



**New Business:**

1. Personnel Policy Adoption

Mr. Lemmi stated that this was sent to the Board once suggestions from Mr. Furman were received.

There are no major changes just some clarifications and updates.

-Mr. Contumelio asked what changes were made.

-Mr. Lemmi stated that the section on AIDS was removed, a technology policy was added and there were some minor word changes.

**Motion: To adopt the amended Personnel Policy.**

Motion: Kevin Lemmi 2<sup>nd</sup>: David Duerr

Vote:

Mr. Lemmi-yes, Mr. Donohue-yes, Mr. Duerr-yes, Mr. Grubbs-yes, Mr. Winkler-yes

**Motion Passed**

2. Add officer to active roster

Mr. Duerr stated that additional officers were needed per Mr. Winkler. Mr. Duerr made a motion to return officer Julius Zoller to active duty.

Mr. Grubbs asked how many hours he would work.

-Mr. Duerr stated probably 2-3 shifts a week.

Mr. Winkler asked where Officer Zoller had been as he did not work since last summer when he was needed and stated that the only reason the Board left him on the books was because of the Geho hearing. He suggested that if the Township wanted to hire another officer he would not object to that but he did not agree with bringing back Officer Zoller after an absence of a year and a half.

-Mr. Duerr stated that he had matters in his personal life to tend to and went on to say that he has good credentials and was a good officer. He stated simply that he could not work before but now he can and because he knows the Township, he would like to make use of him.

-Mr. Winkler stated that Officer Zoller made it clear to everyone after the hearing in 2011 that he wanted stripes and additional money to return.

-Mr. Grubbs stated that he did not make that clear to him as this was the first time he heard about it.

Mr. Donohue questioned how this would play into litigation that is still pending.

-Mr. Furman stated that it would have no bearing on the Loudermill hearing and would only effect the decertification of the union and suggested that if the Board wishes to discuss this further they enter into an executive session.

Mr. Contumelio asked if the Board was going to make it clear with him that he would not be getting stripes upon return. Mr. Duerr stated he would speak with him.

-Mr. Grubbs asked if he was expecting stripes.

-Officer Henry stated that Officer Zoller is coming back as a patrolman at the same rate.

**Motion: To make Officer Julius Zoller active on the roster for the Police Department.**

Motion: David Duerr 2<sup>nd</sup>: Kevin Lemmi

Vote:

Mr. Lemmi-yes, Mr. Donohue-no, Mr. Duerr-yes, Mr. Grubbs-yes, Mr. Winkler-no

**Motion Passed**

3. Hire administrative assistant for preconcert season

Mr. Duerr made a motion to hire Jackie Brewer as a preconcert Administrative Assistant for the Police Department at \$15.85 per hour as the money was budgeted for this position and because he wants to have a core group of people who can dedicate their time to making sure things are run properly.

Mr. Grubbs asked if she would be working at the pavilion.

-Mr. Duerr said that most of her work would be at the Township but she would probably need to

do work at the pavilion to make sure the computers are set up and that they have all of the supplies they need. He added that she knows how to do things and what needs done and he wants to get an early start on the process this year.

Mr. Grubbs asked who she would report to.

-Mr. Duerr said that she would directly report to him but also to Officer Henry and the pavilion manager. He stated that he wants this to be a group effort.

Mr. Donohue asked if there was a job description.

-Mr. Duerr stated that her job duties are what he listed and whatever else needs done to get things going.

Mr. Winkler stated they are ahead of the game of this year and questioned why an administrative assistant was needed. He also asked if anyone would be patrolling the Township.

Mr. Duerr explained that this was not a 40 hour a week job but that some things take time. He went on to say that he does not have all the answers but is trying to put together a core group of people to work together and who have a pretty good idea of everything that needs done.

Mr. Winkler said that they only used 80 hours of administrative last year. He also said that in prior years, the chief did all of the prep work for the pavilion.

-Mr. Duerr stated that that is what he wants to get away from.

-Mr. Winkler said it should be the easiest year to get things ready.

Mr. Donohue asked if Jackie Brewer was asked back last year.

-Mr. Winkler said that she was but stated that she did not want to.

**Motion: To hire Jackie Brewer as the preconcert administrative assistant for the police department/FNP at \$15.85 per hour.**

Motion: David Duerr 2<sup>nd</sup>: Kevin Lemmi

Vote:

Mr. Lemmi-yes, Mr. Donohue-no, Mr. Duerr-yes, Mr. Grubbs-yes, Mr. Winkler-yes

**Motion Passed**

4. Hire special detail manager & 8. Details of Lawrence Brush background investigation

Mr. Duerr made the motion to hire Dr. James Lauria as the manager at the pavilion at a rate of \$25.79 per hour and stated the position would be “manager” not “commander”. He said that he had experience from last year and very strong credentials. He will be in charge of setting up training.

Mr. Winkler asked what was wrong with the manager from last year.

-Mr. Duerr stated that it was his choice of who he wanted to work with and feels that Dr. Lauria is more qualified.

-Mr. Winkler said he disagreed.

Mr. Winkler asked that item 8 on the agenda be combined with this motion.

Officer Henry asked for verification that all pavilion employees, regardless of position, need to be rehired annually.

-Mr. Winkler stated yes.

Mr. Brush presented his training and education packet to the solicitor. He read a letter defending his good name and character and stated that Mr. Winkler knew all of the details. He also said that he did not feel his background should have been discussed in a public forum especially when it involved information from the internet. There are details from his separation from Florida that can not be discussed because of a non-disclosure agreement. Mr. Brush wanted to make it clear that he was exonerated of any charges filed against him and he left voluntarily with a monetary settlement.

-Mr. Winkler stated he has a list of references that he contacted last July and that according to the FPLB Mr. Brush resigned with no misconduct.

-Mr. Mark Allen spoke on behalf of Mr. Brush saying that he worked under him in Florida and

stated things he felt were an asset of Mr. Brush such as incident command training, SWAT teams, tactical force, International Airport clearances. He also gave details of how an Internal Affairs investigation is conducted in Florida.

Mr. Niederriter asked Mr. Brush if, since he thought he was so good, why he wanted to work in a small community and why he did not go to the city or the airport to work.

-Mr. Brush stated that his wife's business transferred her back to Pennsylvania and he feels he is too young to retire. He stated that he worked for Ambridge for over a year until he got this job.

Mr. Niederriter asked Mr. Brush why he was no longer working in Ambridge as an officer.

-Mr. Brush stated that he loved Ambridge but he was under the assumption that since he was told he did such a great job at the pavilion last year, that he would be brought back this year.

Mr. Duerr clarified again that each officer is required to be rehired annually.

Mr. Donohue stated that he felt Mr. Brush did a great job at the pavilion.

Mrs. Cassidy asked whether Dr. Lauria was present and if he had anything to say.

-Mr. Duerr stated that he was in attendance but did not find it necessary for him to say anything as this is a decision that is up to the Board, not the potential candidate.

-Ms. Sarrassino asked Mr. Duerr if he had spoken with Mr. Brush.

-Mr. Duerr stated no but that he was going with the candidate for the position he felt most comfortable with.

**Motion: To hire Dr. James Lauria as the Seasonal Detail Manager for the 2013 season at First Niagara Pavilion at the rate of \$25.79 per hour.**

Motion: David Duerr 2<sup>nd</sup>: Kevin Lemmi

Vote:

Mr. Lemmi-yes, Mr. Donohue-no, Mr. Duerr-yes, Mr. Grubbs-yes, Mr. Winkler-no

**Motion Passed**

Please note that prior to voting, Mr. Grubbs stated that he did not have any issues with Mr. Brush but in 2012 when Mr. Winkler took charge of the police department and pavilion, he voted for the candidate that Mr. Winkler felt was best suited for the position and he felt he owed Mr. Duerr the same courtesy.

5. Preconcert preparation

**Motion: To authorize the advertisement for seasonal police officers and administrative help for the First Niagara Pavilion.**

Motion: David Duerr 2<sup>nd</sup>: Kevin Lemmi

Vote:

Mr. Lemmi-yes, Mr. Donohue-yes, Mr. Duerr-yes, Mr. Grubbs-yes, Mr. Winkler-yes

**Motion Passed**

6. Purchase computer software for the Police Department

Mr. Duerr explained the Police Department needs two accounts with Log Me In Pro and one account with Polycom. There is an issue with the purchase as it requires a credit card.

**Motion: To authorize the purchase of two accounts with Log Me In Pro and one account with Polycom on Mr. Duerr's credit card with the agreement that the Township will reimburse Mr. Duerr for the payment.**

Motion: David Duerr 2<sup>nd</sup>: Kevin Lemmi

Vote:

Mr. Lemmi-yes, Mr. Donohue-yes, Mr. Duerr-yes, Mr. Grubbs-yes, Mr. Winkler-yes

**Motion Passed**

7. Hire locksmith to fix doors

Mr. Grubbs asked many doors needed to have the locks replaced.

Mr. Lemmi stated that he would like to have all of the doors checked.

**Motion: To allow a locksmith come and check the doors in the building.**

Motion: Kevin Lemmi 2<sup>nd</sup>: Herbert Grubbs

Vote: Mr. Lemmi-yes, Mr. Donohue-yes, Mr. Duerr-yes, Mr. Grubbs-yes, Mr. Winkler-yes

**Motion Passed**

**Correspondence:**

Mr. Grubbs stated that the Township received a letter regarding the replacement of the bridge on Aunt Clara Road.

-The state will be replacing the bridge at no cost to the Township.

**Public Comments:**

Mr. Winkler brought up an issue from 2 years ago when Mr. Grubbs called Mr. Winkler and Mr. Contumelio to the Township building regarding a grader that was scrapped with metals from Clean Up Day in 2011 because he was unsure if anyone was aware this occurred.

-Mr. Grubbs said that Mr. Contumelio who was in charge of the fleet/equipment said that he knew but had never given approval.

-Mr. Contumelio confirmed that he was approached about scrapping the equipment.

-Mr. Winkler stated that Township Property cannot be destroyed.

-Mr. Duerr stated it was an unusable piece of equipment that sat over a hill for 20 years and it was a carcass of scrap metal.

-Mr. Handick agreed that it was very old and that they had stripped it over the years to repair usable equipment.

-Mr. Winkler said it should have been sold at Richie Bros. Auction.

-Mr. Grubbs stated it would have cost over \$100 to get it there and because it would have sold for less than \$2,500, 25% of the sale price would have gone to the auction so it would have not been worth sending. Mr. Grubbs also stated that this occurred almost two years ago and questioned why it was being brought up now.

-Mr. Winkler replied that the Board will have to wait and see what he has to bring up at the next meeting.

-Mr. Grubbs stated that he received it from NC Sanitation with the Clean Up Day scrap metal and that he still has it because scrap prices are so low and there isn't much value in selling it.

-Mr. Donohue asked Mr. Grubbs what sent up red flags about the grader.

-Mr. Grubbs stated that he knows the Township code very well and wanted to ask Mr. Contumelio as he was then in charge of fleet and equipment.

-Mr. Duerr stated that he was in charge of the Road Department at the time and that most of the junk that has been over the hill has been stripped for parts and has sat there for a very long time.

-Mr. Furman stated he is not familiar with figures of scrapped equipment but anything valued at over \$1,000 should be bid out.

-Mr. Lemmi stated that he doubted that anything that has been sitting there for so long would be worth over \$1,000.

-Mr. Grubbs stated that his concern was that the equipment would be listed as missing if it was still on the insurance or on the equipment list. He further stated that Board approval should have been received.

-Mr. Lemmi said that he agreed this should have been discussed but that he did not approve of the way addressing the situation was handled now.

-Mr. Grubbs stated that it was two years ago and if someone felt it was of such great concern, they should not have waited so long to address it.

**Public Comments:**

Mrs. Grey questioned Mr. Winkler as to why he felt the Township was being unfair to Mr. Geho.

-Mr. Winkler said that Mr. Geho had to follow all of the rules and no one else seems to have to.

**Adjourn: 8:49**