

January 15, 2015- Minutes

The City Diversity Board met in the Penn Room at 3:00pm on this date. Taking minutes was Nicole Thompson.

The Agenda below was distributed to the Board.

Present and representing were:

Carole Snyder
Gregory Smith
Carissa Johnson
Kim Talbot
William Thompson

Absent:

Francis Acosta
Wynton Butler
Felix Freytiz

Guests:

Thomas Coleman
Chief William Stoudt
Chief William Heim
Nicole Thompson

1. Welcome
 - Approval of minutes
2. Police Department
 - Notice of next Civil Service Exam was emailed to visitors at previous meeting. (1/24/15 at 9:00 AM) Alvernia University – Bernadine Hall
 - Potential Strategies for 3 year gap to age 21
3. Fire Department
 - Possible Civil Service Prep Course
4. Board Composition
 - Chair/Vice Chair/Secretary
 - i. *Held for full complement*
5. Meeting Schedule for 2015
 - Third Tuesday, first month of each quarter

- 4/16, 7/16, 10/15
- 3:00 PM
- Penn Room

6. Adjourn

Mr. Smith informed the group that an email was sent to the ROTC members who attended the last meeting informing them of the upcoming Police Civil Service test. He said the test is next Saturday, 1/24/15 at 9:00 AM at Alvernia University, Bernadine Hall.

Mrs. Snyder asked if there was a fee for taking the Civil Service test to which Chief Heim replied there was not a fee. He indicated that once you pass the test, you can complete an application which has a \$25 fee. Chief Heim said he expects a large turnout for the test on 1/24/15.

Mr. Smith brought up the issue of the 3 year gap from when students graduate high school at 18 until they are eligible for the Police Civil Service test at age 21. He asked if there were any suggestions to help keep the high school students interested until they are of age.

Mr. Thompson said Police and Fire should be involved in the school district's Career Day and should be in contact with the superintendent. Mr. Thompson then asked if there were any other positions within the Police Department that students can work right out of high school.

Chief Heim replied that the Telecommunicator position was frequently available and typically starts as a part-time position, but can lead to full-time. He stated that the age requirement for that position is 18.

Ms. Johnson said the County Correctional Facility is also looking to hire more minorities. She added that Correctional Officers only have to be 18. Chief Heim stated that would be a great job before someone became a Police Officer.

Mr. Smith stated that the upcoming Police Civil Service test was advertised in the AfroLatino magazine and on a radio advertisement.

Mr. Thompson suggested we get in contact with Mike Toledo for future advertisements since he has a radio program with Albright Radio.

Mrs. Snyder asked if the issue was that African Americans/Hispanics aren't taking the test or aren't passing the test.

Chief Stoudt and Chief Heim replied that they aren't taking the test. Chief Heim said that the number of Spanish people taking the test has improved, but we still need more African Americans to test. He added that the extra points for language have helped increase Hispanic hires.

Mrs. Snyder suggested the possibility of adding residency points to Civil Service for Police, or the opportunity to earn a maximum number of points between language and residency so not to adversely affect other groups. Chief Heim said he would check with the attorney on the legality.

Mr. Thompson brought up the idea of connecting with mentoring groups in the community and using the "Career Day" presentation to educate the students. He mentioned Chris Giddens, leader of Bosses Basketball or the Olivet Boys and Girls Club. Mrs. Snyder added the Reading Recreation Commission and said her assistant is associated with the Recreation Commission.

Mr. Coleman asked how the City's open positions are advertised and how people apply.

Mr. Smith said that it depends on the position. He indicated that some jobs are posted to industry specific websites and publications, while all are posted on the City's website, and some are posted in the Reading Eagle.

Mr. Smith explained the County's physical exam and thought applicants who passed their exam should be able to pass the Police or Fire physical test.

The board composition was reviewed and Mrs. Snyder said if Mr. Acosta was unable to attend meetings, another member of council should be appointed. She indicated that she would speak to him.

Mr. Thompson asked Mr. Smith if he had the race composition for all City employees. Mr. Smith said he did not, but he would prepare it for the next meeting.

Mr. Thompson suggested that the Reading ROTC or votech students should take a trip to visit the training site.

Mrs. Snyder said the I-LEAD Charter high school was looking to place students in internships.

Mr. Smith said he would send everyone an Outlook meeting invitation for 2015 meetings.

Respectfully Submitted,
Nicole Thompson