

**TOWNSHIP OF NORTH HUNTINGDON, BOARD OF COMMISSIONERS
REGULAR MEETING, WEDNESDAY, FEBRUARY 17, 2016, 7:00 P.M.
11279 Center Highway, North Huntingdon, PA 15642
Presiding Officer – Tony Martino, President, Board of Commissioners**

CALL TO ORDER

Commissioner Martino called the meeting to order at 7:00 P.M.

ROLL CALL

Commissioner Herold	Present	Also Present:
Commissioner Haigis	Present	John Shepherd
Commissioner Bertani	Present	Michael Turley
Commissioner Gray	Present	Solicitor Bruce Dice
Commissioner Faccenda	Present	Lieutenant Rod Mahinske
Commissioner Kucera	Present	Rich Albert
Commissioner Martino	Present	Dan Miller

PLEDGE OF ALLEGIANCE

OPENING PRAYER

The opening prayer was given by Pastor Nick Poole from Calvary Assembly Church.

CITIZENS' INPUT

Megan Shaffer ó 2091 Guffey Road ó states she has two questions regarding the investigation for Kirk Youngstead. Her first question is how much is the investigation costing the Township and her second question is with all the negativity with police across the United States between social media and news media, why didn't the Township take a positive spin on him buying gift cards for a needy family to put a spotlight on the Township rather than a negative.

Gina Davis ó 9941 Buckingham Place ó states she is here tonight on the subject of Detective Youngstead. Ms. Davis is the Director of the Norwin Reality Tour which is a one hundred percent volunteer run organization by people in the community such as herself, fellow Norwin Lions, other community members but most importantly a handful of North Huntingdon Police Officers who come every single month, giving up their own time, and volunteer their own hours to educate families and children in our community about the drug issues. She feels that it is absolutely ridiculous to put Kirk Youngstead through this over two gift cards purchased on Christmas Eve for a need family when we should be honoring him for the hundreds of thousands of dollars of

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drugs that he takes off the streets every year as well as what he does for community families and children to help them with their drug issues, to help them to seek recovery. She doesn't understand why the Township would waste taxpayer's money and time on such an investigation. She thinks it's ridiculous.

Keith Davis of 9941 Buckingham Place states that he is also here to speak in regards to the Township police in that we have a fine police department and he can't believe we are wasting time and money to go through this ordeal, a witch hunt is what it's been called by many people in the Community. He states a lot of his neighbors are upset and a lot of people present at the meeting are upset. It's unbelievable that our elected officials are putting our police department through this. As Ms. Davis stated, we are so proud of what they do here, they support the Reality Tour, and are doing some good things in the community and to put him through this with the cost of taxpayer money. Mr. Davis states he has spoken to State Police throughout the State and they have said we should be proud of our police department here and you don't know how lucky you are to have a department like that. A lot of people are moving to this community because of the school district and our police department. These are professional people who are bringing tax money to this community and are building this community. Mr. Davis states this should be dropped and that Detective Youngstead is doing great things and should be offered an award.

Officer Carl Steinkopf, North Huntingdon Township Police Department of 409 Fifth Street, Irwin states he is here tonight to speak about his disappointment in the possible decision to disband the North Huntingdon Township Police Motorcycle Unit. The program has been with the North Huntingdon Township Police Department since 1998, eighteen years. Officer Steinkopf states he has been riding a motorcycle for twelve years. A police officer generally works two thousand eighty hours per year. At one time, there were five motorcycles in the department, total hours operating a motorcycle would be one hundred forty three hours. He states he understands that the winter months and inclement weather have to be taken into consideration thus the approximate amount of total hours ridden by the North Huntingdon Motorcycle Officers is about one hundred thousand hours over the past eighteen years. They have been no serious accidents or fatalities to this date. Officer Steinkopf states he was involved in an accident November 2009 which is considered one of the worst accident the department has had, but he is standing here today with no permanent injuries and fully recovered. The accident was not his fault when a person pulled out in front of him. The ongoing training he received for operating police motorcycle greatly reduced the severity of his injuries. The motorcycle unit re-certifies every year so they stay diligent and safe on the streets. Of his nineteen years of being a police officer, he received training for the police cars once thru the Police Academy. Safety issue should not be a factor in taking the motorcycles away. Officer Steinkopf states he has patrolled on a motorcycle for the past twelve years and one of the best feelings is when driving through a business or housing plan is the smiles and excitement from children. He states he has met so many parents and children because the officers are approachable. Community policing and letting the public interact with them in a positive way is what it is about. North Huntingdon Motorcycle Unit unfortunately has been involved in many fallen officer funeral escorts over the eighteen years. The unit has been asked

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personally to escort the fallen officers' families and the officers themselves to their final resting place. This was done all on their own time, no overtime, no regular time, no compensation time. It's all volunteer time. They have also been involved in numerous demonstrations and parades, at no cost to the Township, such as The Race for Grace, Norwin Senior Graduations, sporting activities, children's tour at the station, Trooper 5K Race, and recently escorted the Blue Angels pilots and their mechanics. The motorcycle is a tool and officers train so they can maneuver through traffic to get to a crash to possibly save a person's life. Officer Steinkopf respectfully requests when determining to disband the program that has flourished and brought dignity and respect to the Community, that you take into consideration the positive effects the Motorcycle Unit has on the Community and also the North Huntingdon Township Police Department. It's a good program.

Fran Bevan ó 640 Stonebridge Drive ó states she was pondering speaking at the meeting because she wanted to give the new Commissioners an opportunity to adjust to their new roles, however as a former Commissioner and State Leader for a National Organization, she considers it her duty to address some issues seen brewing in our Local Government and Community. Ms. Bevan states one of the missions of Eagle Forum is to engage citizens in young government. There seems to be a lot of shenanigans going on since the new Board has taken the helm. She has read articles in the Trib and Norwin Star and it seems there are persons elected to this Board who are promoting their own personal agendas. There are policies and procedures that have been ignored and makes many people uncomfortable with their local governing board. If policies and procedures are not important, why have them. Ms. Bevan comes before the Board to suggest that you are not here to serve yourself or your friends, you are not here to implement your own agenda nor that of your friends, you are not here to get your friends jobs or special treatment. To the contrary, you are elected to serve the resident of North Huntingdon Township. Your decisions should respect those you serve and respect the employees hired to accomplish the tasks of working and serving in North Huntingdon Township.

Otis DiCerbo ó 442 Butterfield Drive ó states he thought it was very, very important for him to be here, even though he just had both of his knees replaced, to speak on behalf of Detective Youngstead. First and foremost, Mr. DiCerbo thanks all of the North Huntingdon Police Officers. He has lived here for over twenty years and the department does a fabulous job which is noticed by the community members. Mr. DiCerbo states he agrees with Mr. Davis when he said that we have people that move to the Township because it is a safe place to live and raise your family. He is here to support Detective Youngstead whom he knows through The Reality Tour. He states that Detective Youngstead has given hours of his own time to come to the tour in addition to taking bad guys off the streets. Not only does he put the bad guys away all over the Region, he also works prevention. He is working with kids and families and spends countless hours to help. Mr. DiCerbo states he is reading the article and wondering what in the world is going on. Dirty politics have no place in North Huntingdon Township. He has spoken to a lot of community members and they are noticing what is going on. Mr. DiCerbo states he has been wearing a uniform for the United States Airforce for thirty three years. The Board is like the Generals. The reason why the United

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States Airforce is so strong is because the Generals support our Troops and are with them every step of the way. They are not out there creating witch hunts. Mr. DiCerbo states that if the Board of Commissioners are the Generals of North Huntingdon Township then they need to support our people. We have good people. The community is not happy and somebody needs to fix this.

Kirk Youngstead ó states that he reserves the right to not give his address due to his position on the streets. Mr. Youngstead states he has lived in North Huntingdon all his life and has served the community as a police officer for the last twenty five plus years. He would like to address several issues as a concerned citizen, police officer and President of the Police Association. These issues are having to deal with what he and several others believe are retaliatory nature due to past events. The first issue deals with a third party investigation that was ordered by a member of the Board alleging Mr. Youngstead was conducting personal business on Township time by purchasing gift cards at a local business. The day in question was Christmas Eve and he had taken an overtime shift. He was in full uniform and was in charge of the shift. Mr. Youngstead states he instructed all the officers that he wanted them to patrol the retail stores where many last minute shoppers were still out buying gifts. This is a time when there are many robberies and/or thefts, and the police officers need to be seen in effort to prevent such incidents. Although Mr. Youngstead is a Detective with the Police Department, he is also a qualified motorcycle operator. It was unusually warm the day of Christmas Eve so he rode the police motorcycle during his 3PM to 3AM shift. He was patrolling the North Huntingdon Square shopping plaza and drove past Giant Eagle. Mr. Youngstead states he saw two parked cars in the fire lane in front of the store. He parked his motorcycle behind the cars and spoke with both drivers asking them to move their cars into a parking area. As he was doing this, there were several families with young children that were standing and looking at his motorcycle. He asked the parents if they would like their children to sit on the motorcycle and take some pictures which he believes is a positive image to the officers of the Township and that they are community oriented with the Township logo öConnectedö to members of the public. He let the children wear his helmet and sit on the motorcycle and allowed them to take as many pictures as they wanted. He probably spent thirty minutes in the fire lane with the kids and parents. After the families thanked him, he went into Giant Eagle to do his business check. The patrol officers working the road are required to do a business check every shift they work. A business check is no more than an officer going to a business and making their presence known. They are to walk through the store if practical and speak to the merchants to see if there are any problems or issues that the police can address. While Mr. Youngstead was in Giant Eagle, he spoke with a store associate who advised him that the store was closing soon due to the holiday. As they were speaking, he needed to get a couple giftcards, so he selected two and paid for them with his own money. Earlier he stated that a third party complaint was filed against him. A third party complaint is a complaint that is filed by one person to a second person and the second person filed a complaint with the Police Department. That being said, North Huntingdon Township Police Department does not take third party complaints. It states in their Collective Bargaining Agreement that anonymous or third party complaints against officers will not be a basis of discipline or will not be referenced to the officer's personnel file. As per speaker conversation, for a similar matter involving a former officer between the Township Manager, Mr. Youngstead,

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the newly hired Chief Lisiecki and Solicitor Dice back in late 2012, the disagreement was Chief Lisiecki thought third party complaints could be investigated. Mr. Youngstead stated they could not and have never done so in the past. Mr. Shepherd was nice enough to get them on a phone conversation with Solicitor Dice. In that conversation, Mr. Youngstead explained their point of view and Chief Lisiecki explained his point of view. Solicitor Dice advised them since a third party complaint cannot be used as discipline or placed in the officer's personnel file, there was no reason to investigate it. That has been the department policy until right now. It was also further agreed that any complaints against officers must be in writing and on official form that is in the Collective Bargaining Agreement, the same as their grievances. This is always how it's been done in the past or in the tenure of previous chiefs therefore setting up a past practice situation which is one of the basis for his grievance. This third party complaint was filed by a member of the Board on 1/25/2016 which is thirty two days after he bought the gift cards and the Board changed. Mr. Youngstead was questioned by the Chief and instructed to write a memo detailing this incident. Mr. Youngstead states he argued with the Chief when he questioned him about the policy and procedures in the Collective Bargaining Agreement and the Chief advised him that although he agreed with him, he pointed out that this Board member ordered him to complete the investigation. Which he did. Mr. Youngstead believes this Board member does not care about other protections of the Collective Bargaining Agreement and the current Policy and Procedures of the Department. Therefore, resources were wasted on a frivolous investigation doing what he was instructed to do, in writing the memo detailing his actions and submitting it to Chief Lisiecki. In addition, Mr. Youngstead immediately filed a grievance which is why we are here. The grievance procedure allow the Chief and/or Township Manager to settle issues, who both denied it, stating they had to go in front of the Board. Mr. Youngstead feels that he has no chance is why he requested a Public Hearing in front of the Board. There are several reasons he believes this is an illegal investigation. Mr. Youngstead states he did nothing wrong. He bought the giftcards and there is nothing written within the rules and regulations that states an officer cannot buy something while on duty. The businesses are happy when officers are in their stores and feel safer. Not only was this investigation a violation of the Agreement, it was also the procedure followed handling the grievance. The first step in settling a grievance is the Chief of Police can end the grievance. The Township Manager is the next step. He also has a right to end the grievance but did not. This matter was only to be resolved by the Board of Commissioners. If they cannot resolve the issue, then the matter must be taken to arbitration. The President of the Board tried to silence Mr. Youngstead, he feels, requesting the Township Solicitor review his grievance. Solicitor Dice did the review and claims Mr. Youngstead does not have a grievance, but he begs to differ. The FOP Attorney advised him that if the Board does not act on it then he is to go to the next step. Mr. Youngstead feels his rights have been violated and states this Board member took it upon himself to start an investigation knowing that it violated the policy and procedures. He stated earlier that he has been a long time resident of the Township and pays his taxes the same as everyone else. He is appalled tax dollars were spent on a frivolous investigation. At no time did anyone ever ask what the giftcards were for. Mr. Youngstead states the Police Union makes a donation throughout the year to several organizations including the holiday season. This season, their Union was fortunate enough to receive some free toys and were donated to a needy family. The gifts were for a single mother raising three small

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children on very, very low income. Being the gifts the Union gave were all toys, Mr. Youngstead and his wife, decided they wanted to help the mother. Therefore, he had a last minute thought while at Giant Eagle, he bought two giftcards for the mother. In addition, he and his wife bought coats and some clothing for the kids from Santa. For his efforts of being a good, decent person, he is being investigated. If the Board wants to investigate third party complaints, how about the following information he has just learned in the last few weeks. Mr. Youngstead states he was recently told that a private club requesting millings for a long, private driveway was denied by the Township, the White Oak Gun Club. He also learned a member of this Board had a PADot truck come to the Road Department and was loaded with North Huntingdon Township asphalt millings which belonged to the Township and have a value. The millings were loaded in a PADot truck by a North Huntingdon Township front loader and were delivered to a private resident's driveway. He also learned the Township Road Supervisor did not authorize this or had any knowledge this was even being done. He did not have a request from PADot for use of any millings. The witness stated there was not only one truck but four or five truckloads of millings delivered to this house. An investigation was started on Sergeant Bauer for leaving the Township quarters while on duty. The investigation was started when during the latest snowstorm that hit on the weekend of January 23, 2016. Because of bad road conditions, Sergeant Bauer was not able to drive her marked canine unit because it's a rear wheel drive vehicle. Her canine partner was locked in her office during her shift while she drove a marked SUV. During her shift, Sergeant Bauer had to go home to get her canine food and medicine that is required to take every day. Sergeant Bauer had taken her dog home for years to feed it and give medicine and no one ever complained about her doing so. She lives in an area of Penn Township, less than three minutes from our Township borders. Neither Chief Lisiecki nor his two predecessors ever had a problem with her running to the house to take care of her canine. Not one of the Commissioners that sat on this Board in the past twenty years have ever complained about her going home to take care of her dog. However, Mr. Herold called the Police Dispatch and demanded she return to the Township and it was a direct order. It was ok for Mr. Herold and a former police officer to ask Sergeant Bauer to borrow her backhoe for Mr. Herold's personal use at his residence. Sergeant Bauer was on duty in uniform when she was requested to go home to get the backhoe out and was ok for her to leave the Township at that time. Mr. Youngstead questions how Mr. Herold knew she left the Township. Sergeant Bauer is afraid she is being followed. If so, why? It was also brought to his attention prior to this last Saturday night that Sergeant Bauer had to write another incident because again, she believes she was being followed by someone. Mr. Youngstead states he is also being investigated for doing political activities while on duty. An email was sent to members of the department stating the Duane Kucera was being sworn in on January 4, 2016. He told officers that many of them had worked with Duane for twenty five plus years and would be a good idea to support the retired officer as being sworn in as a new Commissioner. Commissioner Kucera was already elected so what political activity was there. Mr. Youngstead does not dispute the fact that he sent the email. He informed everyone that a Brother Officer was starting a new journey in life. He has worked with Mr. Kucera for twenty five plus years and considers him a friend. He did not ask for donations for his campaign fund, just supporting a friend. He states he knows it's against the rules and regulations as the Police Department as well as a violation of First Class Township Code for a

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police officer to solicit donations for a political campaign while in performance of his duties. There is no gray area. A few years ago, he states he received a call from a prominent business man from North Huntingdon Township who is also a political figure in the Township. A Board member, sitting on this Board today, and a former North Huntingdon Township police officer went to this man's business to solicit money for a political campaign. The businessman told him that the former employee was in full uniform and believed there was a marked police vehicle in his parking lot. Why was this permitted but Mr. Youngstead sending an email to support a friend being sworn in is so political. The former police officer made a statement before he was terminated by a neutral arbiter that he would be going to get even with five members of the police department that testified or was involved in his arbitration: Sergeant Sage, Sergeant Duane Kucera, Sergeant Bouldin, Lieutenant Mahinske and Mr. Youngstead were all on the list. Sergeant Bauer and Chief Lisiecki were reportedly added to the list after he was terminated. Commissioner Kucera heard the same thing. Mr. Youngstead feels there are possible reasons as to why this is being done. He feels it's very convenient that in five days he was eligible for retirement according to PMRS. After twenty five years of a clean record, he's suddenly being investigated for two giftcards. Is it because of his age or because he's trying to be pushed out. Or is it retaliation because he's the Union President. He also feels it could be because he backed fellow officers that were involved in an incident involving one of the Commissioners. Mr. Youngstead states he had to investigate three kids' deaths from overdoses in the last forty five days in North Huntingdon. We have a drug epidemic in the Community. He feels we have more pressing issues here to worry about than two giftcards.

Mr. Youngstead asks Commissioner Martino if there will be a ruling on Grievance #68.

Commissioner Martino states it will be discussed in public.

RESPONSE TO CITIZENS INPUT

Commissioner Martino states they will start with Carl Steinkopf and the motorcycles. Are there any Board comments.

Commissioner Haigis states that he has always supported the motorcycles and feel they add value to the Township. He states there were some thoughts by some of the other Commissioners to phase them out but he wants to support them and keep them.

Commissioner Bertani states he agrees with Commissioner Haigis and feels the motorcycles are an asset to the Township as long as they are used properly. He commends the officers that ride the motorcycles because he sees it every day and how people ignore motorcycles. It's added risk to what they already do.

Commissioner Faccenda agrees and feels keeping the bikes is a good idea. The maneuverability over a regular vehicle is a good idea. Going through the neighborhoods and stopping is good, but

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it's just as easy done with a police car too. The officers can roll down a window to talk to the kids and neighbors. The motorcycles offer the awe factor.

Commissioner Kucera states he is one hundred ten percent in approval of keeping the motorcycles. Other details have been gotten rid of in the Township such as the Junior Police Academy, Citizens Police Academy, all things that are positive for the Department and Township. To get rid of the motorcycles, which is a positive thing, would be lucrative. He states he is one hundred fifty percent in support and thanks the other Board members for their support.

Commissioner Gray states he was opposed to the motorcycles since day one. This discussion was had before but the motorcycles have been here since 1998. The Chief at the time said they would be the answer to one of the prominent complaints of the Township residents which was speeding through the housing plans. The motorcycles would be easier to hide behind trees or cars. Commissioner Gray was opposed to it then but gave in thinking this would be the answer for speeding in the housing plans. The reason he was opposed to it was for the only reason of officer safety. We talk about that all the time. Commissioner Gray states he doesn't care how many hours you have on a motorcycle, they are dangerous, particularly in this area. Officer Steinkopf's accident wasn't his fault but the other driver's fault. He states he had a motorcycle one time and went through the exact same thing and it wasn't his fault either. It has nothing to do with anything other than officer safety. All the reasons Officer Steinkopf brought up are valid reasons except he disagrees with the versatility that they can get in where others cannot. We're not in the City of Pittsburgh. We can get around here. He believes motorcycles do not have the value that you think in that regard, so he states that he's been opposed to them since the day we got them and they didn't solve the problem of speeding in the housing plans and somehow the fleet grew. Commissioner Gray states it has nothing to do with punitive damages which some people have in mind to punish certain officers, but he is opposed strictly because of officer safety.

Commissioner Kucera states that he was on the force for thirty nine years and was involved in three crashes in a vehicle, so it can happen in a vehicle too. The motorcycles can get through areas such as Arona Road area. He feels we don't have the fix all for the housing plans unless the residents just start slowing down. He still backs the bikes.

Commissioner Martino states to table the vote until later in the meeting where police vehicles will be discussed.

DETECTIVE YOUNGSTEAD

Commissioner Bertani asks that in Detective Youngstead's comments to the Board, he cited Article Eight, Section One of the CBA, correct.

Detective Youngstead states that is correct but does not have it with him because he was under the impression that this wasn't going to be discussed. If that's what it says on there, then that's correct.

Commissioner Bertani asks if he read what Article Eight, Section One states in the CBA.

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Detective Youngstead that is correct.

Commissioner Bertani asks Detective Youngstead to re-read it so we're all aware.

Detective Youngstead responds "Anonymous or third party complaints against officers which are uncorroborated will not be the basis of discipline or not be referenced in the officer's personnel file."

Commissioner Bertani asks under the policy for the Township Police Department, can Detective Youngstead elaborate on what the types of discipline an officer can receive.

Detective Youngstead responds written, verbal or suspension.

Commissioner Bertani asks where this is found in the CBA or SOP.

Detective Youngstead states it is in the SOP.

Commissioner Bertani states oral warning, written warning or reprimand, suspension with pay or without pay, additional work assignments, demotion or possibly termination. He states that Detective Youngstead stated in his address to the Board that the Chief ordered him to write a memo explaining what happened on the date in question. Based on what was just discussed on disciplinary action, writing a memo is not a disciplinary action.

Detective Youngstead states he disagrees because there really should have never been an investigation because of the conversation he had with Mr. Dice, Mr. Shepherd, and Chief Lisiecki arguing the fact that third party complaints have not ever been investigated nor until this moment were investigated. According to Mr. Dice, if they can't be referenced in the file then why is there an investigation. So the case that Detective Youngstead argued, Mr. Dice said there is no investigation. It's a past practice is what his argument is. It was a past practice that we did not do investigations in the past.

Commissioner Bertani asks that Detective Youngstead is grieving past practice not Article Eight, Section One.

Detective Youngstead states yes, that would cover past practice.

Commissioner Bertani asks Solicitor Dice if he agrees with that.

Solicitor Dice responds no.

Commissioner Bertani states nor does he. He has read Article Eight, Section One all the way through and nowhere in there does it say a Third Party Complaint cannot be investigated or

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answered to. He believes there could have been a simple fix to this before it got to this point. He asks Detective Youngstead if he received an Incident number for the business check.

Detective Youngstead states yes.

Commissioner Bertani states that by Department policy, any assigned Incident number, a report must be completed by the Dispatcher and the Officer it was assigned to. Is that correct.

Detective Youngstead states he must complete a report, correct.

Commissioner Bertani states that if the Chief would have went when he was questioned about this and pulled the Daily Report and Incident Report would have shown you were at Giant Eagle doing a business check and while there bought a couple gift cards.

Detective Youngstead states it would not have reflected he bought giftcards.

Commissioner Bertani states it was in question what he was doing at Giant Eagle and bought two giftcards while he was there. Commissioner Bertani states he does not have a problem with that. He doesn't have a problem with any officer being out buying a soda or something to eat. If the Chief would have pulled that, it could've been resolved without being elevated to the Grievance level. The Chief could've told Mr. Herold you were doing a business check and while he was there bought a couple gift cards. According to the SOP's and CBA, writing a memo is not a disciplinary act and nothing was put in his file, correct.

Detective Youngstead states he doesn't know what has been put in his file. He would hope it would not be put in his file.

Commissioner Bertani asks if his file can be pulled to see if there was anything put in there.

Manager Shepherd states there is nothing in the file.

Solicitor Dice states that if something was put in his file, he would get a copy of it.

Commissioner Bertani asks if Detective Youngstead received anything stating it was in his file.

Detective Youngstead responds no.

Commissioner Bertani questions on February 10, 2016, Commissioner Faccenda asked the Chief to pull the Daily Report for December 24, 2015 and the Detective's report. Which he did, but doesn't understand why it took until February 10, 2016 for Commissioner Faccenda to ask him for it and look at it to confirm the business check. He questions the Dispatcher's report shows

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December 24, 2015 completed, Detective Youngstead's report show February 10, 2016 as being completed. Why did it take so long to complete the report? Is there a departmental policy that says all reports will be completed prior to end of shift? So what was the forty eight day delay?

Detective Youngstead replies yes that is correct but the forty eight day delay was because he normally does not work the road and he forgot to do the business narrative. He completed it when Chief Lisiecki told him it was incomplete. He did a business narrative but called in the business check.

Commissioner Bertani states that is correct that a business check was called in. If Chief Lisiecki would've pulled the Daily Report and the Dispatchers Report and found no report from Detective Youngstead where the policy clearly states that it should be completed prior to end of shift. Would that not be cause for an investigation?

Detective Youngstead responds I guess it would be, yes. Investigation, would be cause for him to tell him to complete the report under case reviews.

Commissioner Bertani states he agrees but it's also a violation of departmental policy to leave shift without having the report completed unless there is a slip attached to it.

Detective Youngstead states that he does a lot of cases and he understands Commissioner Bertani's question. He states he doesn't normally work the road so in that case he didn't complete the report until asked to do so.

Commissioner Bertani states that Chief Lisiecki could've solved this in fifteen minutes by pulling the Daily Report the day he was asked for it showing you were there doing a business check and bought couple giftcards. Commissioner Bertani states the bottom line is Detective Youngstead did not receive any discipline by departmental policy. Writing a memo, according to the CBA, is not a disciplinary action. Nothing has been put in his file. I don't know where we are going with this. He doesn't understand how Detective agreed to past practice and there is nothing in the CBA that says past practices are law.

Detective Youngstead asks if he can consult Solicitor Dice. He asks Solicitor Dice if past practices are not part of the Collective Bargaining Agreement? Is that not an argument?

Solicitor Dice states he doesn't want to overstate this. He feels Commissioner Bertani is on the right track. There is no record of any discipline. There is nothing in the file and no one has been suspended or told they did something wrong. To the contrary, he read Detective Youngstead's report and feels what he did was fine. There is no issue. It appears to Solicitor Dice, that the term investigation is being used loosely. If the Chief comes to a police officer and asks why he was somewhere and what was he doing, that he has every right to ask those questions and it's not an investigation. Unless there is a grievable event, in other words, there is a suspension or reduced

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in rank, an oral reprimand, a written reprimand or some record of it, then he doesn't see that a question from the Chief shouldn't be allowed to be grieved. He states Detective Youngstead inferred there was an investigation, but Solicitor Dice feels this situation should not have grown to this point and indicated in his memo that he thought this was premature because there has not been any action taken by the Chief against him

Detective Youngstead asks Solicitor Dice if he was involved in a conversation with a former police officer and stated that third party complaints should not be investigated. He states he had two choices to either write the memo or be disciplined.

Solicitor Dice states Detective Youngstead is not being disciplined for what he did that he is being disciplined because he failed to operate under the Chief's order. The Chief has a right to ask. Detective Youngstead states that he answered him truthfully. Solicitor Dice states ok and now it's over.

Detective Youngstead asks then why are we here.

Solicitor Dice responds because Detective Youngstead asked for a Public Hearing and brought a bunch of people to this meeting.

Detective Youngstead asks why Manager Shepherd wasn't allowed to settle it. He could have simply told him it was over.

Solicitor Dice states because it never got started. He asks Detective Youngstead what would be the relief here, what should we do since there is nothing in the file and no letters.

Detective Youngstead asks if any one of the members of the department on a third party complaint will have to sit and write a memo.

Solicitor Dice responds that if the Chief comes and says to write it down, then write it down. Not any one Commissioner can tell anyone what to do here. It takes the majority of the Board to act on something.

Commissioner Haigis feels Solicitor Dice is inferring a lot of things. Some of the Commissioners have been going around ordering the Chief and Directors of the departments to do things, acting like individuals and not a Board. The Chief did that because he was ordered to do so.

Solicitor Dice states if that's the case, then it's wrong.

Commissioner Gray states that unfortunately the Chief is not here to offer his facts.

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Commissioner Martino states that is Commissioner Haigis' opinion and the Chief's opinion. He states that did not happen. He was there.

Commissioner Gray states that until the Chief can be here, no one should comment for him. Perception is reality. Therefore we would need to hear the Chief's perception as to how he believes he was being directed.

Solicitor Dice agrees with all that is being said however he will say to the Chief that he is not to take direction from one Commissioner. There is a chain of command and it goes through the Manager.

Commissioner Gray states he is unsure what exactly is going on here with the Public Hearing or grievance but feels the bigger issue is being missed which is, as he highlights particular words used tonight, which are shenanigans, personal agenda to benefit themselves and their friends, retaliation, a witch hunt, and PADot millings four or five loads that disappeared from the Township. Commissioner Gray states some of things Detective Youngstead mentioned about an officer being followed and a prominent business owner and Public Official being solicited for campaign donations by a former officer and a Commissioner while in uniform and believed to be in a Township owned police car. That is not the first time he's heard that one. Commissioner Gray asks if there is anybody else in the audience that would like to comment on any of the allegations because he knows there are people in this room that have more information. He asks Commissioner Martino if he will let them speak but if we're going to have a quasi-hearing then everybody gets to testify.

Andrew Kushner ó 440 Kimlyn Avenue ó states about three years ago one of the officers wanted to get a CDL license. At that point, Mr. Kushner had his own business and had the trucks for this officer to get the CDL license. They did it on their own time and was not on Township time. In the process of getting the CDL license, there was some revenge against the officer because supposedly he had used police time to take his test but in reality this officer had taken half a day off and is documented in the Township. After he got the license, it was then referred back to Mr. Kushner, that he got the license because he was an officer and Mr. Kushner pulled some strings. That is in no way true. It has been this one officer, who is no longer with the Township, that has perceived and pursued this issue, not only once but three times Mr. Kushner was asked to go into the Chief's office and explain what happened. He states he recently found out this was brought back up again over the CDL. He feels it's not right.

Commissioner Gray asks Mr. Kushner that this officer was no longer with the Township.

Mr. Kushner states the officer the pursued all the allegations was not with the Township and the officer that got the CDL license is still employed with the Township.

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Rich Sanoski ó 8064 Pennsylvania Avenue ó asks who gave all the information to the Norwin Star to start this procedure.

Commissioner Bertani states that is a good question and would like to know himself.

Commissioner Martino states he cannot answer that, he doesn't know.

Mr. Sanoski states somebody on the Board had to provide the information.

Commissioner Faccenda states the people that were quoted in the article provided the information. It was no one on the Board.

Detective Youngstead states that is not true. He was followed by the Press and did not give any information out.

Commissioner Faccenda responds that none of the Board did either. He can speak for himself.

Mr. Sanoski asks the Board if they can go across the room to say if they spoke with the paper.

Commissioner Herold states he was called but never responded.

Commissioner Gray states he feels they are losing focus. Officer Youngstead wanted a Public Hearing.

Mr. Sanoski states he feels it should have never been in the paper.

Commissioner Gray states that Mr. Youngstead wanted a Public Hearing and that's why we're here.

Commissioner Haigis states he does not want to speak for anyone in the police force but he has a very large problem that some Board members feel it's proper business to go and demand things from any Director. The Board should follow the chain of command like everyone else, working through John, as well as working with the Board and making things Public that should be. Making demands from any Director is disgusting to him. From his knowledge and from the Chief's memo, this is how it all started that some Board members felt it was ok and proper business to go down and make demands. The Chief has the right to not investigate this, yes, but he feels it is disgusting to even entertain heresy and conduct third party investigations on police officers.

Commissioner Gray states the Chief could've handled it quickly but in one of the memos from him stated he was ordered. In speaking for Chief Lisiecki from his memo, he states was fearing insubordination against himself if he didn't follow the Commissioner's orders. One person on this

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Board cannot do anything, it takes four. And yet things seem to be happening with just a few Board members and nobody is held accountable because no one knows who's doing it. Well, we all know who's doing it, let's not kid anybody, but he doesn't know if it's four people. The saying from years ago was "four in, four out". When there are four votes, you can do anything you want whether is unethical or illegal. You may have a price to pay for it, but you can do anything. The dispute right now is who's doing what. Commissioner Gray states there is one guy maybe two or three throwing their weight around, acting like they own the place and doing things behind the scenes, but that is not going to happen as long as he is here.

Commissioner Kucera comments about the political activity Detective Youngstead brought up. He states he appreciated the support. In his eyes, Detective Youngstead was in no violation. He was already elected at that point and personally asked some of the department to come because he was proud to be still working for the Township.

Keith Davis of 9941 Buckingham states there seems to be a big elephant in the room here. Mr. Herold is not saying a word. He says he doesn't know any of the Board and just a couple of the police officers. He trusts the Board is doing the right thing but from what he is hearing, that it's all Commissioner Herold who isn't saying a word. He doesn't know how to fix it or a process to fix it, but this Township is a nice place to live and if one person or four people are ruining it, then it needs to be fixed.

Commissioner Herold states he and Commissioner Martino went to see Manager Shepherd saying they wanted to go see the Chief because they had questions for him. Commissioner Herold states he had a complaint from a person saying they saw a police officer in Giant Eagle shopping.

Mr. Davis asks if Commissioner Herold has a problem with that.

Commissioner Herold responds that he would have a problem if he was grocery shopping because you're not supposed to go grocery shopping while you're working. He states they only asks questions and never ordered the Chief to do the investigation, but never got a response back. Then Detective Youngstead started the process.

Detective Youngstead states he did not start the process that Commissioner Herold did. He states Commissioner Herold knew exactly that he bought two giftcards.

Commissioner Martino intervenes stating he will not let this get out of hand.

Commissioner Gray states to Commissioner Martino that you don't want to let the Public Hearing get out of hand but you've let things get out of hand behind the scenes and you know it.

Mr. DiCerbo comments that this Board is like the Generals of the Township and all need to get on the same page. This is not good for the Township.

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Detective Youngsted states according to Commissioner Bertani not in that wording.

Commissioner Bertani states he has the CBA and do they want him to read Article Eight, Sections I, II, III and IV.

Detective Youngstead states he doesn't think anyone is disputing what it says. What he is asking is if the Board is going to vote on something, he would ask they vote on not doing third party complaints.

Commissioner Bertani agrees third party complaints should not be investigated. However, he doesn't believe it can't be answered to.

Solicitor Dice reads "anonymous or third party complaints against officers which is uncorroborated will not be the basis of discipline or be referenced in the personnel file". He states he agrees with that one hundred percent. If the Chief gets a third party complaint and comes to the officer stating his has this complaint and to tell him about it, then you have to answer it.

Commissioner Bertani states that he agrees with Mr. Dice in that it should not be a basis for discipline or anything being put into the file unless it is elevated to the level of a written complaint.

Commissioner Kucera states what all started this is when it went out of the chain of command. There are a few people trying to micro-manage or frame people but he feels there should be a chain of command amongst the Board. It goes through Manager Shepherd first, then goes to the Department Director or Chief of Police. He gets an answer and takes it to the Board. If they don't like the answer, it doesn't mean the Board goes back to try to get a different answer.

Commissioner Bertani agrees with Commissioner Kucera but asks what is being done with Grievance # 68. There was no discipline and nothing was put in the file.

Commissioner Kucera states he sees no problem with the Chief asking questions about an issue however there is a gray area of asking for memos to be written.

Commissioner Bertani states asking for a memo to be written is not a disciplinary action. He states he does not dispute there are some underlying issues that need to be fixed. He asks Detective Youngstead where we stand on the Grievance.

Detective Youngstead states he is not good with the process only because for twenty five years they didn't do this and all of the sudden now they are answering third party complaints. If there was ever a complaint with any of the departments, it had to be put in writing or they'd look into it. If it's not in writing how do they know it ever existed. It could be made up. He does not want any more non-written complaints against our members of the Union.

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Manager Shepherd states for clarity the police contract is for their department but for all the other employees, it doesn't apply. The contracts are different.

Detective Youngstead states under their contract, why would they investigate something you can't do anything with. He made a mistake and should've filled out the incident report. All he is asking is if a person has a complaint put it in writing.

Commissioner Gray asks Detective Youngstead when he mentioned millings disappearing or being hauled from the Public Works Department and taken to a private residence. He asks if Detective Youngstead has written statements about that.

Detective Youngstead states he does not have written statements about that but since this incident occurred, he was called and believes the person who witnessed this would come forward. That is up to Rich Albert and the Board to discuss.

Commissioner Gray states that Mr. Albert didn't give permission then it shouldn't fall to him anymore, it looks like a police matter.

Detective Youngstead states he doesn't feel their department should handle an internal investigation. That is up to the Board.

Commissioner Faccenda asks Detective Youngstead why this investigation was prompted.

Commissioner Herold asks if that was a third party inquiry too.

Detective Youngstead states the person who witnessed it talk directly to the police.

Manager Shepherd states the Board is in agreement that what transpired at Giant Eagle is not going to be used for discipline so does the Board want to vote on that.

Motion: Commissioner Haigis

Makes a motion that no written or formal reprimand or documentation will be in the file.

Second: Commissioner Gray

Motion carried 7 6 0 6 0

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APPROVAL OF MINUTES

Motion: Commissioner Haigis
Second: Commissioner Bertani

Motion to approve. (Reorganization Meeting ó 1/4/16)

Motion Carried 7 ó 0 ó 0

Motion: Commissioner Bertani
Second: Commissioner Haigis

Motion to approve (Regular Meeting ó 1/20/16)

Motion Carried 7 ó 0 ó 0

Motion: Commissioner Haigis
Second: Commissioner Bertani

Motion to approve (2016 Road Program Meeting 1/27/16)

Motion carried 7 ó 0 ó 0

Commissioner Gray states one correction that was made was \$220,000.00 to pave a mile of road, not eight miles of road.

PAYMENT OF BILLS

Motion: Commissioner Haigis
Second: Commissioner Faccenda

I make a motion we pay Voucher No. 71682 through Voucher No. 71769.

Motion Carried 7 ó 0 ó 0

STAFF REPORTS

PUBLIC WORKS REPORT

Rich Albert states all is going fine in the department and the equipment is running good. There have been no major problems to report. There is plenty of material to make it through the winter.

Commissioner Kucera states there was one school closing that wasn't Public Works Department fault. It was the Norwin School campus issue.

Mr. Albert states they have a good close working relationship with the school.

Commissioner Herold states they are doing a good job.

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PARKS AND RECREATION REPORT

Dan Miller states the Fifth Annual Father Daughter Dance will be this Saturday and would welcome any positive coverage.

Commissioner Kucera states a few Board members will be there to support him.

No further Board comments.

POLICE REPORT

Lieutenant Mahinske states that the Chief is not here because he fell in his driveway, broke his elbow, ended up having to get surgery and will be out for a while.

Commissioner Gray thanks Lieutenant Mahinske for sitting in for the Chief and has a lot of questions for him when he returns maybe next month.

No further Board comments.

EMERGENCY MANAGEMENT REPORT

Mr. Komondor gives an update from the winter storm that hit a few weeks ago. The Township accumulated approximately seventy five thousand dollars in storm related costs mostly in Road Department overtime and materials used. Those costs have been submitted to the County Department of Public Safety and then sent to PEMA in anticipation of receiving a Federal Disaster Declaration which should enable to recover some if not all of the costs. As of this morning, the Governor has not submitted his request to the President for a Declaration, so right now it is still pending.

PLANNING AND ENGINEERING REPORT

FIRE OFFICIAL'S REPORT

- No Board comments

SUBDIVISION & LAND DEVELOPMENT APPLICATION REPORT

- a) Action to adopt a Resolution which denies SP-5-2015 / S-10-2015, Penn-Irwin Motel Site, located at 9111 Route 30.

Commissioner Gray asks if the applicant is aware of the reasons for the denial. The applicant is actually requesting the plan be denied.

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Motion: Commissioner Gray
Second: Commissioner Haigis

Motion to deny the plan.

Motion carried 7 ó 0 ó 0

- b) Action to adopt a Resolution which approves S-01-2016, Larry Brugnoli Plan, to consolidate and adjust the boundary lines between four existing parcels.

Motion: Commissioner Haigis
Second: Commissioner Bertani

Motion to approve.

Motion carried 7 ó 0 ó 0

- c) Action to adopt a Resolution which approves S-02-2016, Sroka II Plan, to adjust boundary lines between two existing parcels.

Motion: Commissioner Kucera
Second: Commissioner Haigis

Motion to approve.

Motion carried 7 ó 0 ó 0

- d) Action to adopt a Resolution which approves SP-1-2016, Compass Bank Site Plan, addressed as 87 Rocky Road.

Motion: Commissioner Haigis
Second: Commissioner Faccenda

Motion to approve.

Motion carried 7 ó 0 ó 0

SOLICITOR'S REPORT – Solicitor Bruce Dice

There are no action items for this evening.

TOWNSHIP MANAGER'S REPORT

- 1) Action to approve the January check register.

Motion: Commissioner Herold
Second: Commissioner Faccenda

Motion to approve.

Motion carried 7 ó 0 ó 0

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- 2) Budget Report ó January 2016 Report.
- 3) Action to approve Amendment #1 to Subrecipient Agreement # 13-23B, Sanitary Sewer Facilities, which increases the budget from \$110,000.00 to \$223,000.00. This is a CDBG Program grant.

Motion: Commissioner Haigis Motion to approve.
Second: Commissioner Faccenda

Motion carried 7 ó 0 ó 0

- 4) Action to award the bid for Public Works Department bucket truck to Global Rental Company Inc. in the amount of \$96,200.00.

Motion: Commissioner Haigis Motion to approve.
Second: Commissioner Bertani

Commissioner Kucera asks if there is any type of warranty on the truck.

Manager Shepherd states he does not believe there is any additional warranty unless something came from the factory.

Mr. Albert states there is no warranty on the vehicle. Everything is certified, the bucket and the boom along with a recent inspection.

Commissioner Kucera states the vehicle only has forty thousand miles on it.

Mr. Albert states that is correct.

Commissioner Faccenda asks if our mechanic went through it.

Mr. Albert states he did and has had the truck on a rental basis since January with no problems.

Commissioner Herold states we're paying thirty eight hundred dollars to rent the truck, will that payment go towards the truck.

Mr. Albert states Global deducted that amount in their bid.

Commissioner Gray asks if there is a safety program for the operators of the lift.

Mr. Albert states there are no safety programs or training. Prior to receiving the vehicle, Global went over safety features on the truck and when the truck arrived went over the operation of the truck.

Commissioner Gray states a safety training should be available.

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Motion carried 7 ó 0 ó 0

- 5) Action to approve a Resolution for Plan Revision for an Act No. 537 update which provides for sewage facilities in the The Hempfield Township Municipal Authority's South of Greensburg ó Service Area # 1.

Motion: Commissioner Herold
Second: Commissioner Faccenda

Motion to approve.

Motion carried 7 ó 0 ó 0

- 6) Action to appoint _____ to a five year term on North Huntingdon Township Municipal Authority.

Motion: Commissioner Herold
Second: Commissioner Faccenda

Motion to appoint Tom Hempel.

Commissioner Gray states back in October 2015 they advertised for candidates for positions. Granted this is a new Board, but the old Board advertised for positions they were going to fill and decided to not advertise for positions that were not going to be replacing somebody if they wanted to continue to serve. The person in this position wanted to continue to serve. The new Board came in, made some other decisions that they were not going to advertise or interview and just appoint somebody. Commissioner Gray opposes the appointment.

Roll Call:

Commissioner Herold ó YES
Commissioner Haigis ó NO
Commissioner Bertani ó YES
Commissioner Gray ó NO
Commissioner Faccenda ó YES
Commissioner Kucera ó NO
Commissioner Martino ó YES

Motion carried 4 ó 3 ó 0

- 7) Police Department vehicle purchase.

Manager Shepherd states this is a discussion item. He explains to the new Board how the Township purchasing new vehicles through State Purchasing Programs and receive some bids from Kenny Ross and Day Chevrolet. The quote from Kenny Ross was slightly lower than Day Chevrolet, but wanted the new Board to understand how it works through the CoStars Program. Manager Shepherd also wants to discuss the motorcycle program. The quotes anticipated trading in the remaining two police motorcycles. Two motorcycles were sold out-right to Collier Township last year.

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Commissioner Kucera states he does not want the motorcycles to be traded in. He asks if the price of the vehicles would be affected without the trade.

Manager Shepherd states they are working off the number from the CoStars Program. He does not think it will create a problem with the motorcycles.

Commissioner Gray states the motorcycles have been discussed numerous times and about purchasing from the local vendor and bypassing a better price somewhere else and then getting the local vendor to match the price. The representative from Day Chevrolet is present at the meeting.

Commissioner Martino states the rep was here the last time. It's up to the Board if they agree to let him speak.

Commissioner Kucera states he was not here the last time. He always tries to buy within the Township but if the Township will save a good bit of money then they should go outside the Township.

Jeff Decker ó 13562 Wright Drive, North Huntingdon ó states every year he gives the Township a quote and every year it's given to Kenny Ross. He always gives the best price. He states he was two thousand dollars better than Kenny Ross. According to his notes, he is twelve hundred dollars better now.

Commissioner Gray clarifies that first he was two thousand dollars better and now he's twelve hundred better?

Mr. Decker states from the first number given, he was two thousand dollars better than Kenny Ross's quote. The trade in value was increased on the motorcycles, now he's thirty two hundred dollars better from the original. He states he lives in the Township and pays taxes whereas Kenny Ross does not.

Commissioner Kucera asks Mr. Decker the price with taking the motorcycles out.

Mr. Decker states his price should stand by itself. He could deliver the cars tomorrow if they want.

Manager Shepherd states we do not need them tomorrow. To be honest, could probably wait a year.

Commissioner Faccenda states that Kenny Ross employs a lot of people in the Township.

Mr. Decker states he bets fifty percent of their employees do not live in the Township.

Commissioner Faccenda states the goal is to keep purchases local.

Mr. Decker states he thought the goal was to get the best price.

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Manager Shepherd states one of the things the Board should consider is whether you want to trade the motorcycles in.

Commissioner Kucera asks if he needs that in a form of a motion.

Manager Shepherd recommends if that part is resolved then the Board just needs to work with the vehicles.

Motion: Commissioner Kucera

Motion the motorcycles be taken out of being traded in on new vehicle purchases.

Second: Commissioner Haigis

Motion carried 6 ó 1 ó 0

Manager Shepherd states the only outstanding question is the vehicles purchased through CoStars. Kenny Ross was never part of the CoStars program until recent years. Vehicles were always purchased through Day Chevrolet for twenty years.

Mr. Decker states the local vendor makes more off of the service of vehicles. He states the Township probably spent approximately sixty eight thousand dollars. They are making more off the service than they are the sale of the car.

Commissioner Bertani asks if the bids come in a sealed envelope.

Manager Shepherd states they are not sealed bids. It is not a sealed bid process. This is through CoStars and can negotiate with multiple vendors.

Solicitor Dice states ordinarily police cars are publicly bid however when you buy through CoStars and other governmental agencies, the vendors already bid a price and you can negotiate with them.

Manager Shepherd states there is no formal policy on purchasing or using local vendors.

Commissioner Martino states Day Chevrolet is in Monroeville where Kenny Ross is in the Township.

Commissioner Haigis clarifies that since the motorcycles were taken off, the price is now two hundred dollars cheaper for the second quote.

Manager Shepherd states that is correct.

Mr. Decker states he is also giving three hundred dollars worth of equipment on each vehicle. Instead of holding a cell phone, it will come out on the radio.

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Commissioner Kucera asks if there is a yearly cost for that.

Mr. Decker states there is not a yearly cost.

Manager Shepherd states the cars will need to be ordered soon.

Mr. Decker states the cut-off date is March 4, 2016, but that date could change.

Commissioner Martino states that none of these vehicles have a ton of miles on them. The miles are very low for a police cars, so why are we purchasing more vehicles. The highest mileage is eighty five thousand.

Manager Shepherd states that is why he said we do not need the vehicles right now.

Commissioner Martino said he prefers to see a car with over a hundred thousand miles being traded.

Mr. Decker states you also have to consider engine idle hours.

Manager Shepherd agrees with Commissioner Martino about trading in vehicles with low miles. The Township is fortunate to have such a nice fleet of cars.

Commissioner Kucera states if the cars are sold on Municibid, the Township would get money back.

Commissioner Martino recommends to wait to purchase new vehicles. He does not think we need new vehicles right now.

Commissioner Bertani agrees with that but he also thinks the lowest bidder gets the sale. He also agrees with supporting local businesses. He asks Lieutenant Mahinske if he feels the current fleet will last another year.

Lieutenant Mahinske states he does not know what the current mileage is on the cars. By this time next year would be well over one hundred thousand miles unless there is limited use of the car.

Commissioner Kucera states part of the five year plan was maintenance on the cars. The longer you keep them the more maintenance.

Lieutenant Mahinske states the cars run almost twenty four / seven. The cars do get rotated.

Commissioner Faccenda asks if all the cars are rear-wheel drive.

Lieutenant Mahinske states not all of them. There are multiple SUV four wheel drive vehicles. Sargeant Sage does the vehicle maintenance and is present at the meeting.

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David Sage ó 4344 Sage Lane, North Huntingdon ó states the Chief's plan is to do an even and odd rotation. If a car is run on the even shift, then it will not be run on the odd shift. Car #8, the supervisor car, ran twenty four hours a day. This year, there are two supervisor cars and the mileage is staying low along with the maintenance. To do the even and odd through the fleet, they needed two more vehicles. The Chief thought it would be best that the two canine vehicles which are not four wheel drive be replaced with two SUV's.

Motion: Commissioner Herold
Second: Commissioner Faccenda

Motion to table the discussion.

Motion carried 7 ó 0 ó 0

8) Department Director Schedules ó discussion.

Commissioner Herold states he approached Manager Shepherd about having all the Directors work the same hours to make sure they are working 7:00 A.M. to 3:00 P.M. and the only one that would change is the Chief. He states he made a mistake by not addressing the entire Board.

Commissioner Bertani states his opinion is the Parks and Public Works Directors should be on the same schedule that their employees work. They should be available during the hours the employees are working. The Chief has multiple shifts. The Chief pointed out that he tries to alter his schedule to see the different shifts. Commissioner Bertani states he feels he should vary his times every week.

Commissioner Kucera states he agrees with Commissioner Bertani but it's getting back to the micro-managing issue. This should go through Manager Shepherd.

Commissioner Martino agrees the scheduling should go through Manager Shepherd.

Commissioner Haigis also agrees the scheduling should go through Manager Shepherd.

Commissioner Gray states that Commissioner Kucera mentioned the micro-managing again and he thinks it touches back to some of the things that happened earlier this evening. Why hire somebody if you are not going to let them do their job. The Board's job is to set policy.

FURTHER BOARD COMMENTS

Motion: Commissioner Gray

Motion to direct the Police Chief to investigate the issue of millings.

Solicitor Dice states he can make that motion without putting it on the agenda because there is no money spent.

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Second: Commissioner Haigis

Manager Shepherd states it may be difficult for the Police Chief to investigate if it's internal. It may be worthwhile to consider an outside agency.

Motion: Commissioner Gray Amends his motion to hire a private investigator, Ideal Investigations.

Second: Commissioner Haigis

Solicitor Dice states there will be public comment.

There is no public comment.

There are no Board comments.

Motion carried 7 6 0 6 0

Commissioner Herold states he would like to raise the summer help wage to \$10.00 per hour.

Manager Shepherd states it is not on the agenda, but is a Further Board Comment. He states every year in December a Resolution is done including the salaries for the Staff and Seasonal Help. The Resolution would need to be amended.

Commissioner Kucera asks if the salaries were raised from last year.

Manager Shepherd states he believes it was only raised a quarter for the past few years.

Commissioner Haigis asks if returning employees get a higher wage.

Manager Shepherd states at one point they did but a few years stopped doing that.

Commissioner Haigis asks if we have trouble getting applicants because of the wages.

Manager Shepherd states the positions have been filled.

Mr. Albert states there have been no problems filling the positions.

Mr. Miller states the summer staff have been increased with no problems filling the positions.

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Motion: Commissioner Herold

Motion to increase Summer Help salary to \$10.00 per hour.

Second: Commissioner Faccenda

Motion carried 6 ó 1 ó 0

Manager Shepherd states a formal amendment to the Resolution for next month's meeting.

There are no further Board comments.

ANNOUNCEMENTS

- 1) Discount ski tickets are available for sale at the Township Administration Office for Seven Springs and Hidden Valley. Please call the office for details on ski times and rates.
- 2) North Huntingdon Parks and Recreation is sponsoring a "Family Fun Snowman Contest" ending on February 28, 2015. Photos can be submitted by mail, hand delivery to the Town House or emailed to dmiller@nhtpa.us. Categories are "Biggest Snowman", "Funniest Snowman" or "Norwin Community Spirit".
- 3) The AARP Tax Aide is available every Tuesday and Thursday from 9:00 A.M. to 1:00 P.M. until April 14, 2016.

ADJOURNMENT

Motion: Commissioner Haigis

Motion to adjourn. (9:32 P.M.)

Second: Commissioner Gray

Motion Carried 7 ó 0 ó 0

- Regular Meeting Minutes of February 17, 2016 were approved by the Board of Commissioners on _____

Tony Martino, President

John M. Shepherd, Township Secretary
/jjm

