

April 17, 2014

The City Diversity Board met in the Council Chambers at 3:00pm on this date. Taking minutes was Gregory Smith.

The attached Agenda was distributed to the Board.

Present and representing were:

Carole Snyder  
Chief William Stoudt  
Carissa Johnson  
Thomas Coleman  
William Frymoyer  
Greg Smith  
Kim Talbot  
Chief William Heim

Absent:

William Thompson  
Francis Acosta  
Wynton Butler

1. Welcome/Introductions
  - Newly Appointed Members  
President Acosta  
Wynton Butler  
Carissa Johnson
2. Removal of PSLC Position
  - Tabled
3. Unification of Diversity Boards
  - Add member from Police and Fire?

Chief William Heim stated that 3 of the last eight officers hired are bi-lingual. He will follow up after the next PDB meeting.

Mrs. Carole Snyder added that this was also an issue in other areas.  
-Discussion occurred about the need for a bi-lingual employee in Building & Trades.

Mr. Coleman will speak to Lenin Agudo regarding case law, etc.

4. Organizational Board Composition
  - Chair/Vice Chair/Secretary

Mrs. Snyder stated that we had this on the agenda long enough and motioned that Gregory Smith serve as interim chair. This was seconded by Chief William Heim.

5. Purpose
  - Mission Statement
  - Bylaws

Mr. Coleman mentioned this could be a hindrance. He suggested possibly just a mission statement to use when we have full board composition.

At this time the floor was opened for discussion of issues/ ideas.

Chief Heim indicated Civil Service can select 1 in 3 from the list. They have already skipped over candidates 1 & 2 to select number 3 for Spanish speaking candidates. The caveat to that is you can't skip over a qualified veteran. This has been an issue but in some cases a benefit. Recently a Latino veteran soared to the top.

Mrs. Snyder asked if all municipalities are Civil Service.

Chief Heim stated second class municipalities aren't.

Mrs. Johnson discussed current procedures used to hire at the county.

Mrs. Snyder asked what we can do to work with schools in the future.

Chief Stout mentioned that there are programs geared at elementary kids for safety with Marshalls & Officers.

Chief Heim stated that they do some activities such as reading at elementary schools, career fairs, etc.

Mrs. Snyder suggested possibly something with the recreation program and that she will follow up with Maritza Loaiza.

Mr. Coleman asked if there was a way to work around Civil Service Requirements?

Chief Heim stated that he believes under provision of establishing a home rule charter, a city could establish its own hiring provisions outside of Civil Service.

Mrs. Snyder asked if the Civil Service test is uniform across areas.

Chief Heim stated that is where local Civil Service Boards have discretion. He indicated that they have revised the Police Test away from the prior commercial test used and instituted the aptitude test for Civil Service that is used prior to entrance into police academy and then an interview. He stated that they also have a physical agility test that is basic and many people either fail or don't show up.

Mrs. Snyder asked what is the current make-up of Fire is like compared to the demographic make-up of the county and the city.

Mr. Smith said he would look into this and provide an update at the next meeting.

Chief Stout stated that in the past Chief Squibb went to job fairs with Joe Ayala to hand out pamphlets. As police will give some additional points, Chief Mogel is looking to give additional points for residency, etc

Next meeting: Thursday, July 17, 2014 at 3:00pm in the Penn Room.

Respectfully submitted,  
Gregory Smith