



August 17, 2011

City Diversity Board Meeting Minutes

Attending:

Jose Molina, PSLC Representative/Chairperson
Robert Jefferson, NAACP Representative
Tonya Butler, representing Charles Younger, City Solicitor
William Frymoyer, AFSCME Representative/Vice Chairperson
Charles Jones, Public Works
William Heim, Police Chief
James Conrad, Fire
Kevin Kulp, Fire Chief
Lourdes Torres, Citizen Representative
Joe Ayala/Secretary

Absent:

Carl Geffken, Management Representative
Sandra Hummel, Human Resources

Mr. Molina called the meeting to order at 4:05 pm.

Those present introduced themselves.

Mr. Molina reemphasized the need to have Council President Spencer or a member of council attend the CDB meetings to present Council's expectations of the Board. Mr. Jefferson volunteered to attend the next City Council Meeting to discuss.

After a change to the minutes, a motion was made by Mr. Conrad, seconded by Mr. Frymoyer to accept the minutes from Board meeting of June 15, 2011. All were in favor and the motion carried.

Tonya Butler reported that the Law Dept needed a clear copy of the CDB By-Laws for review, approval and draft language for submission to City Council for adoption. Mr. Ayala and Mr. Frymoyer will meet to go over and prepare the final draft. Mr. Ayala will forward to Ms. Butler. City Council will vote next Monday, August 22, 2011 on ordinance reducing the number of CDB board members from thirteen (13) to nine (9).

Mr. Ayala handed out report of Police Seniority List, City of Reading Full Time Females, and Full Time Minorities. After discussion changes were noted and made. Mid-year monitoring Affirmative Action Plan is anticipated to be delivered in the next few weeks. Fire Chief Kulp reported that the Fire Civil Service test has added some pre requisites that is going to have impact on the recruitment and hiring of minorities. A list of the courses required by candidates prior to testing was handed out to members of the board. Mr. Jefferson and other members had concerns on the ramifications these pre requisites will have on hiring and what external opportunities exist to support qualifying prospects to take the test.

Discussion was held on recruiting for the citizen vacancy that exists on the board. The seat must be filled before the board asks Attorney McMMain to initiate the process of moving to disband the Police Diversity Board.

Police Chief Heim reported that 13 candidates took the Alta Bilingual test for bonus points and 4 Latinos passed. Two have since been hired. The bilingual test is given twice a year. Ms. Torres had questions about how the test was administered and what its composition was. Chief Heim reported that Officer John Carrasquillo is pending an interview for consideration as Police Diversity liaison to the Police Diversity Board.

Mr. Conrad asked about the possibilities of scholarships to members of the Public Safety Juniors Club to retain interest and prepare for jobs in public safety. The board talked about possibilities and left the subject open for further discussion. Mr. Ayala reported that he is looking to move next years Public Safety Juniors Club program to City Hall in the Penn Room.

The meeting was adjourned at 5:10 pm. Next meeting set for Weds, Sept 21, 2011 at 4:00 pm in the Penn Room.