



# CITY COUNCIL

## Nominations & Appointments Committee

Monday, August 3, 2015  
Meeting Report

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

**Others Attending:** S. Katzenmoyer, F. Denbowski

The meeting was called to order at 4:11 pm by Mr. Marmarou.

### I. Interviews

#### Steve Elmarzouky (reappointment – Police Civil Service Board)

Mr. Marmarou questioned what Mr. Elmarzouky has learned from his time on the Police Civil Service Board. Mr. Elmarzouky noted the need to protect the rights of officers with a fair hiring and promotion process. He stated that this Board serves as a watchdog.

Mr. Marmarou questioned if there were currently any problems before the Board. Mr. Elmarzouky stated that there are not.

Ms. Goodman-Hinnershitz stated that there seem to be better pools of applicants. Mr. Elmarzouky agreed.

Mr. Marmarou noted the need for a diverse police force. Mr. Elmarzouky agreed.

Mr. Marmarou questioned if Mr. Elmarzouky had any suggestions about the Board. Mr. Elmarzouky stated that he has encouraged an African American female to apply for membership to this Board to increase its perspective.

Mr. Sterner questioned if the civil service process could be improved. Mr. Elmarzouky stated that the process works well. He stated that it is fair and equitable.

Ms. Goodman-Hinnershitz noted the extra pressures being put on officers and the recent challenging issues faced by police forces. Mr. Elmarzouky agreed that officers are under a lot of pressure. He expressed the belief that officers are people and have their own way of reacting. He noted the need to stop generalizing.

Ms. Goodman-Hinnershitz agreed and stated that the media seems to call out race even when it is not a factor in the action.

Mr. Sterner noted the need for all to cooperate with police during any interactions.

Mr. Marmarou questioned if Mr. Elmarzouky had any suggestions about this Board. Mr. Elmarzouky voiced his disagreement with awarding extra points to candidates who are bilingual only for Spanish. He stated that there are many other languages needed in Reading and that this is unfair to applicants who are bilingual in any other language.

The Committee explained that this is the result of a settlement agreement stemming from a lawsuit. Mr. Elmarzouky expressed the belief that this is discriminatory.

Ms. Goodman-Hinnershitz suggested sending a copy of the settlement agreement to the members of the Police Civil Service Board.

**The Nominations and Appointments Committee recommends the reappointment of Steve Elmarzouky to the Police Civil Service Board.**

**Pamela Johnson (appointment – Police Civil Service Board)**

Ms. Goodman-Hinnershitz questioned Ms. Johnson's understanding of this Board. Ms. Johnson stated that it is to review police officer candidates.

Ms. Goodman-Hinnershitz questioned what Ms. Johnson would bring to this Board. Ms. Johnson stated that she has served as a police chaplain since 2006. She stated that she rides with officers on the third shift two times per month which will allow her to bring this unique perspective.

Mr. Sterner questioned if Ms. Johnson served on other boards. Ms. Johnson stated that she has served on many boards but that this is the first City board she has applied for.

Mr. Sterner questioned why Ms. Johnson was interested in serving on this Board. Ms. Johnson stated that several people encouraged her to apply.

Mr. Sterner stated that it will be great to have someone on the Board with this perspective and experience riding with officers.

Ms. Goodman-Hinnershitz questioned if Ms. Johnson was familiar with the testing process. Ms. Johnson stated that she was not but that she has begun attending meetings.

Ms. Goodman-Hinnershitz suggested that Ms. Johnson submit suggestions to Council once she has become more familiar with the process. She stated that Board members will be getting a copy of a legal settlement agreement resulting in the awarding of extra points for those who are bilingual in Spanish. She expressed the belief that Spanish is not the only language needed.

Ms. Johnson stated that she also does not agree with the relaxation of some physical requirements for officers. She noted the need for the process to be strict. She stated that officers are concerned with the relaxation of the physical requirements. She also noted the high mental demands placed on officers.

Mr. Marmarou questioned if Ms. Johnson was a native of Reading. Ms. Johnson stated that she is not but that she has been a resident for over 20 years.

Ms. Goodman-Hinnershitz expressed the belief that Reading has an excellent police force. Ms. Johnson agreed and described several situations she encountered during ride-alongs.

**The Nominations and Appointments Committee recommends the appointment of Pamela Johnson to the Police Civil Service Board.**

**Zelda Yoder (appointment – Human Relations Commission)**

Mr. Marmarou questioned why Ms. Yoder was interested in serving the City in this way. Ms. Yoder stated that she was asked to serve and has time to assist.

Mr. Marmarou questioned if Ms. Yoder had any suggestions for this Commission. Ms. Yoder stated that she does not as she has not yet begun serving. She stated that she has done some online reading and research to prepare.

Ms. Goodman-Hinnershitz questioned if Ms. Yoder had experience with discrimination. Ms. Yoder stated that she does not but that those close to her had.

Mr. Marmarou questioned what types of discrimination was happening in Reading. Ms. Yoder expressed the belief that it is the same types happening everywhere. She stated that people's feelings cannot be legislated.

Mr. Sterner questioned if Ms. Yoder's personal feelings would interfere with her work on the Commission. Ms. Yoder expressed the belief that they would not.

Ms. Goodman-Hinnershitz stated that several years ago Reading expanded its discrimination laws to include sexual orientation and is very proud that it has done so. Ms. Yoder agreed.

Ms. Yoder questioned the appointment process. Ms. Goodman-Hinnershitz explained that the Committee would make a recommendation to the body of Council and a resolution would be passed. Ms. Katzenmoyer explained that Ms. Yoder would then get the information she needed to begin serving.

Ms. Goodman-Hinnershitz noted the need to educate the community on the role of the City's boards, authorities and commissions. She stated that there is great power available but that it is not taken advantage of.

**The Nominations and Appointments Committee recommends the appointment of Zelda Yoder to the Human Relations Commission.**

The Nominations and Appointments Committee adjourned at 4:46 pm.

Respectfully Submitted by,  
*Shelly Katzenmoyer, CMC*  
Deputy City Clerk