

April 16, 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:

Felix Freytiz
Gregory Smith
Carissa Johnson
Kim Talbot
Wynton Butler
Francis Acosta

Absent:

Carole Snyder
William Thompson

Guests:

Thomas Coleman
Chief William Stoudt
Nicole Thompson
Linda Kelleher

AGENDA

1. Welcome
 - Approval of minutes
 - i. 10/16/14
 - ii. 1/15/15
2. City Department Demographics
3. Board Composition
 - Chair/Vice Chair/Secretary
 - i. *Held for full complement*
4. Meeting Schedule for 2015
 - Third Thursday, first month of each quarter
 - 7/16, 10/15

- 3:00 PM
- Penn Room

5. Other Matters

6. Adjourn

Ms. Thompson passed out demographic charts of the City's employees.

Mr. Acosta said some departments are not representative of Citywide demographics and asked what is being done to correct it.

Mr. Smith stated that the City recently advertised in the AfroLatino magazine, El Palo magazine and on Rumba 92.3.

Mr. Smith informed the group of the court's decision to end the settlement agreement with the PA Statewide Latino Coalition since the City has acted in good faith. He stated that they will be inviting members of the Police Diversity Board to apply for the City's Diversity Board – 1 as a voting member, another as a non-voting alternate member.

Mr. Acosta stated he thinks it's a mistake to add to the board and it will make it impossible to reach a quorum. He added that 3:00pm is a tough time for members to make the meeting. He suggested we review the make-up of the board and perhaps the Latino Chamber of Commerce would have someone interested in becoming a board member.

Mr. Butler asked about the status of a prep course for Fire Civil Service because Sgt. Major Wright offered his office and Mr. Dietrich runs a public safety course. He asked who from the City can offer the training?

Chief Stoudt said he would speak with Mr. Dietrich about the course.

Mr. Butler also mentioned a career day presentation to use at schools, or even church groups or other local organizations to attract residents to apply for jobs with the City. He suggested we develop a contact list with a representative and their contact information from each department to send to schools and community groups.

Mr. Smith said Human Resources can be the main contact and that they can coordinate career day presentations with other departments.

Mr. Butler said since the Civil Service testing moved to Harrisburg, it is hard for citizens to test.

Mr. Acosta then asked what is the purpose of the City's Diversity board and what are we trying to accomplish?

Mr. Coleman stated that the board serves in an advisory capacity to the City. He continued that these are items that would have to be answered by the Managing Director.

Chief Stoudt discussed civil service testing for firefighters and paramedic firefighters. He said they are short on paramedics and will likely need to expand their recruiting to a larger area which may impact local applicants. He explained ways he is proactively trying to get potential local applicants certified including reaching out to Reading Hospital's paramedic program. He stated he is also looking into discounts through the hospital, funding from ROTC and from federal programs.

Mr. Butler mentioned the 3 year gap between high school graduation and when candidates can become a police officer at age 21.

Mr. Smith stated that it was discussed at the last meeting and the City has a Telecommunicator position within the Police department where the age requirement is only 18. He said there are also positions at the County in the 911 call center or with the correctional facilities.

Mr. Butler stated since Spanish speaking applicants receive additional points for Police civil service testing, he is encouraging students who speak Spanish not to give up that ability.

Mr. Acosta said he will speak to the Managing Director on how this committee should be used so our meetings aren't just conversation. He then asked who chooses the time for the meetings.

Chief Stoudt stated that it is up to the board to choose a time for the meetings.

Mr. Acosta mentioned 4:00 pm meetings would be a better time for him. Mr. Freytiz and Ms. Johnson agreed. Mr. Acosta said he would check with Mrs. Snyder.

Mr. Freytiz stated that since Mrs. Snyder wasn't present to provide her schedule or answer Mr. Acosta's questions, we should end the meeting. He then made a motion to adjourn the meeting.

Mr. Smith seconded Mr. Freytiz's motion.

Respectfully Submitted,
Nicole Thompson