

Council President Larry J. Googins called the meeting to order at 7:00 PM in Council Chambers of the Economy Municipal Building to conduct business of general purposes.

PLEDGE OF ALLEGIANCE

ROLL CALL

PRESENT: RJ Burns, Courtney B. Barthelemy, Esq., Gary Bucuren, Tom Fetkovich, Donald Sivy, Michelle Sovich-Lapinski, Larry Googins

ALSO PRESENT: Mayor David N. Poling, Dale M. Fouse, Esq., Scott Shoup, P.E., P.L.S., Randy S. Kunkle, Borough Manager

Mr. Googins reported Council invited Bill Gamble to give an update of what occurred in the past and give an overview of the chief hiring process; clarified that Council is not voting for or selecting a police chief tonight; not going to happen until 2014 with the change over of Council as Council agreed; only 3 members of the Public Safety Committee, Mr. Gamble and Chief Kramer have worked on this; Mr. Gamble has to leave by 7:25 PM as he has a meeting in Washington County.

Bill Gamble, thanked Council and Mayor Poling for the opportunity to be here and explain the process that has taken place over the last 2-3 months regarding the hiring of a police chief; explained the first part of the process; when he first met with Council he explained that the hiring of a police chief in a Civil Service borough is strictly at the discretion of the Council; the Civil Service Commission has nothing to do with hiring a police chief; it is the only position in a borough where you see that; a Civil Service Commission can become involved once the Council determines who they want to be police chief; at that point Council would submit that name to the Civil Service Commission for a non competitive test which is not defined; if they determine if that person is qualified then they have Civil Service status; a police chief in a borough can be hired either under a Civil Service process or as an at will police chief; under the law that is the only position; Council can hire whoever they want; can take someone from in house and appoint them police chief; or if Economy Borough has 2-3 persons in house that may want that position and they feel they are qualified; probably Council should have a defined process similar to what has taken place here; i.e. interviews, etc.; a lot of times if there are 2-3 persons in the police department who want to be the police chief and it is not put through a process; there could be a lot of animosity because they all work together; some will feel they are better than others; that is an option they have; the first option is that you appoint whoever you want to; an in house process and a third process is that the Council and a committee decided to go with and that is an open process; he was here to provide a process; all the decision making was not his in any of this; the Council and the committee decided that they would open it up to whoever wanted to be a police chief based on the qualifications they had decided; the first thing you have to do when you hire anybody is have a job description; a job description provides 1) an opportunity to know what that individual is required to do; 2) outlines what the qualifications are; that process was done; he provided a sample which the committee worked on to develop what they felt was necessary in Economy Borough to be a police chief; that was their role, not his; he provided the parameters, they do them; a job description was actually put together in final draft; it was decided that this would be an at will position; it could be at will or Civil Service; the Civil Service does not come into play until Council is actually going to hire a police chief; the next process was (once you determine qualifications) to put an ad in the paper; with the approval of Council, the Committee put the ad in the PA Police Chief's (site) and the local/Pittsburgh newspaper; in the ad are the qualifications; it's very important that the qualifications are determined; once the resumes come in you have to be able to just appoint/designate those that meet your qualifications to move them on in the process; his role was to take the resumes, make a spread sheet; those that were not qualified were sent a letter stating they were not qualified; once you decide what qualifications you want you have to make sure

that you are going to follow that; there may be something we have today that we did not have 30-40 years ago that's discrimination; if you establish what your qualifications are and then veer from that, you have an issue if someone wants to challenge you; if you don't stick with that process and you get a challenge on discrimination guarantees you will do it the next time; the only persons who are not in the protected class is a white male under 40; today if you don't follow a professional defined process you open up Economy Borough to a challenge and it is very easy to file a discrimination complaint today at the State Office Building; Council has to be very careful doing this; once you determine who is qualified you have the initial interviews; the recommendation is always with the first interview (and you should have more than one interview) that it should be police chiefs because police chiefs are their peers; they know what a police chief should do; the Council did get a proposal from police chiefs that he has worked with; felt the cost was too much; got rid of that and the option was to have the committee interview those candidates that were qualified and then at that point always recommends that if you are going to do it that way you need to have at least one police chief; Chief Barry Kramer (who is very well qualified) agreed to come in and sit on the panel; this is all defined; displayed a book that was on the interview; each one of the interviewers had a book; all the same questions, everything is the same; once you go beyond what you are suppose to do and what your qualifications are and you ask a stupid question, you open yourself up to a discriminatory challenge; the interviews were done; 11 candidates met the qualifications; 1 dropped out; that is how this was done to this point. Mr. Googins asked for questions from Council and reported it was the option of Council to include 2 members of our current police force to have them part of the selection process even though they may have not fulfilled each and every one of the requirements; is he hearing that Council should not have done that. Mr. Gamble reported it is probably not a good idea to do that; discrimination issues come into play; has seen this; has worked with the state for 20 years, doing consulting for the last 9 years; does state wide training, does civil service, police management for PSAB and discrimination today is a big issue; once the qualifications are established, you better go with your qualifications; if you don't go with your qualifications, you open up that door; once you get a discrimination suit against you, you probably will do it in a professional manner the next time. Mr. Burns said Mr. Googins said we accepted 2 members of our police force, but now because of the time of year everyone is thrown out because of the election so a new process; all of them are thrown out so it doesn't matter. Mr. Gamble reported that is Councils decision all he is here is to guide Council along the way, he does not make decisions; he put the questions together; he will only do it that way; if the process is not structured he will not do it; has seen when the issues can come up; does not mean that every time Council does something they will get challenged, but they can get challenged; today people are looking for reasons to challenge someone. Mayor Poling asked what happened with the proposal for the 3 chiefs to do the interviews. Mr. Gamble reported independent chiefs do this and they get paid; the committee felt not to go with them because of the cost; that was their decision, not his decision; not all chiefs are attuned to do the job of interviews in a setting like this; these were people experienced at doing this; when this process started we had a chart that basically outlined everything we were going to do; everything was checked off to this point; this was all defined; does not get involved unless it is like that. Mrs. Barthelemy asked Mr. Gamble to confirm that Chief Kramer, Center Township, did volunteer his time to participate in the interview process gratuitously, at no cost to Economy Borough. Mr. Gamble reported that was correct and Economy Borough was very fortune to get Barry Kramer; he is very professional; he actually developed a process so that discrimination could not happen. Mayor Poling reported Chief Kramer was a police officer in Economy Borough; part time then a Beaver County detective. Mrs. Barthelemy asked Mr. Gamble to (without mentioning names) to confirm that the panel (Mrs. Barthelemy, Mrs. Sovich-Lapinski, Mr. Gamble and Chief Kramer) had narrowed it down after the first round of interviews to 3 candidates and the proposal was to have the remainder of Council conduct the second interviews of the 3 candidates. Mr. Gamble reported you will have qualified people at the initial interviews; whoever is on the first interview will then narrow it down to 2,3,4 whatever it is; then the Council interviews those people; it has to be the Council; the Council is going to hire, not the committee; will have qualified people when you go through that process; also important when hiring a police chief is a compatibility factor; the only way to get the compatibility factor is someone Council can work with; Council is ultimately responsible for everything that happens in Economy Borough; thinks if we don't have job descriptions, etc., should work on them immediately. Mrs. Barthelemy asked Mr. Gamble if it was fair to state that the 4 committee members did agree on the 3 top candidates and at

that stage did believe that there was a clear forerunner. Mr. Gamble reported that was a fair statement; does not get into picking; he asks the questions, the panel does the evaluating; does not feel comfortable doing that; in all the times he has done this, in most cases, no matter you get together on a panel, it is invariably that the panel is going to come up pretty close to verifying those that are the best; they are looking at the questions that have been prepared and he put the questions together he put below that question is what to expect as an answer; it is very subjective on an interview when you have 3 people; when there is something to gauge it on what you are looking for then it make it more object; always going to be subjective in an interview process. Mayor Poling asked if the letter Mr. Gamble sent to the candidates (dated November 13, 2013, after the last Council meeting) is stating that it is pretty much over. Mr. Gamble reported the letter that went to the candidates basically said it was under suspension at this point; that is all the information he has; because the new Council coming in has the ability to name who they want it to be; they can name someone now, again, a new Council comes on. Mrs. Sovich-Lapinski reported that the qualifications that they worked on together was specifically structured to pull the best well rounded, most qualified candidates; it was something that was not arbitrarily to suit anyone individual or class of people; this was something looked at specifically, management skills, time skills, etc.; the job description met all of that. Mr. Gamble reported the questions are structured that way; has input from the committee on questions that they feel are necessary for Economy Borough; will look at those and incorporate those into the questions; there are some areas that are maybe more to this community than to others; always take that feedback back; the questions are structured to get a supervisor, a police chief that is going to be a leader and supervise and has the experience and expresses the experience; interviews are tough sometimes and he thinks in his experience that Council wants someone that is qualified to do the job; going to pay in the next 10 years over one million dollars to this individual; think about that; if he gets paid \$3,000 +/- that is .004% of one million dollars; the police chief will probably get \$125,000 per year when you add in benefits; that is a lot of money; that is where your liability is the highest; amazed that police have to kill people now; another one in Monroeville last night; was it done right, was training done; all of that is in those questions; what they think about training is very important when you are running a police department. Mr. Fetkovich reported Mr. Gamble has provided a great service narrowing it down from a few dozen people to 3; has not seen the resumes of the candidates; asked what his thoughts was on interviewing these people and also taking the top 2 or 3 internal candidates and putting them through the same process; thinks there is an inherent intangible benefit of having a local person there; they know the culture and environment of Economy Borough even if they don't meet all the qualifications; they had some benefits by being a local policeman; if you mix them together in the final interview, the top person will come out. Mr. Gamble agrees, if you are going to stay in house and you have 2 or 3 people that you/they feel are qualified then you want to have a process like this; again, before Council does that, need to go back and change the qualifications; not up to him. Audience member reported she understands that the change in the qualifications; maybe have supervisory capacity in the past and maybe that was not in a direct capacity but maybe in the case of the chiefs leaving and is gone until May before we have a chief that is in a supervisory capacity as well; when saying they are compromising the qualifications. Mr. Gamble reported if you are going to take someone in house and they don't have supervisory experience you need to put that person on some kind of training program to get supervisory experience; supervisory experience is very important and probably the key. Mrs. Skonieczny reported Mr. Gamble's presentation was very clear and informative; asked what was the cost of his service to date and asked if it includes tonight's meeting. Mr. Gamble reported probably close to \$3,000, last year he helped a municipality who paid \$25,000 five years prior to have a similar process as this and for them he did it for \$6,000; feels his rates are not high; he is not getting remunerated for tonight.

7:27 PM – Mr. Gamble exits the meeting.

Mrs. Barthelemy verified Mr. Gamble did not bill for his services tonight; feels this is not fair; if he did work he should bill as he did the work

Mr. Googins introduced Kim Turnley to give an overview of the 12/31/2012 Audit Report. Mrs. Turnley reported normally they don't do this overview this late in the year, however due to email communication issues,

snow, etc. she is here tonight; the audit for 12/31/2012 was performed in early 2013; the required DCED filing was done at the end of March as required; over the Summer she gave a presentation to Randy, Sue and a few Council; an overview of the outcome of the audit and any findings; reported the staff do a wonderful job which helps them do their job in auditing Economy Borough; the records are kept and have always been kept in fine fashion as far as being able to tie numbers in, balances that have support, the things they are looking for; their job is to tie in the finance statement and to insure they are on a basis of accounting that Economy Borough chooses to use; that is the cash basis of accounting in Economy Borough; there are other methods of accounts that are encouraged in boroughs and townships; Economy Borough as a small municipality has chosen to stay on the cash basis; have talked about making changes and providing more and different information about the finances of Economy Borough on what accountants call modified and full accrual basis of accounting; takes more work and effort; discussed that; her firm is always willing to help Economy Borough in that direction, if they choose; the requirement to move to those basis of accounting is not required at this point by the DCED; has many municipalities they audit that handle their records like Economy Borough does; they do not go to the next level of accounting; something that can be worked towards in the future; Economy Borough got what they call a clean opinion on the cash basis of accounting; there were no findings in the audit; no areas of internal control noted in the audit; started the year with a positive fund balance situation; ended the year better than the year started; most of the money flows through, gets deposited, and expenses paid into/from the General Fund; the General Fund ended up \$200,000 +/- to the good; means the revenues exceeded the expenses by that much money; also have a number of major governmental funds; those are a variety of different funds used for different purposes; i.e. Liquid Fuels, Capital Project Account, Grants Accounts, etc.; the combined total of those ended the year also at a positive number \$22,000; those are much smaller funds that Economy Borough handles other types of expenditures/revenues in; ended the year in the (combined) General Fund with \$1,112,732.00 in fund balances; Economy Borough exceeded the expectation for the budget; anticipated a loss, but it did not happen; i.e. expenditures that did not happen or revenue that came in higher than expected; the outcome was better than Economy Borough thought; one of the two things contributed to the positive fund balance brought in to the beginning of the 2013 year; called for general questions. Mr. Googins verified the \$1.1 million dollars at the end of the year includes the Contingency Fund. Mrs. Turnley reported it does; it all is included in the General Fund; in the Economy Borough budgeting process looks at that money as being set aside; it is part of the General Fund; there is an opportunity to identify that money separately; either that money can be transferred into a capital project type fund if that Contingency Fund money is expected to be used for future capital expenditures or can do assigning the fund now for future use if you don't want to physically move it out of the General Fund into another fund. Mrs. Sovich-Lapinski reported Council normally uses that fund to cover expenses for the first quarter of the year. Mrs. Turnley reported that is also possible. Mrs. Sovich-Lapinski reported it is safe to leave that amount of money and that has historically been done because the first three months of the year Economy Borough has payroll, pension, insurance obligations, etc.; that just about covers the first three months of the year until the real estate tax funds come in; personally would never recommend earmarking that money for anything other than keeping the cash flow. Mrs. Turnley reported it is Council's choice to do that. Mayor Poling asked the actual fund balance. Mrs. Turnley reported the (combined) General Fund is \$1,112,732; on a cash basis, this is the cash on hand at the end of the year (12/31/2012) less any short term liabilities; i.e. tax liabilities on payroll due in January (2013) and other short term items related to payroll. Mayor Poling compared figures when Mrs. Turnley realized he was comparing a November 2013 budget report to the 12/31/2012 audit report. Mr. Fetkovich asked Mrs. Turnley what the benefit would be for Economy Borough to switch from cash basis to modified accrual. Mrs. Turnley reported there are three levels that Economy Borough could go to; has municipalities that stay as a cash basis of accounting and never change that; some go up a level with modified accrual accounting; easily put, right now on the finance statement/in the reports is only the cash that goes out through the end of the year and the cash that comes in; when you switch to a modified accrual basis of accounting, you book entries for receivables and payables which means that if you earn revenue in December of i.e. 2012 but it wasn't received until January, it gets booked back to December; if you had a cost in December of 2012, but wasn't paid until January, 2013, it gets booked back to December; so i.e. if Economy Borough ceased to exist on 12/31/2012, if your financial statements were presented on a modified accrual basis of accounting, it would include anything that happened even if it did not get deposited or

withdrawn out of the bank account until January, it would include those numbers in the December 31st statement; that is basically the difference; it gives you a truer picture. Mayor Poling verified that the November, 2013 revenue would only increase with the December, 2013 revenues deposited. Mrs. Turnley reported she is always willing to come in, sit down and further explain anything in the audit, etc. or any questions in more detail to Council. Mr. Googins called for any questions. Audience member asked the difference in price for a cash basis audit and a modified accrual audit/the highest level. Mrs. Turnley reported they would not charge Economy Borough very much more money; there is not that much more testing involved; the highest level, a full accrual; can't give a dollar amount; most of the work would be done by Economy Borough; their testing would increase; might have 8 more hours in the audit. Audience member clarified that most of the information she gets is supplied to her by Economy Borough; they gave her the numbers and she looked at the numbers to see if they balanced here and there. Mrs. Turnley reported that part of their job is to make sure that the numbers have support; the other part of their job is to look at internal control and a possibility of any misappropriation of assets, etc.; that is part of an audit, it is not just looking at the numbers. Joann Borato asked if they basically test the process that Economy Borough uses; put the money in and pay the money out; they don't actually go in and look at every account and every deposit; their testing is of the process, not of the funds going into different accounts. Mrs. Turnley reported they test the process; when you are doing a financial statement audit, it is all about testing and sampling; i.e. for the General Fund they are going to find out what their process is for paying the bills, who approves them, are there po's, who signature is on them; then they randomly choose a sampling of those bills and go in and actually look at the invoices, look at the cancelled checks, make sure there is a stamp of approval, everything they said they were going to do from their internal control; questions they ask Economy Borough to see if that is occurring; they are not looking at every single transaction; they can't; as a financial statement auditor it is impossible to do that; they would be here all year; they look at things and determine risk, certain factors might merit more testing. Audience member reported some things she said is right and some things are wrong. Mrs. Turnley asked if he means she is wrong in the way she is describing what an audit is; wants to make sure there is not a misunderstanding. Mr. Googins thanked Mrs. Turnley for coming; there is a new Council next year who may want to get together to switch over to a modified accrual; let them get in first. Mrs. Turnley said she would be glad to come in; there are also classes that Council/employees can attend. Mr. Googins reported Mrs. Skonieczny is attending the Newly Elected Official classes at the Local Government Academy. Mrs. Turnley reported there is a lot of opportunity for local municipalities and their elected officials and employees to learn and get more education.

7:50 PM – Mrs. Turnley exits the meeting.

HEAR THE PUBLIC:

Mr. Googins opened the meeting to the public; give name and address for the record; restricted to borough business; try to be 3-5 minutes; directed to Council.

Kim Capo, 100 Chestnut Count, questioned the process of hiring a new police chief and why the process was stopped; would like the process to continue. Mr. Googins reported the process has been suspended until the new Council is seated January 6, 2014.

Darlene Sabo, 1930 Ridge Road Ext., came before Council regarding a neighbor having chickens in the R-2 Zoning District. Mr. Kunkle reported chickens are permitted only in an RA Zoning; the neighbor was sent a letter last Friday telling him he has 30 days to get rid of the chickens; will deal with that when the time expires. Mrs. Sabo also reported the neighbor for shooting a firearm up into the sky on a Sunday to scare a hawk. Mayor Poling advised he would check on the shooting.

Joann Borato, 2001 Conway Wallrose Road, feels that Chief Harrington should have delegated more so the current officers would have more experience in supervisory roles; the City of Pittsburgh is looking outside Pittsburgh for their new police chief; something to think about.

Paul Thompson, First Street, reported Chief Harrington worked his work up in the department; feels for the moral of the department Council should hire from within; current officers deserve the same opportunity.

Pat Skonieczny, 104 Rock Rose Drive, discussed the hiring process for police chief and potential liability; requested Mayor Poling or Council to request an official written opinion from Mr. Fouse as to whether or not Economy Borough has a liability. Mr. Fouse reported Economy Borough will not have a police chief this year; there will be a new Council after the re organization meeting 01/06/2014; these decisions will be made at that time. Mrs. Skonieczny questioned Page 432 under Public Safety of the November 12, 2013, drafted minutes; "Mr. Fouse reported there is nothing legal to stop this."; the audio is "there is not a legal impediment to stop Mr. Gamble coming in an discuss it."; discussed a possible violation of the Sunshine Act by discussing the Chief of Police search process and procedure during executive session; feels it is not an executive session item and quoted from the audio. Mr. Googins reported he may not always be legally exactly correct; Mr. Fouse does not let Council talk about non executive session items in executive session. Mayor Poling reported he tried to stop the executive session after Mr. Fouse discussed what he had. Mr. Googins reported they do try to stop it if it is something non executive session; Mr. Fouse will end discussion if it is not correct. Mr. Fouse reported he does not recall that part of executive session. Mayor Poling reported he challenged the fact that the Sunshine Act was being violated so he quit listening. Mrs. Skonieczny reported her point is that Council violated the Sunshine Act in executive session. Mr. Fouse reported he is not clear about what part of the Sunshine Act was violated; recalls 3 specific issues to deal with; 2 were litigation, 1 was employment; matters for executive session; no decision were made or votes taken as a result of those discussions; not a violation of the Sunshine Act.

Gerry States, 219 Silverdale Drive, questioned the letter sent to the candidates gleaned out of the interview process; what were they told. Mayor Poling provided a copy of a letter to Mr. States. Mr. Fouse reported Mr. Gamble said the word suspension; has not seen the letter. Mr. States asked in the suspension are they still viable and their names will be kept. Mr. Barthelemy reported she has never seen the letter; Mr. Gamble advised her candidates were advised the process was suspended indefinitely; hopes it continues in January. Mr. Burns asked that the meeting move on as nothing will be done until the first of the year; the new Council will make the decision.

Meagan Trimbur, Ridge Road Ext., feels Mr. Googins owes Mrs. Skonieczny an apology for the way he talked to her.

Pat Skonieczny, 104 Rock Rose Drive, reported because she is going to the LGA classes she learned there is a \$100 fine for violations of the Sunshine Act. Mr. Googins apologized to Mrs. Skonieczny for the way he spoke to her. Mr. Burns requested the meeting move on. Mrs. Barthelemy reported perhaps the audio of the meeting could be reviewed for what he said or what he meant to say; felt she was asking for conjecture. Mr. Fouse suggested motion be made to allow a review prior to approval.

MINUTES:

MOTION by Mrs. Barthelemy, seconded by Mr. Fetkovich - to allow a review of the Minutes of the November 12, 2013, Regular Session of Council and be brought back to the attention of Economy Borough Council for approval at the next regular meeting. CARRIED UNANIMOUSLY

COMMITTEE REPORTS and OTHER BUSINESS:

PUBLIC SAFETY:

Mrs. Barthelemy reported merely as a recommendation on behalf of the police chief's search committee, is formally recommending Daniel Kline Sr. to be the next Economy Borough police chief; provided information to Council requesting outgoing Council provide their binder to the Council elect for review; provided a background of the recommended. Mr. Burns asked that the meeting move on as nothing will be done until the first of the year; the new Council will make the decision.

Mrs. Barthelemy read the following statement and asked the secretary to incorporate same into the minutes; will provide an electronic copy:

“As the chairperson of the Public Safety Committee, I would like to avail myself of this opportunity to make a statement relative to the process employed through the present.

Initially, I would like to thank Bill Gamble for his willingness to attend tonight's meeting and assist in educating both the remainder of Council and the residents in attendance, as well as those who might be listening and/or reading at a later date.

Further, our solicitor recommended Center Township Chief Barry Kramer to the committee. I wish to thank Chief Kramer for his invaluable contribution to the process. I also note that Chief Kramer assisted Mr. Gamble, Mrs. Sovich-Lapinski, and I gratuitously. I am particularly appreciative that he was willing to volunteer an entire day and participate in the first round of interviews of the ten candidates that were scheduled. It is immensely gratifying to know that such a thing as a volunteer exists. Chief Kramer, we are indebted to you.

As all have now been afforded the opportunity to become educated relative to the objective, professional process that the Chief search committee employed, I urge the councilpersons-elect to continue with this process as expeditiously as possible, once they respectively assume their Council seats in January. Further, I wish to point out that this process was proceeding as anticipated and absent the imposed delay, this Borough should have had an imminently qualified candidate assume the position of our Borough Chief, effective January 1, 2014. I truly hope that the next Council will do what is right by our constituents and seek the best qualified candidate and not merely choose a candidate that might be politically expeditious. As is now evident, candidates from within our existing Police Department and outside of the department were rigorously subjected to the identical questions during the interview itself. Contrary to the persistent rumors circulated by a small group of residents, at the commencement of this process, there was no suggestion by any member of the search committee that candidates from inside of our Department would not be given like consideration, should he possess the qualifications to enable him to progress to the interview stage.

However, as has been documented, there have been urgings both by individuals on Council and the public at large to “hire from within.” To accept those urgings would have been an abdication of duties by those on Council committed to locating the best qualified candidate for the position of Chief, arguably one of the most important roles in our community. By allowing this objective and professional process to play out to its natural end, would be to select the best qualified individual. Should one of our existing officers then rise to the position of top candidate, the residents could then rest assured that due process was followed and that such candidate possessed the qualifications to lead our Police Department. I argue that to circumvent this process and simply make a political decision is so wrong on so many levels. Surely, that is not what the residents at large had in mind when they elected each and every one of us. I cannot believe that any resident desires that any Council person make any official decision without first educating him or her-self.

This, then, brings me to my related, but slightly different vein of discussion. Despite whatever rumors may be circulated by a group of individuals, I am stating emphatically that should the status quo be maintained as promoted by a vocal minority in this Borough, I shall not seek re-election to this

Council. Initially, I wish to thank the residents for affording me this opportunity to serve and will continue, for the remainder of my term, to make diligent and impartial decision that will best serve the Borough as a whole, not the biased interests of a few that may have personal agendas to pursue. On a personal note, my husband, my parents, and I have all been subjected to harassment, both during the course of executing my duties, and as a result of those individuals I have personally chosen to support during the election cycles. This harassment includes anonymous, and I might add, juvenile letters forwarded through our federal mail system to my home, as well as telephone calls, in-person verbal accosting and formal complaints. Campaign signs have been placed in my business dumpster, not located in the confines of this borough. Also, other negative and harassing electronic correspondence has been directed to me, not by the public at large, but rather, by the immediate family members of some elected officials. I wish to reiterate that the Borough residents, generally, that I have had the pleasure of meeting have convinced me that this Community is constituted by good and decent people. Rather, it is those individuals with a political agenda that have sought to tarnish not only my professional reputation, but also have sought to impugn my personal integrity. Unfortunately, I am not the sole recipient of such malice. There are numerous examples abounding of the inability of certain individuals to agree to disagree in the political arena, and yet maintain civility outside of our professional duties. It becomes entirely personal and this is the real tragedy of both maintaining and interesting qualified individuals to serve Economy Borough. Understandably, no right thinking individual would desire that his grandmother, children, Aunt Millie, or dog be subjected to any level of abuse, all as a result of simply serving his community.

I would like to encourage the incoming Council, also, to maintain the confidentiality of those discussions held in Executive sessions held by the Council. While I firmly believe in the actual practice of government transparency and not the mere platitude of mouthing these words, there are times that confidentiality must be maintained, such as discussion of contract negotiations. A recent, good example of the need for confidentiality involves the candidates' names who evinced interest in serving as our Chief of Police. Quite simply, revealing the names of candidates could jeopardize the candidates' present jobs.

In conclusion, I would like to thank Mrs. Sovich-Lapinski for her assistance with the Chief selection process. Her input should not be underestimated. It will be a true loss to this Borough that she will not be returning to this Council next year. I appreciate all of her hard work as the Finance Committee chairperson."

Mrs. Barthelemy reported she would like to make a motion to refer a matter to the Civil Service Commission regarding promotions. Mr. Fouse reported if Council wanted to establish rank it would have to be submitted to the Civil Service Commission for the qualifications process. Mayor Poling asked if all the officers should be tested. Mr. Fouse reported all can be tested and Council has the right to recommend.

MOTION by Mrs. Barthelemy, seconded by Mrs. Sovich-Lapinski – to refer to the Civil Service Commission the question of establishing additional rank within the police department for the purposes of establishing rank which we have not had in the past.

Question on the motion. Mr. Burns verified and asked that the motion be on record as separate from Mrs. Barthelemy's read statement.

MOTION CARRIED UNANIMOUSLY

FINANCE COMMITTEE:

MOTION by Mrs. Sovich-Lapinski, seconded by Mr. Sivy - to pay the list of bills as stated from November 13, 2013 to December 10, 2013 - CARRIED UNANIMOUSLY.

PUBLIC WORKS DEPARTMENT:

Mr. Burns verified the new truck has been ordered.

PARKS & RECREATION:

Mr. Bucuren reported the Breakfast with Santa was attended by 66 children; they were entertained by the magician, Koz and Effect; June 14, 2014 will be the Third Annual Community Day

PUBLIC UTILITIES: No Report

PROPERTY and BUILDING:

MOTION by Mr. Sivy, seconded by Mrs. Sovich-Lapinski – to donate to the Economy Volunteer Fire Department all the lighting fixtures not used for the 2010 Lighting Project that are stored in the EBMA garage. CARRIED UNANIMOUSLY

MAYOR’S REPORT:

Mayor Poling read the Mayor’s Report for the Police Department for the month of November, 2013 as prepared by Chief Harrington, which will be on file for review in the borough secretary’s office.

Mayor Poling reported checks donated in memory of Rose Livingston have been returned by the Beaver County Foundation as they were made out to the Economy Borough Veterans Committee and should be made out to the Beaver County Foundation. The checks will be endorsed “Pay to the Order of the Beaver County Foundation” and returned to them for deposit.

MANAGER’S REPORT:

1. Ordinance No. 447 – 2014 Real Estate Tax: Mr. Kunkle reported this has been advertised and is ready for adoption setting the 2014 Real Estate Tax Rate at 13.5 mills.

MOTION by Mrs. Sovich-Lapinski, seconded by Mrs. Barthelemy – to adopt Ordinance No. 447 setting the 2014 Real Estate Tax Rate at 13.5 mills. CARRIED UNANIMOUSLY

2. 2014 Budget: Mr. Kunkle reported this has been advertised and is ready for adoption.

MOTION by Mrs. Sovich-Lapinski seconded by Mr. Fetkovich – to adopt the 2014 General Fund Budget. CARRIED UNANIMOUSLY

3. Police Health Insurance: Mr. Kunkle reported at one point it was questioned whether or not the police are switching to the Teamster's Plan 9A; this has been affirmed with the Bargaining Unit for the police department; enrollment cards have been filled out, turned back in and submitted to the Teamsters.

4. Second Meeting: Mr. Kunkle reported the second meeting is scheduled for Tuesday, December 24, 2013.

MOTION by Mr. Burns, seconded by Mr. Fetkovich – to cancel the Tuesday, December 24, 2013 regular meeting of Council. CARRIED UNANIMOUSLY

Mr. Googins reported the next meeting will be the Re-Organization Meeting, Monday, January 6, 2014, at 7:00 PM; 6:45 PM swearing in with Magistrate Howe.

REPORTS:

ENGINEER:

Mr. Shoup reported the lower portion of the roadway in NLSC has been completed, he has inspected same, punch list to Cleveland Construction to be completed in the Spring and has been opened to the public; the hillside leading up the Walmart will not be open to the public until approximately April, 2014. Mayor Poling reported the sidewalk is in. Mr. Fouse will be teleconferencing Walmart lawyers regarding payment for maintenance until the roadway is accepted by Economy Borough Council.

SECRETARY: No Report

SOLICITOR:

Mr. Fouse requested Executive Session regarding the Tax Collector Compensation Case and the assessment appeal cases referring to NLSC and Liberty Hills; may need a decision.

NEW BUSINESS: None

HEAR THE PUBLIC II:

Mr. Googins reported he would open up the Hear the Public Part II at this time for any items discussed during the meeting.

Gerry States, 219 Silverdale, asked when NLSC will blacktop the parking lot; been a mess for years.

Pat Skonieczny, 104 Rock Rose Drive, reported she learned at the LGA Newly Elected Official Class that executive session should be 15 minutes, not 1 ½ hours like the public had to wait the last meeting.

Mrs. Barthelemy wished to publically thank Donna Duncan for volunteering her time for the Free Pet First Aid and CPR Course; Certificates of Completion for the 35 attendees will be forthcoming; publically thanked Bill McKendree for volunteering his time for the Understanding Medicare Seminar, which was well attended.

MOTION by Mr. Sivy, seconded by Mr. Bucuren – to enter into Executive Session to discuss the Tax Collector Compensation Case and the assessment appeal cases referring to NLSC and Liberty Hills; may need a decision. Time: 9:07 PM CARRIED UNANIMOUSLY

MOTION by Mrs. Sovich-Lapinski, seconded by Mr. Sivy – to return to the regular order of business. Time: 9:44 PM CARRIED UNANIMOUSLY

Mr. Fouse reported Council discussed assessment appeal cases in the NLSC and Liberty Hills with no decision and the Tax Collector Compensation Case with no further action.

ADJOURNMENT:

MOTION by Mrs. Sovich-Lapinski, seconded by Mr. Sivy – to adjourn the meeting. Time: 9:46 PM CARRIED UNANIMOUSLY

Respectfully submitted,

Susan A. Blum
Borough Secretary
December 23, 2013

List of Bills attached to the Minute Book.