

LEET TOWNSHIP CIVIL SERVICE COMMISSION (CSC)

Meeting Minutes

194 Ambridge Avenue, Fair Oaks, PA 15003

Special Meeting – September 29, 2022

Present: Thomas P. Weber, William C. Bubb, Katherine Longwell, and Donald S. Birnie. **Voting members:** Mr. Birnie, Mr. Bubb and Mr. Weber. **Alternate Voting Member for Physical Agility Testing:** Ms. Longwell

Members of the Public: Donna Adipietro, Jeff Besong, Michael DiVittorio (Tribune Review) and Bill Wanto

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

Public Participation

Mr. William Wanto, former Leet Township Chief of Police, stated that we should not weaken the physical agility standard, and we should adopt the MPOETC Standard, which is segmented by age and gender. Mr. Wanto then questioned why the Civil Service Commissioners were considering lowering the physical agility standard at the direction of Mr. McDaniel, President of the Board of Commissioners. He further stated he believed that Mr. McDaniel was motivated to do this by a desire to allow a part-time Leet Twp Officer who failed the physical agility test this summer when applying for a full-time position, to retake and pass the test. Mr. Wanto believed that Mr. McDaniel wanted said officer to pass the test, because he was a witness in the upcoming hearing before the LT-CSC. Mr. Wanto then proceeded to question the ability of Commissioners Birnie and Weber to render a fair verdict in Mr. Molinaro's upcoming hearing, because they were appointed to the Civil Service Commission by Mr. McDaniel. Mr. Wanto presented no facts on which his beliefs were based.

Both Mr. Weber and Mr. Birnie stated that they were confident they would render a fair verdict at Mr. Molinaro's hearing. Mr. Birnie then pointed out that he was already in favor of the MPOETC physical agility standard that Mr. Wanto favored. He also stated that he had received no direction from Mr. McDaniel to lower the physical agility standard. Mr. Weber then stated that the recent proposal to modify the physical agility standard was brought to the LT-CSC by Interim Police Chief Jameson.

Approval of September 13, 2022 Minutes

Motion: Mr. Bubb moved to approve the minutes for the September 13, 2022 CSC Meeting, Seconded by Mr. Birnie. Messrs. Birnie, Bubb and Weber voted in favor.

Third Request for Continuance of Hearing

On Friday, September 23, 2022, LT-CSC Solicitor Bob McTiernan had a conference call with the Township Commissioners' Attorney David Mitchell and Molinaro's Attorney Massimo Terzigni. The two lawyers have been trying to work out evidentiary issues in advance of the hearing to prevent delays and legal disputes during the hearing, but need more time. Both attorneys have mutually requested that the hearing dates of Oct. 6 & 7 be canceled, and that the hearing be postponed to a future date. Bob McTiernan recommended that the LTCSC grant this request for continuance.

Motion: Mr. Bubb moved that Attorneys Mitchell and Terzigni's request for a continuance in the hearing for Mr. Molinaro be granted, and that the October 6 & 7 hearings be canceled. Hearings would be rescheduled on dates acceptable to all parties. Mr. Birnie seconded. Messrs. Birnie, Bubb and Weber voted in favor. Motion carried unanimously.

Entry Level Testing for Police Officers

After the discussion during the September 13th meeting and during our Public Participation earlier this evening. We agreed to adopt our physical agility standard going forward.

Motion: Ms. Longwell moved that Leet Twp. adopt the MPOETC Physical Fitness Standard for our Physical agility Testing of entry level officers. It is based on the Coopers Fitness Data for the 30th percentile level, and is segmented by age and gender. Mr. Bubb seconded. Messrs. Bubb and Weber, and Ms. Longwell voted in favor.

Developing a New Eligibility List

The consensus of the LT-CSC was that we should immediately begin our efforts to develop the new eligibility lists for both part-time and full-time officers, as requested by the BOC in August. Issues that need to be defined are; when and where the physical agility and written testing will be conducted, where we will advertise for new candidates, and how long we will give candidates to reply. Target dates were discussed for advertising to be done on Sunday, Oct 16 or shortly after, and testing would be targeted for early Dec. It was agreed that everyone will develop information to answer these questions by our next meeting, on October 11.

Below is a partial list of follow-up items:

Mr. Bubb – research electronic advertising options (e.g. Officer.com, SPIN)

Mr. Weber – Contact Harry Fruecht at Police Consulting Services about December written

- Contact Allegheny County Police Academy about physical agility testing in December
- Others

Mr. Birnie – Contact Beaver County Courthouse about posting in hearing room

- Contact Beaver County Chief Detective Andy Gaul about recruiting from CCBC
- Contact CCBC on testing capabilities
- Contact Allegheny County Courthouse about posting in hearing room

We agreed that all Civil Service Commissioners would attend the BOC meeting on Monday, October 10 to present our plan to move forwards with the Eligibility List. We also need to get the point across that we feel it's important to pursue a Leet Twp. Police Department that is competitive with other regional departments, and able to work cooperatively with them. To do that we need to recruit new officers that are looking for competitive pay, benefits and training opportunities.

Public Participation

Ms. Adipietro stressed that we need to strengthen our police department to be prepared for a new school in Leet Twp.

There being no further business, Mr. Bubb moved we adjourn at 8:35 pm. Mr. Birnie seconded. Messrs. Birnie, Bubb and Weber voted in favor.

/s/Donald S. Birnie

/s/Thomas P. Weber