6. Adjournment

Announcement:

It is expected that the agenda items will be in no more than two (2) items. Each speaker may speak for no more than two (2) minutes on any items appearing on the agenda. Each item will be announced prior to each speaker. A person may speak for no more than two (2) minutes on any item. Public is welcome to comment on agenda items only; Chairperson will provide the Chairperson for the agenda.

5. Public Comment: Public is welcome to comment on agenda items only; Chairperson will provide the Chairperson for the agenda.

4. Revised Recommendations, Discussion & Vote

4.1 Revised Recommendations & Discussion

Police Commission

Vote Chairperson to give short summary of the meeting regarding site-wide changes.

Circulate recent news items regarding Civil Service

3. Informational Briefings

2. Approval of Minutes June 14, 2021

1. Welcome, Call to Order & Roll Call

Please note: all times listed below are approximate

Join by phone: 415-699-0001
Meeting password: PNg6E6H427
Meeting number (access code): 157 712 1567

Join from the meeting link:
MONDAY, SEPTEMBER 13, 2021 5:30 PM
MEETING AGENDA
Diversity & Inclusion Advisory Committee
City of Worcester

Miles Goodwin
Shakercreek Melchado
Savass Kosmidis
Samuel Santiego
Brendan Reese
Members/Directors:

Vice Chairperson
Leif Woodman
Chairperson

Please note: all times listed below are approximate
I. Introduction

II. History of Civil Service

This section summarizes information the D81 Committee has learned about the history of the Massachusetts Civil Service System. The Committee was established by the Legislature to review the Massachusetts Civil Service system and recommendations for reform.

In the late 19th century, the federal government and state governments began enacting "civil service laws" in response to "corruption, patronage, and cronyism." This section summarizes information the D81 Committee has learned about the history of the Massachusetts Civil Service System.

Committee's work and recommendations.

The committee was established by the Legislature to review the Massachusetts Civil Service System and recommendations for reform. The committee's work and recommendations are not binding and recommendations are not binding or applied by elected officials.

Public employees with security in property control over local government.
III. Civil Service: Non-Public Safety Positions

For approval. To leave civil service, a municipality must petition the legislature and governor employment. "Civil service is the most efficient, effective, industrylevel, merit-based system of public employee."

Whatever civil service means to you, and why we serve, as a special committee studied Swampsco's civil service in 2010 to leave civil service after a special committee studied performance standards such as language skills and education levels. For similar reasons, efficiency, equity, and skills/performance-driven employment decisions. When framing the evaluation of a list of candidates, other than the list of candidates—meanwhile, it's the list of candidates who is pressed. Who is the list of candidates to hire? And the list of candidates?

Facing a multi-million-dollar budget, a city/hiring for a vacant position, a city/HRD administers a multiple-choice exam every two years. About six months to a year after the

(meaning: passing exam). They do not get the protection of the civil service system. It's they...
among police and fire employees.

The fire department employs 14% women (10% of force), and the police department employs 65 employees who are minorities (9%). Of 42 police department employees, 30 (71%) are minorities. This indicates a need for diversity.

A diverse, City data provided to the D&I Committee indicates: 43% of 410

Diversity: City data provided to the D&I Committee indicates: 43% of 410

In addition, six months. For background investigations, interviews, and interviews, candidates who pass the number of candidates with a good pool of candidates. The hiring process takes a

City of Worcester. """"Eos through 200 names and requests for

It is difficult to recruit and retain police and fire employees. Provides a pool of qualified candidates. Worcester avoids spending time and money to

Background. NINA GALLA reported that Worcester currently employs about 850 people in public safety positions in the police and the department. For public safety jobs, unlike non-safety

CIVIL SERVICE: PUBLIC SAFETY POSITIONS

Renewed the system default and created an underclass of "provisional" non-safety employees. To non-safety employees. The civil service system remains default today.

Recommendation: Worcester should remove all public safety jobs

By law, a provisional appointive is only allowed to serve in that position for one year. This law

The study found 17 years ago: """"Fire Civil Service in Massachusetts."

are first to be laid off during reductions in force. For these reasons, Ms. Galla recommended:
other exam-takers' ratings, the highest exam score on the civil service exam (either numeraire or relative to other applicants) should be placed on the eligible list. If the list does not exceed 35 eligible persons, then all5 eligible persons are on the list. If the list is not full, then eligible persons 2-35 on the list are all eligible for appointment. Eligible persons 36-492 provide the pool from which the final pool of applicants is selected.

Worcester Police List. The current "Worcester Police List," or exam-takers' selection, is the current pool for the Worcester Police Department. The current pool consists of the following:

According to the Hispanic Institute's 2004 study, the Massachusetts system of preferences has the following effects. Although civil service was created as a merit-based system to replace nepotism in public-sector employment, civil service may not achieve that purpose. The Massachusetts Civil Service Law provides preference for (1) disabled veterans; (2) children of officers killed in the performance of duty; (3) disabled veterans; and (4) members of the armed forces in the line of duty. However, in recent years the Department of Public Safety, a public-sector employer, decided not to use the civil service law to restrict hiring, and therefore the population eligible for preferences is shrinking. Although data indicate that civil service exams do not predict job performance, civil service exams are still used as a pattern and practice in the civil service system. These exams are based on the rule of law, which states that exams are designed to predict success in public safety positions, particularly in supervisory capacity as a basis for advancement. Minority candidates have little experience in civil service exams, and expert testimony in litigation does not support the use of these exams to promote diversity.
The D&I Committee Preliminary Recommendation:

If the city takes these actions, the D&I Committee will then analyze information learned in that process and make a final recommendation about retaining civil service for public safety jobs.

- The city should consider: What should be the most important criteria for recruiting and retaining employees?
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The D&I Committee recommends that the city of Worcester take the following actions:

1. The relationships between exam scores and position on HRD Worcester lists.
2. The relationships between HRD lists and job performance in Worcester.
3. The relationships between HRD lists and job performance in Worcester.
5. The relationships between exam scores and position on HRD Worcester lists.
6. Brazil, Cape Verde, etc.
7. How Worcester currently hires and promotes public safety employees (more detail). 
8. Collection of bargaining agreements for police and fire.
9. Human resource personnel.
10. At the hearings, require testimony from appropriate police and fire officials and employees.
11. Hold well-publicized, open hearings to evaluate the above topics (1-8 e-c).
12. With 2020 census data.
13. Publicly evaluate police and the department's diversity information in comparison to statewide, national, and other similar public safety agencies.
15. Inquire and encourage everyone in Worcester to participate in the open hearings.
16. EEOC.
17. The relationships between educational attainment (beyond high school) and: exam scores.
18. How Worcester currently hires and promotes public safety employees (more detail).
19. The city of Worcester should provide the civil service system with clear and consistent guidance for the hiring.
20. However, this recommendation is "preliminary" because the D&I Committee makes it based on the following information and data about topics including: