

(The following is not a verbatim transcript of comments or discussion that occurred during the meeting, but rather a summarization intended for general informational purposes. All motions and votes are the official records).

FINANCE COMMITTEE

Regular meeting of the Finance Committee was held on Thursday, October 13, 2016, in the Council Chambers, City Hall, Cranston, Rhode Island.

CALL MEETING TO ORDER:

The meeting was called to order at 9:05 P.M. by the Chair.

Present Councilman Steven A. Stycos, Chair
 Council Majority Leader Paul H. Archetto, Vice-Chair
 Councilman Michael J Farina
 Councilman Donald Botts, Jr.
 Councilman Mario Aceto (left at 9:15 p.m.)
 Council President John E. Lanni, Jr.

Also Present: Councilman Christopher G. Paplauskas
 Jeffrey Barone, Director of Constituent Affairs
 J. Patrick O'Neill, Assistant City Solicitor
 Robert Strom, Director of Finance
 Anthony Moretti, City Council Internal Auditor
 Rosalba Zanni, Assistant City Clerk/Clerk of Committees
 Heather Finger, Stenographer

MINUTES OF THE LAST MEETING:

On motion by Councilman Farina, seconded by Council Vice-President Santamaria, it was voted to dispense with the reading of the minutes of the last meeting and they stand approved as recorded. Motion passed unanimously.

CORRESPONDENCE:

OLD BUSINESS:

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PUBLIC HEARINGS/NEW BUSINESS:

- **Real Estate Tax Abatements**

On motion by Councilman Aceto, seconded by Councilman Farina, it was voted to recommend approval of the above list of Tax Abatements. Motion passed unanimously.

- **Motor Vehicle Tax Abatements**

On motion by Councilman Farina, seconded by Councilman Aceto, it was voted to recommend approval of the above list of Tax Abatements. Motion passed unanimously.

- **Tax Interest Waiver Approvals**

On motion by Councilman Farina, seconded by Councilman Aceto, it was voted to recommend approval of the above list of Tax Interest Waiver Approvals. Motion passed unanimously.

Diversity hiring discussion. Councilman Stycos

Chair stated that research was done by Mr. Moretti and asked him to present his findings.

Mr. Moretti stated that he reviewed other communities in the State comparable to Cranston and he could not get any information from Providence, Warwick was very responsive and Pawtucket did not get back to him.

Councilman Botts questioned why Mr. Moretti is doing a study on personnel. He is an Auditor. Chair stated that he is hired by the Council and asked Mr. Moretti to continue with his presentation.

Mr. Moretti spoke regarding Warwick's recruitment. He stated that theirs is done by the Fire Department only. He addressed the applicant ranking. Application fee is \$50. They have an EMT B, which is a basic requirement at a cost of approximately \$720 to be paid by the applicant. Cost for EMT Cardiac Certification is approximately \$1,500 of approximately 200 hour course and cost is to be paid by the recruit after being hired, which may be help to the recruit. The physical agility testing cost of \$105 also to be paid by the applicant. In the latest academy, which is going on now, there were 231 applicants and there were two minorities and one female minority.

Councilman Farina stated that it looks like Warwick is having the same problem we are in getting minorities. With the amount on Warwick's staff, they only have two minorities.

Council Minority Leader Favicchio stated that the firefighters would be willing to teach CPR classes to the high school students who would be interested, at no cost to them, so we do have the resources.

Council President Lanni stated that if the vocational school could be used for the training, that may help increase our recruitment rate.

Council Vice-President Santamaria stated that per the Council Grant Writer, there are funds available to pay for the training courses.

Paul Valletta, President of Firefighters Union, appeared to speak and addressed the written versus oral exams for Warwick and Cranston. He stated that in Cranston, anyone that passes the Academy has a job. In Cranston, the Academy is for 18 weeks.


Chair asked if EMTC is needed in Cranston to get on the list or when you get the job. Mr. Valletta stated that it is needed when the person gets to the Training Academy.

Mr. Valletta stated that Cranston does not have a systemic problem in the City. We have tried. He just does not think people take this job like they used to.

Chair presented a handout. He stated that as to hiring of minorities, this is a problem that extends beyond the Fire Department.

The meeting adjourned at 9:40 P.M.

Respectfully submitted,



Rosalba Zanni
Assistant City Clerk/Clerk of Committees

*Presented by Councilman Stycos
FmI Comm, 10/13/16*

CRANSTON POPULATION (2010 US Census)

White (not Hispanic)	77.2 %	Foreign Born	13%
Hispanic	10.8 %		
Black	5.3%		
Asian	5.2%		
American Indian	.3%		
Mixed Race	2.7%		

2007 CRANSTON CITY WORKFORCE (EEO-4 form)

	FY White	FT Minority	PT White	PT Minority
Fire	195	0	0	0
Police	168	6	6	0
Other	224	8	132	8
TOTAL	587 (98%)	14 (2%)	138 (95%)	8 (5%)

2015 CRANSTON CITY WORKFORCE (EEO-4 form)

Fire	195	0	0	0
Police	165	7	9	0
Other	223	5	217	14
TOTAL	589 (98%)	12 (2%)	226 (94%)	14(6%)

compiled by Councilman Steve Stycos

CITY OF CRANSTON
Summary of Fire Fighter Employment Hiring Practices
Warwick, Rhode Island

Submitted by: Anthony C. Moretti, CPA
City Council Internal Auditor
October 13, 2016

1. REQUISITES:

- High School Diploma or GED
 - Drivers License
 - Age 18 - 30 when starting the academy
 - No psychological exam is administered
 - US Citizen or qualified INS for employment
 - No felony or criminal convictions
 - Registry driving record within 90 days of application
 - Attorney General background check upon application
 - Medical exam before entering the Academy
 - Police BCI check before entering the Academy
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2. RECRUITMENT ADMINISTRATION:

- All phases of the hiring process is administered by the Fire Department administration with no involvement with the City administration nor personnel departments.
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3. APPLICANT RANKING DETERMINATION:

- Determined before starting the Academy
 - Written exam = 60%
 - Oral exam = 40%
 - No additional points are awarded to veterans
 - Upon application, the applicant is assigned a number and all exams and documentation reflect applicant identification by that number only.
 - Written tests are prepared and graded by an independent testing company.
 - Results of written exams are sealed by the independent testing company and opened in front of the applicants.
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4. APPLICATION FEE:

\$50 per applicant

5. EMT / CPR CERTIFICATION, "EMT B" (Basic) REQUIREMENTS:

EMT B involves successful completion of a 120 hour course offered by CCRI or other private companies. If taken at CCRI, the cost is approximately \$720 to the applicant.
EMT National Registry certification requires the successful completion of both written and practical examinations.

- Approximate \$720 EMT B cost is paid by the applicant
 - EMT B course completion is NOT needed to apply
 - EMT National Registry written and practical exam certification is not needed to apply
 - EMT B course & National Registry certification is required prior to starting the Academy
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6. EMT CARDIAC CERTIFICATION "EMT C" (Cardiac) REQUIREMENTS:

EMT C involves successful completion of an approximately 200 hour course offered by CCRI or other private companies. If taken at CCRI, the cost is approximately \$1,535 to the recruit

- Approximate \$1,535 to recruit
- Not required prior to application process nor appointment to the Academy
- Required within 12 months after appointment to the academy
- Department provides time off to attend classes

Note: Warwick recently changed to this policy and considers it to be a "game changer" to broaden the application pool. Previously, EMT C was needed prior to the Academy

7. PHYSICAL AGILITY TESTING "PPA" (Physical Performance Assessment):

Administered by the Rhode Island Association of Fire Chiefs

- Approx cost \$105 to applicant; \$125 including practice round
 - Pass or Fail evaluation
 - Required prior to the Academy
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8. RECRUIT RANKING DETERMINATION:

- Determined throughout the time of the Academy
 - Physical Training (PT) = 10%
 - Written Testing = 50%
 - Practical skills testing = 30%
 - RI Fire Academy class exams = 10%
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9. LATEST ACADEMY:

	<u>#</u>	
- Applicants	231	
- Recruit List	150	Included 2 minorities
- Attending Academy	24	Includes 1 female minority; 1 female declined
- # Openings	14 - 16	

10. CURRENT STAFFING:

	<u># Staff</u>
- Full Compliment	220
- Females	2
- Minorities	5
- Chief	1
- Assistant Chief	2
- Deputy Chief, Training	1
- Deputy Chief, EMS	1
- Batallion (Deputy) Chief	8

11. DEPARTMENT INFRASTRUCTURE:

	#
- Stations	9 (A)
- Engines	9
- Ladders	3
- Special Hazards	1 (plus other vehicles)
- Rescues	4
- Marine Boats	3 (plus 4 inflatables)

(A) Due to geographical separation with TF Green airport and discontinuous Potowamut section.

12. DEMOGRAPHICS:

	<u>Cranston</u>	<u>Warwick</u>
- Population (2010 census)	80,829	82,672
- Non White Population (2010 census)	18.1%	7.3%
- Land Size (square miles)	28.6	35.5
