

LEET TOWNSHIP CIVIL SERVICE COMMISSION (CSC)

Meeting Minutes

194 Ambridge Avenue, Fair Oaks, PA 15003

Special Meeting – November 22, 2022

Present: Donald S. Birnie, William C. Bubb, and Thomas Weber. **Voting members:** Mr. Birnie, Mr. Bubb, Mr. Weber. **Absent:** Katherine Longwell, and Jack Mook

Members of the Public: None

Mr. Weber called the meeting to order at 7:00 pm, and began the meeting with the Pledge of Allegiance.

Public Participation

No one present.

Approval of October 25, 2022 Special Meeting Minutes

Motion: Mr. Bubb moved to approve the minutes for the October 25, 2022 Special Meeting. Seconded by Mr. Birnie. Messrs. Birnie, Bubb and Weber voted in favor.

Entry Level Testing for Police Officers

Physical Agility Testing

Mr. Weber reported that we only have one application for our Eligibility List. He mentioned that Interim Chief Jameson also told him that three other municipalities in the vicinity are doing the physical agility and written testing for entry level officers at this time, as well. Apparently, many other police departments are in the same boat as we are. For example, Beaver Falls only has one applicant as well. Mr. Jameson also had heard that one municipality decided not to test unless they had at least three applicants. While our application deadline is Nov 28, we may get more applications, but we also may not.

Mr. Weber felt that it may not be the responsible thing to do the testing with only one applicant, because of the \$500 cost for Harry Fruecht to do the written test. He asked for other opinions. Mr. Bubb suggested that we could contact other municipalities to do the written testing cooperatively to reduce the cost per applicant.

At this point Officer Charles Galzarone passed through the meeting room and Tom Weber asked him if he knew of other municipalities in the area that were testing at the same time we are. Officer Galzarone named Beaver Falls, Midland and Edgeworth. He further indicated that Beaver Falls is sending daily messages through the SPIN network and sending faxes to current officers constantly. The competition is strong.

Collectively, we agreed it would be best to carry out our testing as planned on Dec 3, even if we only have 1 candidate. The thought being that, it may be a bit expensive per head, but if we can add one person to our eligibility list, we can avoid a lot of overtime if we lose and officer later next year.

The focus then turned to planning for the next testing effort. Mr. Bubb thought it would be good to do testing in groups with candidates from several police departments. He suggested we might want to contact other Civil Service Commissions to explore the idea. Mr. Weber was concerned that it might be a very competitive environment, with departments competing for the same applicants. Mr. Birnie suggested a way to coordinate that might be through Harry Fruecht for the written test.

In the end, we need to recognize that we need to pursue building a competitive department through improved compensation, benefits and performance standards. Of course, this is a decision for the BOC, not us.

As far as the next round of testing goes, Mr. Weber and Mr. Birnie will attend the physical agility testing at RMU the morning of Dec 3. If we delay to Dec 10 due to weather, Mr. Bubb and Mr. Birnie will attend. Mr. Weber will attend the written test along with one other commissioner who is available to attend.

Additionally, Mr. Weber and Mr. Birnie will meet at the township office at 3:30, Monday afternoon, Nov 28 to collect and additional applications that have come in. Mr. Birnie will compile a list of applicants to be tested (name and age) to forward to Mr Rutowski at IUP on, Nov 29.

Advertising Follow-up

Beaver County Court House did post our advertisement in the witness room, However, there was some push back about Leet Twp not being in Beaver County. This may not happen again.

Mr. Molinaro Hearing

Nothing new to report.

End of year Report to the Board of Commissioners

Our end of year report is due to the Board of Commissioners by Jan. 31, 2023. Mr. Birnie will prepare a high-level rough draft and circulate it to all LT-CSC Members for their input.

Regular Meeting Schedule for 2023

The LT-CSC Regular Meeting Schedule for 2023 was discussed. It was concluded that we should meet on the first Monday of each month. However, the following months should be further discussed. July 3, September 4 (Labor Day). Mr. Weber will review this choice with Mrs. Rengers and we will vote on the schedule at our Dec 13 Meeting.

Public Participation

There being no members of the public present, there were no other comments.

Adjournment

Motion: There being no further business, Mr. Birnie moved we adjourn at 8:23 pm. Mr. Bubb seconded. Messrs. Bubb, Weber and Birnie voted in favor.

/s/Donald S. Birnie

/s/Thomas P. Weber