnFmV1MvUE9FWFdGekxTUT09)

[pwd=QjBJZm9WbnFmV1MvUE9FWFdGekxTUT09](https://us02web.zoom.us/j/3252131702?pwd=QjBJZm9WbnFmV1MvUE9FWFdGekxTUT09)

II. Approval of Agenda

III. Approval of Minutes

A. October 2020 Minutes

IV. Directors Report

A. Director's Report

B. October Case Status Report

V. New Business

VI. Old Business

A. Bylaws/Commission Committees Report

B. Commission Email Format

C. Review of the revised Policing Reforms Proposals

VII. Public Comment and Presentation

VIII. Adjourn

IX. Next Meeting

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Zoom Meeting
<https://us02web.zoom.us/j/3252131702?pwd=QjBJZm9WbnFmV1MvUE9FWFdGekxTUT09>

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	11/9/2020 - 8:21 AM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
October 2020 Minutes

ATTACHMENTS:

Type	Description
▢ Cover Memo	October 2020 Minutes

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	11/9/2020 - 8:16 AM

DAVENPORT CIVIL RIGHTS COMMISSION
Minutes of Regular Meeting
October 13th, 2020

The Davenport Civil Rights Commission (DCRC) met at 12 p.m., Tuesday, October 13th, 2020, through a zoom meeting. Commissioner Swanberg presided.

COMMISSIONERS PRESENT: Boyd, Gaston, Guster, Karp, Pokora, Swanberg, Mateos

COMMISSIONERS ABSENT: None

OTHER PERSONS PRESENT: Latrice Lacey, members of the community

There was a moment of silence for Nora Dvorak, a member of the Davenport Civil Rights Commission for many years, who recently passed away.

APPROVAL OF AGENDA

On motion by Commissioner Boyd, seconded by Commissioner Guster, the agenda for the regular meeting was approved. All Commissioners voted to approve the agenda.

APPROVAL OF MINUTES

On motion by Commissioner Guster, seconded by Commissioner Boyd, the minutes for the regular meeting of September 10th, 2020 was approved. All Commissioners voted to approve the minutes as published.

At this time, Commissioner Mateos has joined the meeting.

REPORT OF THE DIRECTOR

Director's report was presented with related supporting documentation and information.

Director Lacey talked about participating at the budget meeting. A request for additional staffing was submitted. A joint meeting will be scheduled in November. On motion by Commissioner Karp, seconded by Commissioner Guster, the Director's report for September was approved. All Commissioners voted to approve the report.

NEW BUSINESS:

- A. Case H-0107-0032-19 – On motion by Commissioner Boyd, seconded by Commissioner Karp, all Commissioners approved to hear the case at a public hearing.
- B. Case E-0031-0014-16 – On motion by Commissioner Guster, seconded by Commissioner Boyd, all Commissioners approved to not take the case to a public hearing.

C/D. The Commission discussed about having a workgroup to review and discuss the by-laws/administrative rules for the Commission. Commissioners Boyd, Guster, and Mateos have volunteered to work on this task.

E. The city-owned low-income housing sale will be discussed at the City Council meeting on October 21st. The City is considering the sale to the National Housing Foundation – an out-of-city for-profit organization. The City is trying to get out of the business of renting properties. Commission Pokora has recused himself from this discussion due to his position in the Board of Ecumenical Housing. Commissioner Mateos said that if nonprofit organizations have no money to buy these scattered houses, it's pure assumptions that for profit organizations will make these houses unaffordable to the current tenants. Commissioner Karp asked what the City is planning to do with the profit from selling the Heritage. There should be supplement the funding for the scattered sites. The Commission should express a concern regarding the sale of the Heritage and scattered sites. Have a plan before selling to protect housing rights of the current tenants. Director Lacey said there is a distinction between the sale of the units and the concern about the availability of affordable housing. Commissioner Gaston approves of drafting a letter/resolution for the City Council to further discuss the long-term impact of this transaction but thought that the Commission should not comment on the particular sale. Commissioners Boyd and Karp approves; Commissioners Guster, Swanberg, and Mateos opposed; Commissioner Pokora abstains.

F. The Commission votes for Director Lacey to receive retroactive to her hire date the vacation she should have received as a Director starting at the 6th year of service, pursuant to Administrative Policy number 6.6(i.e. 25 work days of vacation annually for years 6-12; 30 work days for years 13+), and for such further vacation increases according to the Administrative Policy, at the negotiated rate.

OLD BUSINESS:

- A. H-0123-0026-14 – minutes and other documentation of this case have since been destroyed. Commissioners will need to go back to the ALJ's findings. Special meeting scheduled for November 18th at 3pm.
- B. Commissioner training will be rescheduled until a new member of the commission is appointed by the Mayor and approved by the City Council.
- C. Requests for increased funding. There will be a joint meeting for discussion.
- D. Policing reform recommendations and next steps. For recommendations that will need to be addressed by the State Legislature, there needs to be a partnership between the Commission and the City Council. Figure out which ones can be addressed by the State or and which ones can be addressed locally. Commissioner Karp will send revised recommendations.

PUBLIC COMMENT:

A community member thanked the Commission for what have been done so far in developing an ongoing process dialogue between police and the community. With the housing issue, the City has an obligation to explain how they are going to make that work. Need for housing will increase as we go through the pandemic.

Next meeting: Special meeting scheduled November 10th, 2020 at 12:00 p.m.

Submitted by Ruby Mateos, Secretary

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Director's Report

ATTACHMENTS:

Type	Description
▢ Cover Memo	October 2020 Directors Report

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	11/9/2020 - 8:23 AM

**DIRECTOR REPORT FOR THE DAVENPORT CIVIL RIGHTS COMMISSION FOR
October 2020**

I. CASE STATUS

1. No “right to sue” letters were issued in the month of October.
2. No cases settled in the month of October.

II. OTHER ACTIVITY

1. Director attended Trauma Informed Consortium meeting.
2. Director submitted FY2021 HUD Contract documents.
3. Director submitted outline for upcoming presentation on racialized trauma.
4. Director attended public hearing.
5. Director worked on pre-hearing and post-hearing preparation.
6. Director conducted follow-up meeting with community members for planning discussion on upcoming collaborations for community initiatives on disability status and associated stigma.
7. Director consulted with expert on disability discrimination on appropriate accommodations.
8. Director submitted FY2022 Budget.
9. Director continued to monitor COVID-19 rates and its impact on office functions.
10. Director worked on case resolution documents.
11. Director worked on litigation.
12. Director attended case processing software proposal meeting.
13. Director worked on case processing documents.
14. Director met with Commissioners Boyd and Guster to go over administrative rulemaking procedures.
15. Director facilitated Commissioner training on Race: The Power of an Illusion.
16. Director and Housing Analyst worked on HUD contract documents.
17. Director and Housing Analyst worked on Fair Housing initiatives.
18. Housing Analyst and Secretary conducted research and meeting for case processing updates.
19. Housing Analyst worked on investigations.
20. Housing Analyst worked on housing investigations.
21. Housing Analyst worked on housing inquiries.
22. Housing Analyst worked on case resolutions.
23. Civil Rights Specialist assisted with pre-hearing conferences and preparation.
24. Civil Rights Specialist attended public hearing.
25. Civil Rights Specialist worked on case resolutions.
26. Civil Rights Specialist worked on case investigations.

III. OLD BUSINESS

1. Budget Discussion
2. Litigation Updates

IV. NEW BUSINESS

1. Billing Issue – Attorney's fee statement

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
October Case Status Report

ATTACHMENTS:

Type	Description
▢ Cover Memo	October 2020 case status report

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	11/9/2020 - 8:26 AM



CASE STATUS REPORT

Monthly Summary

October 01 , 2020 THRU October 31 , 2020

Informal Case Information

Monthly		
Area	Filed	Closed
Housing	0	1
Total	0	1

Year to Date		
Area	Filed	Closed
Housing	0	1
Total	0	1

Overall total active informal complaints: 0

Formal Case Information Identified this Month

Areas Filed	
Area	Count
Credit	0
Employment	3
Education	0
Housing	3
NJ EEOC Referral	1
Public Accommodation	1
Transit Title VI	0
Total	8

Areas Closed	
Area	Count
Credit	0
Employment	3
Education	0
Housing	0
NJ EEOC Referral	0
Public Accommodation	1
Transit Title VI	0
Total	4

Basis Filed (Monthly)					
Basis	Cnt	Basis	Cnt	Basis	Cnt
Age	1	Pregnancy	0	Creed	0
Retaliation	2	Gender Identity	0	Mental Disability	1
Religion	0	Age under 40	0	Physical Disability	1
Sex	2	Retaliation-ADA	0	Familial Status	0
Sex Orientation	0	Color	1	Marital Status	0
				National Origin	0
				Race	7

Trigger Events Filed (Monthly)							
Trigger	Cnt	Trigger	Cnt	Trigger	Cnt	Trigger	Cnt
Demotion	0	Terms	4	Advertising	1	Fail To Hire	0
Negative Treatment	2	Accessibility	0	Harassment	1	Fail To Promote	1
Racial Harassment	1	Fail to Lend/Appraise	0	Eviction	0	Fail To Rent	0
Sexual Harassment	0	Steering/Redlining	0	Equal Pay	0	Fail To Serve	0
Termination	2	Discipline	1	Fail to Accom/Mod	0		



CASE STATUS REPORT

Monthly Summary

October 01 , 2020 THRU October 31 , 2020



CLOSED - Disposition of formal complaints

Disposition of formal complaints (Monthly)	
Disposition	Count
Lack of Interest	
Interrogatories not Returned	0
Did not respond/attend appointment	0
No Jurisdiction	
Statute of limitations	0
Prima Facia not met	0
Outside geographical jurisdiction	1
NJ Referred to EEOC	0
Insufficient # employees	0
No Basis	0
No Area	0
Dismiss lack of subject matter	0
Satisfactorily Adjusted	0
Settlement	1
Right to sue letter issued	0
No Probable Cause	0
Mediation Settlement	0
Jurisdiction waived	0
Fact do not support claim	1
Does not warrant further actions	1
Conciliation	0
Complaint Withdrawn/Duplicate	0
Commission Final Decision	0
Conciliation Failed	0
Total Dispositions	4

Disposition of formal complaints (Annual)	
Disposition	Count
Lack of Interest	
Interrogatories not Returned	0
Did not respond/attend appointment	6
No Jurisdiction	
Statute of limitations	3
Prima Facia not met	0
Outside geographical jurisdiction	2
NJ Referred to EEOC	8
Insufficient # employees	0
No Basis	0
No Area	1
Dismiss lack of subject matter	0
Satisfactorily Adjusted	0
Settlement	6
Right to sue letter issued	6
No Probable Cause	28
Mediation Settlement	4
Jurisdiction waived	2
Fact do not support claim	6
Does not warrant further actions	3
Conciliation	5
Complaint Withdrawn/Duplicate	4
Commission Final Decision	7
Conciliation Failed	0
Total Dispositions	91

Summary: Previous Open: 167 (+) New Open 8 (-) Closed 4 (=) Total Open 171

Probable Cause (Monthly) = 0 (Annual) = 8

Pending Complaints

Open Complaints By Year	
Description	Count
Total number for year 2014	1
Total number for year 2015	3
Total number for year 2016	9
Total number for year 2017	32
Total number for year 2018	40
Total number for year 2019	48
Total number for year 2020	38
Total	171

Complaint By Status	
Status	Count
Elected District Court	0
Court on Appeal	1
Commission Review	0
Public Hearing Decision Pending	0
Public Hearing Pending	6
PC/Conciliation	3
Final Review	31
Final Investigation	14
Intermediate Investigation	17
Mediation	12
Mediation/Intermediate Invest.	0
Initial Investigation (3)	7
Initial Investigation (2)	60
Initial Investigation	10
Initial Review / Screening	9
Opened	1
Total	171



CASE STATUS REPORT

Monthly Summary

October 01 , 2020 THRU October 31 , 2020

Staff Presentation Information

Monthly Presentations			
Presentation type	Count	Hours	People
Community	1	4	15
Total	1	4	15

Year to Date Presentations			
Presentation type	Count	Hours	People
Community	4	10	53
Respondent Training	1	2	4
Total	5	12	57

Mediation and Settlement Information

Mediation & Settlement		
	Month	YTD
Held with no resolution	0	8
Closed with resolution	0	13

Monthly	
Resolution	Count
Monetary Settlement	0
No Resolution	0
Reinstatement	0
Specific Performance	0
Policy Change	0
Training	0
Total	0

Year to Date	
Resolution	Count
Monetary Settlement	10
No Resolution	8
Reinstatement	0
Specific Performance	3
Policy Change	0
Training	0
Total	21

Total monthly settlement amount: \$0.00

Total yearly settlement amount: \$86,940.00

Referrals

Referral Distribution					
	Month	YTD		Month	YTD
ICRC	0	3	IDHR	0	0
Other	1	4	HUD	0	0
Help Legal	3	4	NAACP	0	0
ADA project	0	0	IA Citizen's Aid	0	2
EEOC	0	0	Other City Departments	0	2
Bettendorf Human	0	0	DPD Internal Affairs	0	0
US Dept of Labor	0	2	Attorney Disciplinary Office	0	0
Attorney Referral	0	2	Scott Cty & Cthouse	1	1
Landlord Association	0	0	Total	5	20



CASE STATUS REPORT

Monthly Summary

October 01 , 2020 THRU October 31 , 2020



Status of Complaints by Number and Year

Case Listing for 2014

H-0123-0026-14	Court on Appeal
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Case Listing for 2015

E-0078-0039-15	Final Investigation
ED-0118-0002-15	Public Hearing Pending
PA-0133-0025-15	Public Hearing Pending

Case Listing for 2016

E-0053-0024-16	Final Investigation
E-0063-0027-16	Final Investigation
E-0085-0039-16	PC/Conciliation
PA-0089-0008-16	Final Investigation
E-0094-0044-16	PC/Conciliation
E-0100-0046-16	PC/Conciliation
E-0107-0050-16	Final Review
E-0133-0064-16	Final Investigation
E-0139-0069-16	Final Review

Case Listing for 2017

E-0009-0007-17	Final Review
PA-0011-0001-17	Final Review
E-0015-0011-17	Initial Investigation (2)
E-0027-0015-17	Final Review
E-0031-0016-17	Final Review
E-0036-0019-17	Final Review
E-0037-0020-17	Final Investigation
E-0040-0021-17	Final Investigation
E-0053-0025-17	Final Review
E-0055-0026-17	Final Review
E-0062-0031-17	Intermediate Investigation
E-0064-0033-17	Final Review
E-0068-0035-17	Final Review
E-0072-0037-17	Initial Investigation (2)
E-0073-0038-17	Initial Investigation (2)
E-0074-0039-17	Final Investigation
E-0075-0040-17	Final Review
E-0076-0041-17	Final Review
E-0077-0042-17	Final Investigation
H-0081-0008-17	Public Hearing Pending



CASE STATUS REPORT

Monthly Summary

October 01 , 2020 THRU October 31 , 2020



Case Listing for 2017

E-0084-0044-17	Final Investigation
E-0093-0048-17	Intermediate Investigation
E-0096-0049-17	Final Review
E-0097-0050-17	Final Review
E-0099-0051-17	Intermediate Investigation
PA-0108-0014-17	Final Review
E-0117-0057-17	Final Review
PA-0122-0015-17	Final Review
E-0124-0063-17	Initial Investigation (2)
E-0130-0069-17	Final Review
E-0131-0070-17	Final Review
E-0143-0075-17	Final Review

Case Listing for 2018

ED-0003-0001-18	Initial Investigation (2)
E-0006-0003-18	Initial Investigation (2)
E-0007-0004-18	Intermediate Investigation
E-0010-0007-18	Initial Investigation (3)
PA-0015-0001-18	Final Review
E-0021-0010-18	Initial Investigation (3)
E-0028-0016-18	Initial Investigation (2)
E-0029-0017-18	Initial Investigation (3)
E-0030-0018-18	Initial Investigation (2)
E-0038-0021-18	Final Review
PA-0042-0005-18	Final Review
E-0045-0024-18	Initial Investigation (2)
E-0046-0025-18	Initial Investigation (2)
E-0058-0028-18	Initial Investigation (2)
E-0063-0031-18	Intermediate Investigation
E-0070-0032-18	Initial Investigation (3)
E-0071-0033-18	Initial Investigation (2)
E-0074-0034-18	Initial Investigation (2)
PA-0075-0011-18	Initial Investigation (2)
E-0077-0036-18	Initial Investigation (2)
E-0079-0037-18	Initial Investigation (3)
E-0081-0038-18	Initial Investigation (2)
E-0082-0039-18	Final Investigation
E-0085-0042-18	Intermediate Investigation



CASE STATUS REPORT

Monthly Summary

October 01 , 2020 THRU October 31 , 2020



Case Listing for 2018

PA-0086-0012-18	Initial Investigation (2)
ED-0087-0003-18	Intermediate Investigation
E-0089-0043-18	Initial Investigation (2)
E-0092-0044-18	Intermediate Investigation
E-0094-0045-18	Initial Investigation (2)
E-0096-0047-18	Intermediate Investigation
PA-0100-0013-18	Final Review
E-0104-0050-18	Initial Investigation (2)
E-0108-0051-18	Final Review
E-0110-0052-18	Initial Investigation (2)
E-0113-0054-18	Intermediate Investigation
E-0116-0056-18	Intermediate Investigation
E-0117-0057-18	Final Review
E-0120-0059-18	Intermediate Investigation
E-0125-0062-18	Initial Investigation (2)
E-0136-0065-18	Initial Investigation (2)

Case Listing for 2019

E-0002-0001-19	Final Review
E-0008-0003-19	Initial Investigation (2)
E-0010-0004-19	Intermediate Investigation
E-0011-0005-19	Intermediate Investigation
E-0016-0006-19	Final Review
E-0022-0007-19	Intermediate Investigation
H-0023-0007-19	Public Hearing Pending
E-0024-0008-19	Final Investigation
E-0032-0014-19	Final Investigation
H-0035-0008-19	Public Hearing Pending
E-0044-0016-19	Final Investigation
ED-0051-0001-19	Intermediate Investigation
E-0061-0020-19	Initial Investigation (3)
E-0062-0021-19	Initial Investigation (2)
H-0066-0018-19	Final Review
E-0068-0022-19	Initial Investigation (2)
E-0070-0024-19	Initial Investigation (2)
E-0071-0025-19	Initial Investigation (2)
ED-0081-0002-19	Initial Investigation (2)
E-0082-0026-19	Initial Investigation (2)



CASE STATUS REPORT

Monthly Summary

October 01 , 2020 THRU October 31 , 2020



Case Listing for 2019

E-0084-0027-19	Initial Investigation (2)
E-0085-0028-19	Initial Investigation (2)
E-0091-0029-19	Initial Investigation (2)
E-0094-0030-19	Initial Investigation (2)
E-0095-0031-19	Initial Investigation (2)
E-0104-0032-19	Initial Investigation (2)
E-0105-0033-19	Initial Investigation (2)
H-0107-0032-19	Public Hearing Pending
E-0111-0035-19	Initial Investigation (2)
E-0112-0036-19	Initial Investigation (2)
E-0115-0038-19	Initial Investigation (2)
E-0126-0044-19	Initial Investigation (2)
H-0127-0036-19	Initial Review / Screening
E-0129-0045-19	Initial Investigation (2)
E-0133-0047-19	Initial Investigation (2)
E-0136-0048-19	Initial Investigation (2)
E-0137-0049-19	Initial Investigation (2)
H-0139-0038-19	Initial Review / Screening
ED-0142-0003-19	Initial Investigation (2)
H-0153-0040-19	Initial Investigation (3)
E-0156-0056-19	Initial Investigation (2)
PA-0158-0013-19	Mediation
ED-0160-0005-19	Mediation
E-0163-0058-19	Initial Investigation (2)
E-0164-0059-19	Mediation
H-0165-0044-19	Initial Review / Screening
E-0168-0060-19	Initial Investigation (2)
E-0169-0061-19	Initial Investigation (2)

Case Listing for 2020

E-0001-0001-20	Initial Investigation (2)
E-0002-0002-20	Mediation
ED-0005-0001-20	Mediation
E-0008-0004-20	Initial Investigation (2)
E-0009-0005-20	Mediation
ED-0011-0002-20	Initial Investigation (2)
E-0012-0006-20	Initial Investigation (2)
H-0015-0003-20	Initial Review / Screening



CASE STATUS REPORT

Monthly Summary

October 01 , 2020 THRU October 31 , 2020



Case Listing for 2020

H-0016-0004-20	Initial Review / Screening
ED-0017-0003-20	Initial Investigation (2)
E-0018-0008-20	Initial Investigation (2)
E-0019-0009-20	Initial Investigation (2)
E-0021-0010-20	Initial Investigation (2)
E-0023-0011-20	Initial Investigation (2)
H-0026-0006-20	Mediation
H-0028-0007-20	Final Review
ED-0030-0005-20	Initial Investigation
ED-0031-0006-20	Mediation
E-0032-0014-20	Initial Investigation
PA-0033-0003-20	Mediation
ED-0035-0007-20	Mediation
E-0037-0016-20	Initial Investigation (2)
PA-0039-0004-20	Mediation
E-0046-0018-20	Mediation
E-0047-0019-20	Initial Investigation
E-0049-0020-20	Initial Investigation
H-0051-0009-20	Intermediate Investigation
H-0052-0010-20	Initial Investigation
H-0053-0011-20	Initial Investigation
E-0058-0021-20	Initial Investigation
E-0060-0023-20	Initial Investigation
E-0062-0024-20	Initial Review / Screening
NJR-0063-0013-20	Initial Review / Screening
H-0064-0012-20	Initial Investigation
H-0065-0013-20	Initial Investigation
H-0066-0014-20	Opened
E-0067-0025-20	Initial Review / Screening
E-0068-0026-20	Initial Review / Screening

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Bylaws/Commission Committees Report

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	11/5/2020 - 7:51 AM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Commission Email Format

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	11/5/2020 - 7:52 AM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Review of the revised Policing Reforms Proposals

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	11/9/2020 - 8:26 AM