

LEET TOWNSHIP CIVIL SERVICE COMMISSION (CSC)

Meeting Minutes

194 Ambridge Avenue, Fair Oaks, PA 15003

Special Meeting – February 15, 2023

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

Invited Guests: Hopewell Twp Chief Donald Sedlacek was invited to share other ways to validate our own physical agility standards. A job-related incident prevented him from attending.

Members of the Public: None Present

Mr. Weber called the meeting to order at 7:02 pm, and began the meeting with the Pledge of Allegiance.

Public Participation

No members of the public present.

Approval of February 1, 2023 Regular Meeting Minutes

Motion: Mr. Bubb moved to approve the minutes for the February 1, 2023 Regular Meeting as presented. Seconded by Mr. Birnie. Messrs. Birnie, Bubb and Weber voted in favor.

Entry Level Testing for New Police Officers

Introduction

Mr. Weber opened the discussion by reviewing that the purpose of inviting Hopewell Township Chief Sedlacek to join us was to review the procedure he has developed to create and validate our own physical agility standard for our new officer testing, resulting in a meaningful standard and limiting the risk of litigation without using the current MPOETC Standard. Unfortunately, Chief Sedlacek was not able to attend because an unexpected incident in Hopewell required his attention.

Current Status

The three Civil Service Commissioners reviewed the status of the physical agility testing discussion. Mr. Bubb and Mr. Weber reviewed a brief discussion they had with a few of the Township Commissioners after the Board meeting Monday evening. The Board Members restated their request for us to tell them what we need. They do not believe it is their role to tell us what to do on recruiting and testing candidates for entry level officers. Mr. Bubb and Mr. Weber agreed.

Leet vs Neighboring Municipalities

A review of salary information from nearby townships (McCandless and Moon) obtained by Ms. Longwell and Mr. Bubb confirmed that their salary ranges for police officers run between \$75,000 and \$100,000. Leet at \$50,000 to \$60,000 will never be competitive with them or Edgeworth or Sewickley. Leet has no industrial tax base and lower property assessments than these communities. Of course, these salary decisions for Leet are in the hands of the Board of Commissioners, and they have a very tough job balancing our policing needs with our tax income.

Public Input on Eligibility Standards

Mr. Weber pointed out that the input from public participants over the last few months from Jeff Besong and Donna Adipietro was that they want us to use MPOETC Physical Agility Standards.

Input from Chief Sedlacek

The next topics of discussion were documents received from Chief Sedlacek. First, Mr. Bubb was very interested in the Police Cadet Sponsorship Agreement being used by some municipalities, whereby they would make a loan to a cadet to pay a part or all of the cadet's tuition to the police academy in return for accepting a job in their police department after graduation. As Mr. Bubb pointed out, the repayment schedule based on \$5/ hour would make the loan manageable for even a part-time officer to repay.

Next Mr. Weber commented the document from MPOETC on Physical Agility Test Standards was information we had back in September and was the basis of our decision to use the MPOETC Standard at that time.

And Mr. Birnie pointed out that the other document we received, "Physical Agility Tests recent litigation Pennsylvania Municipal League" cited only two ways to limit liability based on the PSP discrimination in 2021; 1. Use the MPOETC Standard, or 2. Create a new standard for Leet and have an expert conduct a validation study to confirm that it is work-related. This approach was also discussed in the Coopers Institute Standard – Frequently Asked Questions. We had this Coopers document in September when we adopted the MPOETC Standard as well.

It was the consensus of the group that we needed to reschedule an in-person meeting with Chief Sedlacek in April, after Mr. Weber is back from his long-planned trip to Florida. Mr. Weber agreed to coordinate so that Chief Sedlacek, Mr. McTiernan and the LT-CSC members could all be present.

Interim Action Plan

Since we won't meet with Chief Sedlacek until April, and Chairman Weber will be out of town until April 4, we need to adopt an Interim Action Plan in case the Board of Commissioners declares we need to hire a new officer during this period.

Motion: Mr. Birnie moved that, upon notification from the Leet Township Board of Commissioners, that we need to hire a full- or part-time police officer, the LT-CSC will immediately begin the 6-week process to advertise for applicants and set up Physical Agility Testing (IUP at RMU Mr. Rutowski), and Written Testing (Harry Fruecht) to qualify applicants. This will be done according to the same means of advertising and testing employed in Q4-'22. This advertisement will make clear that the job opening needs to be filled immediately. Should the Leet Township Board of Commissioners prefer, they may alternatively make a Provisional Appointment for this job opening, as specified in our Leet Township Civil Service Commission Rules and Regulations, Sec 4.22. The LT-CSC will also support this provisional appointment process with the required testing for a non-competitive appointment. Seconded by Mr. Bubb. Messrs. Birnie, Bubb and Weber all voted in favor.

Status of the Mike Molinaro Hearing

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

Right-To-Know Request – Bill Wanto

Stimulated by the RTK request for the recording of the Feb 1, 2023 LT-CSC Meeting submitted by Mr. Wanto, a discussion regarding the general process for responding to RTK requests was held. Mr. Bubb, being very familiar with the process in Leet Twp., educated Mr. Weber and Mr. Birnie on the details. The discussion also included input from Mr. Robert McTiernan on Feb 13 to Mr. Birnie. The consensus was that the LT-CSC recognizes the position of Mrs. Rengers as the RTK Manager for Leet Twp. and in the future will fully cooperate with her requests. It also was

recognized that, historically, requests for recordings of public meetings have been routinely granted.

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 8:11 pm. Mr. Birnie seconded. Messrs. Bubb, Weber and Birnie voted in favor.

/s/Donald S. Birnie

/s/Thomas P. Weber