

LEET TOWNSHIP CIVIL SERVICE COMMISSION (CSC)

Meeting Minutes

194 Ambridge Avenue, Fair Oaks, PA 15003

Special Meeting – January 18, 2023

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

Members of the Public: None Present

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 December 13, 2022 Regular Meeting Minutes

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

Entry Level Testing for New Police Officers

Mr. Weber stated that Interim Chief Jameson learned when he contacted Mr. Singleton (candidate for our Eligibility List) that he had taken a job as a full-time officer with Springdale Police Department and was no longer available for our eligibility list.

Given this development, Mr. Weber asked the commissioners how they felt about moving forward with the BOC request for developing an Eligibility List. Mr. Bubb, Ms. Longwell, Mr. Weber and Mr. Birnie felt that the processes for advertising and testing we used the last time should be used in the future. This included method of advertising (using indeed.com for online advertising), using IUP Criminal Justice Training Center for physical agility testing and Harry Fruecht for written testing. We felt confident we could complete this process again successfully when needed. It would take 6 weeks to complete the process based on our last experience

Motion: Mr. Bubb moved that we use **indeed.com** for online advertising for Entry Level Officers in the future. Mr. Birnie seconded. Messrs. Birnie, Bubb and Weber all voted in favor.

Mr. Birnie suggested that we recommend to the BOC that we do not do anymore advertising or testing until the Township is ready to hire an officer. Given the low availability of qualified applicants Eligibility Lists don't last long. Jack Singleton is a case in point. He was hired by Springdale before we even completed our Oral Exam and Background Check. There was general consensus on this point. Mr. Weber will write a memo to the BOC with this recommendation.

Mr. Weber went on record stating that he believes the right path forward for the Leet Twp police department is to eliminate the MPOETC standard from our physical agility test so that older experienced officers could be hired to keep our police department staffed. He could envision our department being staffed by 1 or 2 full-time officers and many part-time older officers who would not require excessive amounts of training and would be more likely to stay with Leet for the long term. He feels that Leet is a small, low crime rate community that doesn't need officers who can pass the MPOETC standard. Mr. Bubb indicated that primary reason he has stayed with the MPOETC Standard is that it is legally defensible. Ms. Longwell took exception to Mr. Weber's statement the Leet Twp. is a low crime community, citing the significant numbers of drug arrests and domestic violence incidents. Mr. Birnie argued that we need a competitive police force in Leet Township. We as residents deserve that, but Mr. Weber strongly believes that we should go with an option that may be less expensive, in return for an "it's good enough for our situation in Leet Twp." approach. However, the BOC needs to make this decision, and balance the cost vs quality trade-offs. We came to a consensus that this question should be posed to the BOC in writing, and ask for their vision for the Leet Twp police department. Mr. Weber agreed to include this question in his memo. He would also point out that we recommend no more recruiting and testing should be done until the BOC has addressed the issues of competitiveness of our wages, benefits and performance, and what our vision for the Leet Twp Police Force is to be.

Mr. Bubb suggested that, due to Jack Mook's health limitations, that we recommend that Ms. Longwell be made the 1st alternate commissioner and Mr. Mook become the 2nd alternate. There was general support for this, but Mr. Weber asked for a few days to consider how to do that.

Status of the Mike Molinaro Hearing

Mr. Weber confirmed that there is still no news on the timing for rescheduling this hearing.

End of Year Report to the Board of Commissioners

Motion: Mr. Bubb moved we approved the LT-CSC 2022 Year-end Report to the Board of Commissioners prepared by Mr. Birnie. Mr. Birnie seconded. Messrs. Birnie, Bubb and Weber all voted in favor.

Mr. Birnie will email the report to Mrs. Rengers tomorrow and ask her to distribute it to the BOC Members.

Public Participation

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

Adjournment

Motion: There being no further business, Mr. Bubb moved we adjourn at 8:12 pm. Mr. Birnie seconded. Messrs. Bubb, Weber and Birnie voted in favor.

/s/Donald S. Birnie

/s/Thomas P. Weber