

**BOROUGH OF GETTYSBURG
TROXELL COUNCIL CHAMBERS
59 EAST HIGH STREET, GETTYSBURG, PA 17325
COUNCIL SPECIAL MEETING MINUTES (CIVIL SERVICE)
MARCH 27, 2023**

President Wesley Heyser called the meeting to order at 5:30 PM with the following **Councilors present:** Vice President Matthew Moon, Mr. Christopher Berger, Mr. John Lawver; Mrs. Judith Butterfield; Ms. Patricia Lawson; and Mr. Chad Carr. **Staff present included:** Mayor Rita Frealing; Borough Manager Charles Gable; Assistant Borough Manager/Secretary Sara Stull; Borough Solicitor Harold Eastman, Barley Snyder; and Police Chief Glenn.

Others present included: There was no public in attendance. Representing the press was Jim Hale with the *Gettysburg Times*; and filming by *Community Media-ACCTV*.

President Wesley Heyser announced the purpose of the special meeting is for the Borough Council to consider recommended amendments to the Civil Service Regulations in order to enable the Borough to hire police cadets to obtain enrollment at a certified training school or academy and to complete Act 120 Basic Training pursuant to the Pennsylvania Municipal Police Officers Education and Training Programs, and to take any necessary action for the implementation of such amendments.

Moved Mr. Moon, seconded Mr. Lawver to approve the March 27, 2023 special meeting agenda as presented. Motion carried unanimously.

Public Comment (Restricted to Items on the Agenda)

There was no public in attendance.

Current and Old Business

A. Civil Service Regulations (Amendments)

Moved Mr. Moon, seconded Mr. Lawver to adopt a resolution approving the amended Rules and Regulations for the Civil Service Commission of the Borough of Gettysburg, PA, as adopted by the Civil Service Commission and presented by the Commission for approval by the Borough Council. Motion carried unanimously.

Councilman Moon commented on the timely process to get to this point for approval and thanked Councilman Heyser, Chief Glenn, Manager Gable and Assistant Manager Stull who were all extremely helpful in this process.

Chief Glenn thanked Councilman Heyser for working so diligently throughout this process to get it to fruition. He pointed out that the applicants must be able to be certified by Municipal Police Officers Education and Training Commission (MOPEC).

Councilwoman Lawson asked about the recruitment process regarding diversity for people of color, women, and Spanish-speaking applicants etc.

Councilman Moon responded that the recruitment is open to everyone and that they are hopeful that many will apply; however, he pointed out that Veterans Preference must be taken into consideration which is required by Civil Service Regulations.

B. Police Academy Cadet Compensation and Agreement

Moved Mr. Moon, seconded Mr. Lawver to approve a specified Police Cadet Compensation and Provisions employee summary for purposes of enabling the Borough's hiring and employment of police cadets for attendance at the Police Academy in order to qualify for and receive Act 120 certification as a police officer. Motion carried unanimously.

Councilman Carr noted the importance of diversity and encourages people to take the training.

Chief Glenn said that the law mandates the Veterans Preference, but pointed out that this process will open it up to everyone to go for training and get paid while doing it.

Mayor Frealing encouraged people to apply and to be a part of the community, and said that she would also like to get help with the American Sign Language (ASL).

Councilwoman Lawson asked if we provide American Sign Language or Spanish classes for employees, and noted that in the past that Gettysburg College provided evening classes.

Councilman Heyser read the Statement of Clarification: A police cadet shall not be qualified, upon hiring, to become a member of the Borough of Gettysburg Uniform Police Officers Union. Only upon receiving Act 120 certification and being sworn to begin work as an Act 120 Certified Police Officer will a person who is initially hired as a Borough Police Cadet become a member of the Police Officers Union.

Manager Gable explained that the compensation date and seniority date are different; and that once the police cadet is certified they would become part of the police force, and that would be the date used for seniority and to become part of the police bargaining unit.

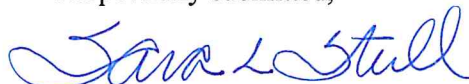
Public Comment

There was no public in attendance.

Adjournment

Moved Mr. Moon, seconded Mr. Lawver to adjourn the meeting at 5:50 PM. Motion carried unanimously.

Respectfully submitted,



Sara L. Stull
Borough Secretary