



CITY COUNCIL

Nominations & Appointments Committee

**Monday, June 1, 2015
Meeting Report**

Attendance: D. Sterner, S. Marmarou, M. Goodman-Hinnershitz

Others Attending: S. Katzenmoyer

The meeting was called to order at 4:15 pm by Mr. Marmarou.

I. Interviews

Edwin Stock (reappointment – Police Civil Service Board)

Ms. Goodman-Hinnershitz questioned how Council can assist the Police Civil Service Board. Mr. Stock stated that a third member is needed. He stated that the Board receives good administrative and legal support and runs very efficiently. He stated that they also work well with the Police Department.

Mr. Marmarou noted the need for diversity on the police force. He questioned what is being done to increase diversity and requested the number of diverse applicants who pass the initial test. Mr. Stock stated that he did not have this information. He stated that the force has made progress in becoming more diverse.

Mr. Marmarou expressed the belief that some current officers would not have been admitted in the past. Ms. Goodman-Hinnershitz stated that they must pass the same tests and prove that they can perform. Mr. Stock reminded the Committee that the Board oversees the selection of candidates but has no oversight once they are hired.

Ms. Goodman-Hinnershitz stated that both police and fire should begin wellness initiatives for officers and fire fighters.

Mr. Stock stated that the diversity issue is complicated and stated that he will discuss this with the Board.

Ms. Goodman-Hinnershitz stated that she has mentored several youth who recently returned from military service and stated that they have applied to the police academy. She stated that they have expressed that they are not interested in the fire service.

Mr. Stock stated that the Board has been advised that there will be patrol vacancies. He noted the need to test in the near future to establish a new list.

Mr. Sterner stated that the Board does not control who takes the test. Mr. Stock agreed and stated that he does not know what more the Board can do to bring more diversity to applicants.

Ms. Goodman-Hinnershitz stated that the process has been changed to encourage diversity.

Mr. Marmarou stated that bilingual does not specify which language is preferred. He stated that the City needs Spanish speakers.

Ms. Goodman-Hinnershitz stated that "culture" can have inconsistent meanings even between the same ethnicity.

Mr. Marmarou described the hiring process when he became an officer. He stated that he was initially rejected because he was Greek and a Democrat. Ms. Goodman-Hinnershitz noted the need to focus on the interview and not on personal issues. She stated that the appointment process should not be political. Mr. Stock stated that the current hiring process is objective and transparent. He stated that the promotion process includes testing and oral interviews.

Mr. Stock noted the importance of having a third member of this Board. Ms. Katzenmoyer stated that there is an applicant in the process.

The Nominations and Appointments Committee recommends the reappointment of Edwin Stock to the Police Civil Service Board.

Ms. Goodman-Hinnershitz suggested that all BAC legislation be reviewed. She suggested that this be discussed at a future Strategic Planning Committee meeting.

II. Equal Business Opportunity Advisory Board

Ms. Katzenmoyer explained that she and Mr. Coleman believe that there should be a way for the recommendations of this Board to be thoroughly examined and implemented by the Administration. She questioned the Committee's thoughts on this issue and explained that this is the last item which needs to be addressed before the legislation can be discussed at a Committee of the Whole meeting.

Ms. Goodman-Hinnershitz stated that she will review the legislation and give her overall comments to Ms. Katzenmoyer. She suggested that the Board provide quarterly reports to Council to ensure there is follow up on the recommendations.

The Nominations and Appointments Committee adjourned at 4:45 pm.

Respectfully Submitted by,
Shelly Katzenmoyer, CMC
Deputy City Clerk