

**City of Schenectady
Affirmative Action Advisory Board
MINUTES
City Hall, Room 110**

November 17th, 2016

MEMBERS PRESENT: Ellie Pepper, Secretary
Rev. Arnetta Dix
Adriel Linyear
Dammoni Farley

MEMBERS ABESENT: Hector Ramirez, Chair
David Chetram, Vice Chair
Kanema Haynes
Angela Tryon
Omoye Cooper

ALSO PRESENT: Carl Falotico, City Corporation Council
Marion Porterfield, City Council

Call to Order: The meeting was called to order at 6:25pm by Secretary, Ellie Pepper

Approval of Minutes:

There being no quorum, approval of minutes for the September meeting were tabled. No meeting was held in October.

Old Business:

Mr. Linyear reported that applications for the Police exam are closed at this time. Information about the pool of applicants will eventually be available from Civil Service.

Committee reports: None

New business:

Newly created position of Affirmative Action Officer: The Mayor and City Council approved a full-time Affirmative Action Officer dedicated to overseeing work within the City of Schenectady in the 2017 budget. The position will be subject to Civil Service requirements with a target hire date in January, 2017. The position has not yet been advertised and final details for the civil service requirements have not been finalized. There was lengthy discussion about the pros and cons of a full time employee of the city versus a contracted individual to oversee affirmative action activities. There is currently \$47,000 in the budget dedicated to the position, not necessarily enough to hire a full-time officer with experience.

Annual Report: The report for 2016 has been completed. Lacking a quorum, approval of the report was tabled for the December meeting. Public presentation of the second annual report is targeted to take place in April, 2017.

Officer Elections: Mr. Ramirez has resigned effective December 30th, 2016 and will not continue as Board Chair. Mr. Chetram was not present at today's meeting; his intention related to the Vice Chair position is unknown at this time. Ms. Pepper's term will end in July, 2017 and she will not request reappointment for another term. Nominations and election of officers will take place during the December meeting.

Ms. Porterfield will reach out to recent appointees to determine their continued interest in being board members.

Other: It has come to the attention of the Board that River's Casino has begun to consider job applicants with felony convictions on a case by case basis. While members are pleased with this policy, there is also concern regarding this sudden shift in the policy. Mary Cheeks had been quite clear that the policy was out of their control as it was related to NYS Gaming Laws. This change in hiring policy indicates that Ms. Cheeks, while being quite adamant about the stringent nature of the gaming laws, was incorrect about how they were to be applied.

Ms. Porterfield will reach out to recent appointees to determine their continued interest in being board members.

ANNOUNCEMENTS:

On December 8th, The Breathing Lights group will present the second reclamation clinic explaining how residents can acquire properties available for purchase and rehabilitation.

On December 9th, Rivers Casino is hosting a job fair at Friendship House.

ADJOURNMENT:

Meeting was adjourned at 7:30p.m.

The next meeting is scheduled for December 15th @ 6:00pm.

Submitted by Ellie Pepper