

## **LEET TOWNSHIP CIVIL SERVICE COMMISSION (CSC)**

### **Meeting Minutes**

**194 Ambridge Avenue, Fair Oaks, PA 15003**

**Special Meeting – May 4, 2022**

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

**No members of the public attended**

Mr. Weber called the meeting to order at 6:56 pm.

#### **Approval of April 27, 2022 Minutes**

**Motion:** Mr. Bubb moved to approve the minutes for the April 27, 2022 CSC Meeting, Seconded by Mr. Birnie. Messrs. Bubb, Birnie and Weber voted in favor.

#### **Search for CSC Solicitor**

#### **Interview of Mr. McTiernan**

Mr. Robert L. McTiernan from Tucker Arensberg, was interviewed via Zoom. All commissioners present asked him questions. Mr. McTiernan was quite forth coming, and demonstrated deep knowledge regarding civil service law, and labor and employment law. The interview lasted more than 30 minutes.

#### **Deliberation and Decision to Interview John H. Rushford**

The commissioners discussed Mr. William Gamble's comments, publicly available information, and information gleaned from a telephone interview with Mr. Rushford (Mr. Birnie interviewer).

**Motion:** Mr. Birnie moved that we move forward with an interview of Mr. Rushford as a candidate for Solicitor – Leet Twp. Civil Service Commission. Mr. Bubb seconded. Messrs. Bubb, Birnie and Weber voted in favor.

### **Interview of Mr. Rushford**

Mr. John H. Rushford, of Cafardi Ferguson Wyrick, Weis + Gabriel llc, was interviewed via Zoom. All commissioners present asked him questions. Mr. Rushford was quite forth coming, and demonstrated deep knowledge regarding civil service law, and labor and employment law. The interview lasted more than 30 minutes.

### **Deliberation and Decision to Interview Michael J. Witherel**

The commissioners discussed Mr. William Gamble's comments, publicly available information, and information gleaned from a telephone interview with Mr. Witherel (Mr. Birnie interviewer). The discussion revealed some information that called in to question the wisdom of having Mr. Witherel represent the LT-CSC as our solicitor.

**Motion:** Mr. Birnie moved that we **decline** to move forward with an interview of Mr. Witherel as a candidate for Solicitor – Leet Twp. Civil Service Commission. Mr. Bubb seconded. Messrs. Birnie, Bubb and Weber voted in favor of **not** moving forward with an interview.

### **Deliberation and Decision to Interview Megan M. Turnbull**

Although the commissioners had previously put Ms. Turnbull's candidacy for solicitor on the back burner due to conflicting recommendations, Mr. Bubb contacted her to get more information on her experience as a solicitor. Ms. Turnbull sent an extensive resume, which outlined her significant experience as a solicitor for many well-known municipalities and school districts. She also authored many professional presentations on a state and local level. It was proposed that we interview her to clarify her qualifications for the position of LT-CSC Solicitor.

**Motion:** Mr. Weber moved that we schedule an interview of Ms. Turnbull as a candidate for Solicitor – Leet Twp. Civil Service Commission. Mr. Bubb seconded. Messrs. Birnie, Bubb and Weber voted in favor.

Mr. Bubb will contact Ms. Turnbull to schedule her interview for May 10 @ 7 PM.

**Ms. Longwell had to excuse herself from the meeting at this point.**

## **Entry Level Testing for Police Officers**

Mr. Weber and Mr. Bubb both shared information describing how much difficulty police departments across the state are having in recruiting new police officers. One example was the Pittsburgh Police Department held tests to fill 100 openings. Only 12 applicants showed up. This seems to be a broad-based trend, which may affect Leet Twp.

Mr. Weber has been in contact with the Allegheny Police Academy and determined that they would be able to do the physical agility testing for us at no cost. But we would need (with input from the police chief) to determine what our standards would be. He presented two possible standards that he received from the Police Academy; 1) Commonwealth of Pennsylvania Municipal Police Officer's Education and Training Commission – Basic Municipal Police Officers' Curriculum, 2) Modified Cooper Test for Physical Agility. The MPOETC standard was segmented by age and gender, while the Cooper test standards were more or less an average of the MPOETC range of standards. After receiving input from the Leet Twp. Acting Police Chief, we will make a decision in our May 10 meeting.

### **Action Items:**

1. Mr. Weber will request a job description for the entry level officer's position from the Board of Commissioners/Police Chief through Betsy Rengers.
2. Mr. Weber will vet the Leet Township job application with the Board of Commissioners.
3. Mr. Weber will discuss the method of administering the Oral Examination with the Leet Twp. Acting Police Chief
4. Mr. Bubb will check to see if Betsy has current Leet Twp. advertising templates and written test forms.
5. Everyone should read the PA Chiefs of Police website on testing.
6. Mr Weber will contact Mr. Harry Fruecht and New Brighton Borough about their testing capabilities and recommendations.

## **Public Participation**

There was no public participation.

Mr. Weber moved the meeting be adjourned at 10:23 pm. Seconded by Mr. Bubb with all in favor.

/s/Donald S. Birnie

/s/Thomas P. Weber

