

July 21, 2010

The newly formed City Diversity Board met for the first time in City Hall Council Chambers at 4:30 pm on this date. Taking minutes was Sandy Hummel.

The attached Agenda was prepared by Mr. Joe Ayala and distributed to the Board.

Present and representing were:

Mary Alamo, Citizen  
George Taveras, FOP  
Robert Jefferson, NAACP  
Vaughn Spencer, City Council  
Sandy Hummel, HR  
Carl Geffken, City Management  
William Heim, Police Chief  
Joe Ayala, Diversity Officer

Absent:

Carmela Boykins, Citizen  
Frank Steffy, AFSCME  
William Rehr, Fire Chief  
Charles Jones, Public Works Director

Mr. Geffken noted that IAFF 1803 declined representation on this Board at this time.

Mr. Ayala noted there were some difficulties securing a representative from the Pa State Latino Coalition (PSLC).

Mr. Ayala distributed a copy of City Ordinance No.57-2007 (attached hereto and made a part hereof) for the board to review. Mr. Geffken believed there was a newer version and said he would look into obtaining that ordinance.

Mr. Ayala suggested a City Solicitor be invited to Board meetings. Ms. Alamo questioned why a Solicitor needed to be present. Mr. Geffken said a Solicitor should be in attendance to protect our legal interests and answer any legal questions that arise. Mr. Geffken said he would speak with Mr. Charles Younger, City Solicitor, to have one of his Solicitors, or himself, attend future meetings.

Mr. Ayala informed the Board they needed to select a chairperson and possibly Vice Chair and corresponding Secretary. He suggested that Mr. Jefferson be Board Chair. Mr. Jefferson informed the Board that he is currently overwhelmed with

activity and really needed to think about accepting such a position. He asked the Board to strongly consider selecting someone else for that position.

Ms. Alamo said she was new to this process and wasn't sure if she was qualified to be Chair.

Mr. Taveras said he couldn't take such a public role due to the sensitive position he held in the Police Department.

Mr. Geffken said it would be better if a non-City rep held the Chair position. He said the City reps would assist the Chair if needed.

Mr. Jefferson asked what is the makeup of the Board.

Mr. Geffken said the Board is made up of 13 representatives. He said the Public Works Director and Fire Chief will serve on this committee and the City is working to get a PSLC rep on the Board.

Ms. Alamo said she'd be willing to try Vice Chair. A motion was made by Mr. Heim, seconded by Mr. Jefferson to appoint Ms. Alamo Vice Chair of the Board. There were all ayes and the motion passed.

There was no interest in the Chair and Recording Secretary positions at this time. Mr. Geffken asked anyone interested to contact Mr. Ayala before the next meeting.

Ms. Alamo said she knew someone who might be interested serving on a committee and asked how the City recruits members to their various Boards. Mr. Ayala said they could visit the City's website and file an application with the City Clerk's office and as positions became available they would be appointed.

Mr. Ayala said the Board needs to develop a mission statement and bylaws. He said he has a rough draft of bylaws which he will submit to the Board for review. Mr. Geffken asked that ideas about our Mission statement should be sent to Mr. Ayala for review at the next Board meeting.

Mr. Ayala discussed the current Police & Fire consent decrees. He said most of the work of the Police Diversity Board is already done and it is the City's intent to get this Board up and functioning so the Police Diversity Board can be disbanded. He said the Fire Diversity Board never really got functioning and in all probability the City will be going before the assigned judge to proceed with this new Board.

Ms. Alamo asked if the Board could get a copy of the Police and Fire Diversity Board bylaws. Mr. Ayala said he would do so. He said they basically mirror each

other but the Police is more comprehensive. He said he would include those copies with the rough draft he is working on.

Mr. Taveras asked who the Police and Fire Diversity Solicitors are.

Mr. Ayala said Dave Macmain represents the City on the Police Diversity Board and Steve Ludwig represents the City for the Fire Board and Nick Noel represents the Police Diversity Board and Peter Weinbrech represents the Fire Diversity Board.

Mr. Jefferson asked if the Board could get copies of the Police and Fire consent decrees. Mr. Ayala said the Fire Diversity Board is a settlement agreement and the Police Diversity Board a consent decree and would forward copies of both to the Board.

It was decided future monthly Board meetings would be held on the 3<sup>rd</sup> Wednesday of every month at 4:30 pm. Mr. Ayala would try to reserve the Penn Room for this purpose and would send out notice to confirm or change.

A motion to adjourn was made by Mr. Geffken, seconded by Mr. Heim. There were all ayes and the motion passed and the meeting was adjourned at 5:21 pm.

Next meeting: Weds August 18, 2010 at 4:30 pm.

Respectfully submitted,  
Sandy Hummel