

SELINGSGROVE BOROUGH COUNCIL SPECIAL MEETING

MONDAY, APRIL 23, 2012 - 7:00 P.M.

COUNCIL MEMBERS PRESENT: Pres. B. Farrell, V. Pres. P. Carroll, C/P D. Anderson, C/P T. Charles, C/P R. Mease, C/P E. Viker and C/P Hendricks arrived at 7:07 p.m.

COUNCIL MEMBERS ABSENT: None

OTHERS PRESENT: Solicitor R. Cravitz; Acting Borough Manager/Borough Treasurer Sheri Badman and Robert Bickhart

OTHERS ABSENT: Junior C/P Maggie Lemons, Mayor Sean Christine

MEETING CALLED TO ORDER:

Council President Brian Farrell called the meeting to order at 7:00 P.M.

Roll call taken followed by a moment of silence and the Pledge of Allegiance.

WEIS MARKETS: CONCERN WITH SELLING BEER

C/P Carroll brought to the attention of Council that Matt Viens, owner of Keller's Beer, is concerned with the new Weis Markets on Bridge St. allowing the sale of 6 packs of beer. He feels it is unjust to allow this. He has talked about coming to the Borough Council meeting on 5/7 and also attending the Planning Commission meeting on 4/27.

C/P Viker asked, "what is your particular understanding of this complaint?" C/P Carroll stated that being a downtown businessman and trying to sell his product, Matt is concerned that this is a step for the grocery stores selling alcohol, etc. C/P Mease stated that it seems Matt is more concerned with a Weis being able to sell 6 packs and he cannot. C/P Carroll reminded everyone that Matt Viens may be attending some upcoming meetings.

Solicitor Cravitz stated that they are being told to come to Council for input with regard to selling beer. This requirement is a small step with the Liquor Control Board. They need to contact local municipalities. C/P Farrell asked if they need Council to approve this? Solicitor Cravitz said, "no". Solicitor Cravitz also stated that he has some friends who own beer distributorships and they started seeing the handwriting on the wall 4 years ago and they sold their businesses.

C/P Viker stated we just said the Pledge of Allegiance to a nation as a Capitalist country and free market and these people are going to purchase what they want. C/P Viker said he doesn't understand why Council has anything to do with it.

BOROUGH MANAGER: AT WILL POSITION

Acting Borough Manager, Sharon Badman said we need to discuss the tips on the hiring process. Solicitor Cravitz suggested changes to the Borough Manager's Ordinance Section 25-2, regarding employment and renewable. Solicitor Cravitz stated you need to tell these people, "you are at will and will not be given reasons for your termination". Discussion about giving them 30 days notice through a written statement and giving them reasons why we are terminating them was discussed. C/P Viker said this is a testimony of good management practice, to give people a chance to improve before they are terminated. To remove this from the Ordinance, would be good practice. We would be better employers if we at the very least, added to our policies and procedures the strict intention that when we have concerns about somebody, that we give them a period of time 30-90 days to improve before we take

action. We really don't have that laid out anywhere. C/P Viker also stated that this would give the person time to improve.

C/P Charles said the Borough Manager position should be evaluated yearly. This needs to be addressed with Council.

This Ordinance has been in effect since 1963.

C/P Anderson does agree that revisions should be made, but not at this time as Council as a whole is not wanting to try to figure it out right now.

C/P Carroll asked Solicitor Cravitz if there is another language he would like to use and Solicitor Cravitz stated "no". C/P Carroll suggested a separate 25-2A and then specify if you need the 30 days or if you need to increase it. A secondary to the 25-2A could then be spelled out and would be much clearer.

C/P Anderson directed a question to Solicitor Cravitz. Typically when we hire an employee, do we have a probationary period? And will that apply to a new Borough Manager? Solicitor Cravitz replied, "not underneath us".

C/P Carroll asked if the former Borough Manager was bonded? Acting Borough Manager, Sharon Badman said, "yes". He signed checks. The new Borough Manager will be bonded also. C/P Farrell asked if the amount was for \$20,000 and \$450,000. Acting Borough Manager, Sharon Badman replied "or as required". The \$450,000 is for the RACP Grant.

QUESTIONS FROM THE PUBLIC

C/P Farrell asked if there were any questions from the public?

Bob Bickhart wanted to know who the applicants are for the Borough Manager's position? C/P Farrell replied, "we are doing interviews right now". The gentleman we are interviewing tonight is William McConville. C/P Anderson stated he will be here at 8 p.m. in an Executive Session. Bob Bickhart said, "we are at a public meeting". C/P Anderson stated we are going to declare an Executive Session for personnel reasons. C/P Charles stated that tomorrow night is Paul Williams and Thursday night is Nicole Zarefoss. Bob Bickhart requested that someone write down the names for him. C/P Anderson stated she is concerned because of the candidates. We don't want to put them in a bad position. C/P Charles said, "do we even have to disclose this now"? Bob Bickhart said, "this is what you have a public meeting for". Solicitor Cravitz replied, "so all Council can meet and interview these people, we go into Executive Session to conduct the interview. It's a personnel matter." C/P Farrell stated, "when we have a final candidate, the public will know who it is. These are interviews". C/P Anderson said, "the public is not part of the interview process. If that is what you're wanting". Bob Bickhart replied, "yes". C/P Anderson replied, "they are not". Bob Bickhart replied, "the public should be part of the public decision. It's a representative of government and the representatives of government make the decision". C/P Anderson said, "it is not an elected position". It was explained to Bob Bickhart by C/P Charles that each meeting must be advertised and that each meeting will start as an open forum and then go into Executive Session.

EXECUTIVE SESSION - Council Meeting recessed to an Executive Session at 7:22 P.M. for discussion of Personnel matters. Council meeting reconvened at 8:59 P.M. No action taken.

MOTION TO ADJOURN at 9:00 P.M. by C/P Viker and seconded by C/P Mease

Respectfully submitted, Chele' Weaver, Administrative Assistant