



Allentown

435 Hamilton Street
Allentown, Pa. 18101

Minutes - Final

City Council

Thursday, October 13, 2016

6:00 PM

Council Chambers

Call to Order: Council President Ray O'Connell

Present: 7 - Ray O'Connell, Julio Guridy, Daryl Hendricks, Cynthia Mota, Candida Affa, Roger MacLean, and David McGuire

RESOLUTIONS FOR FINAL PASSAGE (To be Voted On):

Mr. Ray O'Connell welcomed everyone and stated that they have four Confirmation Hearings for this evening. These are very important Confirmation Hearings. We want to give people respect. Tonight is for testimony.

[15-1130](#)

6:00 PM R162

Approves the Appointment of Craig W. Messinger as the Director of Public Works at the current budgeted salary of \$93,724

Attachments: [R162](#)

[Craig Messinger's Resume](#)

[R162 - Craig W. Messinger Director of Public Works with Memo and Resume](#)

Mayor Ed Pawlowski stated that he would like to go through a short presentation for his justification of the salaries. Each of the salaries are all within the pay range. Each of the positions fall into the range of 21N for non-bargaining employees. We have a residency requirement in our Charter. You all approved the budget from last year, except Mr. McGuire, Mr. MacLean, and Ms. Affa. He went over a chart of cities across the country with salary ranges and stated that Allentown is in the middle of the range. He went over the vacancies in the departments for Police, Fire, Public Works and Community and Economic Development. For 2017, the total increase in these positions is \$69,816.00.

Mr. Ray O'Connell thanked Mayor Pawlowski.

A motion was made by Candida Affa, seconded by Julio Guridy to Suspend The Rules and change Craig Messinger's salary to \$120,000. The motion failed.

Mr. Ray O'Connell stated that your motion is approving the Director of Public Works at the current budget salary of \$93,724 to the Mayor's

proposed budget of \$120,000.

Ms. Candida Affa stated that after listening to the Mayor and mulling it over, she had an opportunity to spend five week with him as a novice on City Council. This man works very hard and all the people in Public Works. She stated that he is worth every penny.

Mr. Daryl Hendricks asked why now. These members and I have the upmost respect for Mr. Messinger. We are about to enter into budget negotiations. We need to wait to see what the city's finances are.

Mayor Pawlowski stated that you, yourself should welcome these appointments because I am doing exactly what you have requested. This is the appropriate time to do it. He stated that every year he gives a balanced budget.

Mr. Lou Hershman, 405 Gilmore Street, stated that we are a city of laws and Section 606 of the Charter reads the Mayor can provide salary increases, but it has to be approved by Council. It has to be in Ordinance form.

Mayor Ed Pawlowski stated here it is, right here. There are two thing happening one is a Resolution to approve at the salary and the other is an Ordinance.

Mr. Ray O'Connell stated that the Resolution on the salary will be determined soon. The Resolution on the nominee/confirmation hearing will be determined soon. The ordinance will then be sent to committee.

Mr. Tom Hahn, 2016 E. Highland Street, asked Council to explain the balanced budget and the bonds that were taken to balance the budget.

Mr. Ray O'Connell stated totally irrelevant to the Resolution and totally irrelevant to the Motion.

Mr. Glen Hunsicker, 844 S. 11th Street, stated that he is not disfavored of these people being promoted. They all should be promoted in some degree. The amount of increases Council should address. This percentage of increases are very high. The Mayor is robbing the vacancy report. What happens next year?

Mr. Lou Gentile stated that he is the President and Founder of North Star Construction Management, 645 W. Hamilton Street, and wanted to tell Council about him working with the city. It is an amazing thing. He worked in eight states and throughout the Lehigh Valley and Craig and his staff are

tough, but fair. There is no other place like this. The whole staff is phenomenal.

Mr. Roger MacLean pointed out a few things in the salary comparison. In looking at the salary figures and I see cities in California, I almost automatically want to eliminate them. He went over the median incomes in the California cities. He stated that two paramedic positions have been vacant since the beginning of the year. If we got this money, why didn't we hire the two paramedics. He stated that we get the budget presented to us on November 2nd. He asked the Mayor how would he address a deficit. Would you raise taxes or find places where you can cut?

Mayor Ed Pawlowski stated that he doesn't understand the whole budget thing because this amount is not going to sway this budget. We are talking about a budget of \$100 million. He stated that he would look at variety of ways and we are working on the budget. The budget will be balanced like it has been in the past 11 years.

Mr. Ray O'Connell stated that we had 60 days to act. I picked the date. If we don't act on a confirmation within 60 days, they are in.

Mayor Ed Pawlowski stated that he chose to put forward these individuals. It is up to you to decide.

Mr. Julio Guridy stated that your presentation is the same thing we got in an email. He has the upmost respect for all of them. As I talked to the other employees in the city and I am the Chair of the Finance Committee and I agree the amount is not that much. The employees are seeing the positions getting \$26,276. He stated that what he just said doesn't reflect the value, what you are worth or how much a good job you do.

Mayor Pawlowski stated no. We are giving him a \$20,000 raise. He is making \$99,000. He asked Mr. Guridy to tell him an organization or business in this world or this country where the lower employees are not envious of the upper employees. Why can't you approve them tonight?

Mr. Ray O'Connell stated that is part of the process. I am fully aware of the process. You bring forth the nominees, we talk about the salaries, we have a Confirmation Hearing and we vote yes or vote no.

Dr. David McGuire stated that we have three nominations of current city employees and my comments refer to these. I support their promotions and support the existing salaries without bias. The concept of a balanced budget is an artifact. The 2016 budget was submitted and balanced and motions for borrowing \$4.5 million to make up for some financial shortfall

and now for the next eight years we will be paying \$800,000 a year for that.

Mayor Pawlowsk stated that the budget that was proposed and voted on by this Council was an interfund transfer from one fund to another. We did not borrow it from a bank.

Mr. Ray O'Connell stated that we all know ranges. The actual salaries are what they get paid. What is in the budget is their actual salaries in the 02 account. He has a concern. We are using money from a vacancy report in which we should be filling those positions. He stated that he has concerns on the other vacancy reports. You have to bring forward a balanced budget. He has a concern looking at the increases at a time where we didn't see the 2017 budget. Let's do it at the appropriate time during budget deliberations.

Mayor Ed Pawlowski stated that it is not going to make any difference from now and three weeks from now.

Ms. Cynthia Mota stated that she has worked with Mr. Messinger and everyone knows him and knows that you extremely intelligent and very capable and she really wants to see this happening after we get the budget.

Mr. Ray O'Connell stated that in this economy, we have no idea where this country is going to go after November 8th. In this economy, there are people that go to work on a daily basis and they are thinking and hoping to get 3 percent or 2.5 percent. A 20 percent increase from \$100,000 to \$120,000 that's a lot. We can deal with this during budget deliberations.

Mayor Ed Pawlowski stated that let's hypothetically take Julio's number of \$10 million, what is \$69,000 going to do. Do you think it is going to make a difference?

Mr. Ray O'Connell stated that what's happening here and there is management in a school system and management in Community and Services for Children, Air Products, Mack Trucks and PPL. For an organization to thrive and move forward is that you start here and you see upper management going up.

Ms. Candida Affa stated that this can go on and on. It's obvious how her colleagues feel, but she feels different. We are here as Council to make sure our city is running the right way. We have the best here and I believe that not only do we have to worry about the budget and the \$69,000 extra it will cost us, but we have a responsibility to make sure our streets are safe.

Mr. Ray O'Connell asked anybody else on the dais. We are voting on the Amendment.

Mr. Craig Messinger stated that he knows they are talking about salaries and what the department has been doing under his leadership. Do you realize in the last two and a half years the garbage contract was done differently and we saved \$2 million a year for the next nine years. Over \$3 million of grant came in that I requested in the last 2 1/2 years and \$3 million in federal funding for Mack Boulevard.

Mr. Ray O'Connell thanked Mr. Hanlon and stated that they will now move on to Confirmation Hearing for Mr. Messinger.

Mr. Craig Messinger withdrew his Confirmation. At this point in time, I prefer to stay Interim Director until such notice of whether this job is available and/or if I find employment at another place.

[15-1131](#)

6:30 PM R163

Approves the Appointment of Keith A. Morris as Police Chief at the current budgeted salary of \$117,300

Attachments: [R163](#)

[Letter of Support for Keith Morris for Chief of Police from Timothy Snyder - Queen City Lodge #10](#)
[KEITH MORRIS RESUME.pdf](#)

[R163 - Keith A. Morris Chief of Police with Memo and Resume](#)

Mayor Ed Pawlowski stated that he needs to know if the Police Chief wants to continue at the salary of \$117,000.

Mr. Ray O'Connell stated that the Resolution that was just read approves Keith Morris as a Police Chief at the currently budgeted salary of \$117,000.

A motion was made by Candida Affa, seconded by Cynthia Mota, to Suspend The Rules and change Chief Morris salary to \$130,000. The motion failed.

Mr. Roger MacLean stated that the Hearing is not about him, but about the Department Heads. He stated that he is disappointed in Mr. Messinger. He stated that he made a commitment to this city back in 1974 when he took the Oath to become a Police Officer and he fulfilled that.

Mr. Craig Messinger stated that he had stated that he would do the Interim Director's position.

Mayor Ed Pawlowski stated that Council changed the perimeters of what

these people were offered.

Mr. Ray O'Connell asked any comments from my colleagues about the motion that was made by Ms. Affa and seconded by Ms. Mota.

Mr. Kenneth Heffentrager, 214 St. Cloud Street, stated that the last Chief got \$139,000 and why is he \$130,000. I believe this man is far more qualified. This is technically a decrease in position.

Ms. Janet Keshl, 119 W. Wabash Street, stated that for both the Chiefs. They are well deserving of every cent they get. I think a Chief of Police deserves more money than somebody else. They put their lives on the line.

Mr. David Keshl, 119 W. Walbash Street, stated that he doesn't know the date when Chief Morris came to Mountainville. He always spoke from the heart. He stated that he deserves it.

Ms. Milagros Canales, 530 W. Allen Street, stated that she would like to support the current police Chief. He did a tremendous job on outreach. Under his direction, the youth has a better understanding of what our police officers go through. She stated that she definitely believes he deserves the \$130,000. He is a great guy who believes in our community.

Ms. Shirl Comick, 1942 W. Chew Street, stated that she is here on behalf of Chief Morris. In her former position as the President of the Allentown Branch of NAACP we requested that he shares his vision for the city. We were satisfied with that. He spoke at the King Program. She stated that one thing she can say as a full-blooded Allentownian is that this man has a heart for our community.

Ms. Patty thanked Mayor Pawlowski for choosing Chief Morris and thanked Mr. MacLean for choosing the Captians. We have a good bunch of police officers. Blue Lives Matter, everybody matters. She stated to Chief Morris that the community appreciates you.

Mr. Tyrone Russell, 224 E. Howells Street, stated that he is praying for Chief Morris. He stated that he called Chief Morris and asked him to talk to a group of kids on a Leadership Panel and he said yes. He sat on a panel and I asked him the toughest questions. There were 200 kids and he stood up with confidence and began to give his thoughts. I have seen nothing, but action from Chief Morris. Not only to give him a raise, but his position would be a benefit to the entire Allentown community.

Mr. George Shaller, 622 1/2 Park Street, asked this small, minuscule .006 what matters this quick flip is going to have to do with the pension

packages and the obligations.

Mayor Ed Pawlowski stated that it has nothing to do with the Pension Package or the obligation.

Mr. Roger MacLean stated that no one on Council is sitting here stating that these people are not deserving of these raises. We are saying bring that to us in the budget in January and it might not be an issue.

Mayor Ed Pawlowski stated that think about this, we are asking these gentlemen to move into the city and make a commitment tonight. We don't pay moving costs. if there is a tax increase, you are saying they are not worth this money.

Mr. Roger MacLean asked what guarantees did they have when they were interim for six months, eight months a year, none.

Mayor Ed Pawlowski stated that they are making these decisions based on these perimeters. And, now you want them to make the decision with an unknown factor.

Mr. Daryl Hendricks stated that the problem is the timing. The budget is coming out in two weeks, why were they brought forward now, rather than in three weeks from now.

Mayor Ed Pawlowski stated that the legislative agenda. Do you want to mix all the appointments in with the agenda?

Ms. Candida Affa stated that these four people came up for Confirmation to confirm we will give them this appointment on the basis of the salary that the Mayor requested. I for one understand what the Mayor is saying.

Mr. Ray O'Connell stated that there are two different issues. One is salary and that is the Resolution and the Confirmation Hearing would be the next part. Any other comments from my colleagues?

Mr. Julio Guridy stated that he doesn't think that none of us discussing if they are worth that amount of money or not. Mayor, you chose the wrong time to bring it to us.

Mayor Ed Pawlowski asked when is the right time. I put forward as according to the Charter. You guys set a date and that is why we are here tonight.

Ms. Cynthia Mota stated that she only can say positive things about the

Chief. She sees him walking the streets and interacting with our youth and building relations. He is doing a great job. She stated that she would hate to see him leave, but three weeks is not long.

Chief Keith Morris stated that he is extremely disappointed. When the Mayor came to him and offered him the permanent position, he accepted knowing that he was going to have to uproot his nine year old daughter and he has a senior in Salisbury High School and bring them into the city. He was committed to doing that when he took the position as the Interim. When I took this job last year as the Interim, I didn't take it for any other reason than the officers sitting here and the community members who spoke on my behalf today. I will move forward. Each and every one of you committed to re-evaluating this at budget time and I will hold you to that.

Mayor Ed Pawlowski stated that this department is a critical department in the city. It makes up the largest portion of the budget with oversight of over 240 individuals. Chief Morris was sworn in as Interim Chief in October to replace Chief Fitzgerald. Chief Morris has done a fabulous job. The city's crime rate has continued to improve under his leadership. He has earned the title of Police Chief and the salary he was proposed. He stated that Interim Chief Morris has done a tremendous job over the past year and has proven himself capable and competent in the position as well as the Police Chief.

Mr. Ray O'Connell asked any comments from my colleagues on the Confirmation of Keith Morris as Chief of Police.

Mr. Julio Guridy stated that he thinks and he doesn't want the public to get it wrong. We will all vote positive on this. My concern is the way it was brought to us. He stated that he is proud to have Keith Morris as the Police Chief. It should be brought at the right time.

Mayor Ed Pawlowski stated that we are talking about the budget. What has been for me for the past 11 years, and for Mayor Roy Aflerbach for four years and Mayor Heydt eight years before that and Mayor Dadonna for 16 years before that. Where any appointment that comes up during the course of the year before City Council. What you are saying to me now, that I should not bring up any appointments except during the budgetary process.

Mr. Julio Guridy stated no. Before you hire somebody, you should talk to us.

Mayor Ed Pawlowski stated that are you telling me that I did not have a conversation with you about the hires and salaries.

Mr. Ray O'Connell stated that at one point you would start people and call them Directors and then come to a Confirmation Hearing.

Mr. Daryl Hendricks stated that he had the honor and privilege working with Keith Morris and he has done a fantastic job and your work ethic was next to none. We will address this at budget time.

Mr. Roger MacLean gave Keith Morris accolades and echoed the sentiments. It is just the timing.

Mr. Ray O'Connell stated that when you open testimony to the public and you hear from Ms. Comick, Ms. Canales, Mr. Russell and those are people working in the community every day. You have the community backing, the Keshls. I have the pulse of the city and you are doing a tremendous job reaching out to the community.

Mr. Kenneth Heffentrager, 214 N. St. Cloud Street, stated that Keith Morris was sworn in October. Chief Fitzgerald never returned an email to us. When Chief Morris was sworn in, I asked him to come to our 10th Ward meeting and nine days later, he showed up. People have started noticing. This is a fantastic choice that should have been made earlier.

Mr. Ray O'Connell asked any comments from my colleagues or the public.

Yes: 7 - Ray O'Connell, Julio Guridy, Daryl Hendricks, Cynthia Mota, Candida Affa, Roger MacLean, and David McGuire

Enactment No: 29331

[15-1132](#)

7:00 PM R164

Approves the Appointment of Lee Laubach as Fire Chief at the current budgeted salary of \$110,160

Attachments: [R164](#)

[LEE LAUBACH JR RESUME.pdf](#)

[R164 - Lee T. Laubach, Jr. Chief of Fire with Memo and Resume](#)

Mayor Ed Pawlowski asked Mr. Laubach if he still wanted to move forward or do you need time to think about it.

Chief Laubach stated that he prefers to do what Chief Morris and he would be looking for that going forward and because of all the guys that advocate and support me, I would like to move forward with the Confirmation.

A motion was made by Candida Affa to Suspend The Rules and change Chief Laubach's salary to \$125,000. The motion failed:

Mr. Ray O'Connell asked comments from my colleagues about this Confirmation.

Mayor Ed Pawlowski stated that the Fire Chief oversees the department of 158 individuals which includes the management of the city's EMS and in addition, the Fire Chief acts as the emergency management coordinator. Interim Chief Laubach has done a tremendous job managing the department and overseeing the tasks associated with emergency management coordination. He also handles and has trained the city arson dog, Judge who just won a National award. He has confidence in this administration, the fire department and the community. He is a 23 year veteran of the department and served as interim Chief since February 2015. He served as Deputy Chief of Operations. He joined the department in 1993.

Mr. Jeremy Warmkessel, 936 Hawthorne Road, stated that he is a Lieutenant on the Allentown Fire Department for the past 15 years and also the current Vice President of the International Association of Firefighters. He stated that Chief Laubach took over the department and the morale was at a pretty all time low. The grievances and unfair labor charges were at a all time high. Chief Laubach has the full support of the men and the union. His pay raise could be paid just in grievance arbitration and unfair labor charges alone. He does a fantastic job.

Mr. John Stribula, 2629 Chew Street - President of Allentown Local 303 International Association of Firefighters, stated that he won't belabor the points that Jeremy just brought to you. You could not have picked a finer candidate. He stated that Lee, throughout his career, I worked with him since 1995 has been committed to the fire department and all its resources, including the human resources. He doesn't carry an ego with him. He is genuine, real and knowledgeable and encourage Council to accept Chief Laubach's appointment.

Mr. Matthew Brett, Circle Road, Lynn Hartsville - representing the Emergency Medical Services, stated that they are 31 people strong and running 16,000 calls a year. Mr. Laubach was given the job of taking us over and he has done a fine job. He works with us day in and day out. We are missing a position and he is taking that head role.

Ms. Milagros Canales, Old Fairgrounds, stated that recently she has been working with the Fire Chief with Upside Allentown and he is very knowledgeable on fire safety and if I have a question, I ask him. He is approachable and he does not have an ego. If we have an event and I ask for a fire truck at the event, he makes sure he answers his email at a timely

fashion. He is always a phone call away. She would hate to have to lose him because he is very professional.

Mr. Ray O'Connell asked any other comments from the public or follow-up comments from my colleagues.

Mr. Daryl Hendricks stated that as the Chair of the Public Safety Committee in the past year, he had the privilege of working with Mr. Laubach. He has been very responsive, receptive and open. I really do appreciate the great job you are doing. We would definitely look at this during budget negotiations.

Chief Lee Laubach stated that Judge is zero cost to the city. He stated that he knew when they first got him that he would have to get everything sponsored either by private groups or vet care and food by Alpo, Purina and getting equipment to the city.

Ms. Candida Affa stated that number one arson dog in the country.

Mr. Julio Guridy echoed what his colleagues stated and said he sees the work Chief Laubach has been doing and everybody loves you for doing such wonderful work. Last year, I proposed an extra EMS person and they didn't even hire that person.

Mayor Ed Pawlowski stated that he just wanted to point out that the officers think that he is worth the salary I proposed.

Mr. Roger MacLean congratulated Chief Laubach and stated that he has his full support.

Mr. Ray O'Connell stated that he has known Lee since fifth or sixth grade. His dream was to be a firefighter and he became a firefighter and has done an outstanding job. When your rank and file talks in your support, he knows. You are doing a tremendous job.

Yes: 7 - Ray O'Connell, Julio Guridy, Daryl Hendricks, Cynthia Mota, Candida Affa, Roger MacLean, and David McGuire

Enactment No: 29332

[15-1133](#)

7:30 PM R165

Approves the Appointment of Michael A. Walker as Director of Community and Economic Development at the current budgeted salary of \$104,000

Attachments: [R165](#)

[MICHAEL WALKER ESQ RESUME](#)

[R165 - Michael A. Walker Director of Community and Economic Development with Memo and Resume](#)

Mayor Ed Pawlowski stated that the Department of Community and Economic Development is a department he knows well. He served for several years and it includes the Health Bureau with 87 employees, Building Standards and Safety, Planning, Zoning, Federal Grants Administration and oversees all the CDBG programs, housing, community development, social programs, rental programs, health, redevelopment, public art, job retention, business improvement and other economic development activities with a total budget of \$8.2 million. The Director serves the staff of the Redevelopment Authority, and Commissions. He stated that Michael comes well qualified for the position. He was the President and Chief Executive Officer for Community Services for Children in Allentown. He gave Council for approval Michael Walker as Director of Community and Economic Development. He did agree that he would take the position at the current salary.

Mr. Ray O'Connell thanked the Mayor and welcomed Mr. Walker. He stated that Mr. Walker agreed to take the position at \$104,000.

Mr. Michael Walker thanked Mayor Pawlowski and stated good evening Councilmembers. He stated that it is a privilege to be considered a candidate for the position of Director of Community and Economic Development. He stated that his career spans almost 30 years grounded in the service of families and building communities. While in Congress, he served as the highest ranking attorney to the then ranking Democrat on the House Appropriations Committee. Under Congressman Fattah, we add more than \$300 million in sponsoring federal seed money and technical support for manufacturing initiatives. He worked closely with the federal grant managers and grantees. In my career, I worked to make structural changes in Philadelphia and developing over 2,000 jobs to the unemployed and underemployed. He fought to change the landscape. In my legal and nonprofit career, I worked tirelessly to provide housing counseling and foreclosure prevention. As a volunteer and a lobbyist I worked to change brownfields and empty lots into thriving urban parks in Philadelphia with the Philadelphia Parks Alliance. He partnered with Walmart to develop a small business incubator. The Philadelphia Pyramid Club named him the 2006 Executive of the Year. Governor Rendell named him the member of the Commonwealth's Advisory Team for African Americans. He stated that he didn't start working for the Congressman until 2011. He stated that he proudly built a career in serving the public's interest, improving the lives of family and empowering communities. He stated that he is a proud husband and father of three beautiful children. He stated that he would suggest that he is appropriately qualified for the position. He stated with Council's help and the Mayor's help he can bring a benefit to the City of Allentown.

Mayor Ed Pawlowski stated that Mr. Walker is on numerous boards and a well-rounded individual. He brings a wealth of experience to this particular experience and highly recommended for approval and appointment.

Mr. Roger MacLean stated that he knows Mr. Walker from Community Services for Children. He asked about the gap in his resume from 1999 and 2003. He asked what took place between 1999 and 2003.

Mr. Michael Walker stated that he was in law school. He graduated from law school in 2003.

Mr. Julio Guridy welcomed Mr. Walker and stated that you heard some of the comments in the paper and the issues with you and there have been a lot of questions on why you left the previous jobs.

Mr. Michael Walker stated that he had a tremendous opportunity when he left Congress to come to Allentown to work as the President and CEO of Communities and Children. He left there prior to his annual. He received his evaluation and was given a raise and a bonus and was doing quite well. He had a conversation with the mayor about the opportunity to become the Managing Director for the City of Allentown. The mayor gave me an opportunity to serve the entire population of Allentown and he resigned.

Mr. Julio Guridy stated that by the time you resigned, you already knew you were going to get a job here, but you also knew that you have to go through Council.

Mr. Michael Walker stated no question about it.

Mr. Julio Guridy stated that you mentioned earlier that you worked with Congressman Fattah and did a lot of wonderful things in Philadelphia. He stated that he doesn't personally judge Mr. Walker for looking for greener pastures. Do you still live in Philadelphia and are you planning to move to Allentown?

Mr. Michael Walker stated that he lives in Collegeville by the Kings of Prussia Mall. During my time at CSC he agreed to become the President and CEO, it was his intention to move to Allentown. They gave him a little bit more than a year to move to Allentown. He understands this job entails moving to Allentown.

Mr. Julio Guridy stated that there is an Assistant Solicitor here that is being investigated by the FBI. Whatever he did and if someone else in that department wants to look for a job, it has nothing to do with the investigation I would not hold it against that person.

Mr. Daryl Hendricks stated that as my colleague Mr. Guridy spoke of, the city is currently embroiled in an investigation with the FBI involving public corruption. He stated that he finds it difficult to accept from Mr. Walker that he had no knowledge of the situation with Mr. Fattah having worked for him and being the Chief Counsel for the office. He asked is that correct. He stated that is problematic for him.

Mr. Michael Walker stated that is correct. He asked what part is problematic for you.

Mr. Daryl Hendricks stated that fact that you worked in the office and Mr. Fattah was convicted of public corruption, awaiting sentencing. He stated that said you were offered the position of Managing Director and then as you are here tonight, the Director of Community and Economic Development. Were you also offered the position of Public Works Director?

Mr. Michael Walker stated no, sir.

Mr. Daryl Hendricks stated you had said you had left Community Services for Children prior to your evaluation. He asked if he left there prior to him knowing if in fact you would have employment here. Were you promised a job here, by the mayor?

Mr. Michael Walker stated after my evaluation. He stated that is correct. He stated that he was under the understanding that Council had to approve the position. Sometimes you have to make decisions on faith. I believe strongly in serving people and serving children, serving communities and serving families. This was a greater opportunity to serve a lot more families.

Dr. David McGuire asked Mr. Walker how long did you work for Community Services. He asked the sense of the vetting process for the City of Allentown. He stated that he was invited to meet with Mr. Walker and I declined at that time. Who did you meet with prior to your starting.

Mr. Michael Walker stated for about 11 months. He stated that Dr. McGuire needs to address the Mayor on that question. He stated that he met with Councilman Guridy, Councilwoman Mota, Councilman O'Connell, and Councilwoman Affa.

Mayor Ed Pawlowski stated the Director of Human Resources. What are you asking? He was vetted through HR and went through Lexusnexis and did a drug test.

Dr. David McGuire stated that I am asking him. He is the candidate. He asked Mr. Walker when did he start being on the payroll. He asked Mr. Walker if he met with anyone in Community and Economic Development.

Mr. Michael Walker stated a week and a half ago. A couple of weeks. He stated yes.

Mr. Ray O'Connell asked during your last position as President of Community Services for Children, 11 months is not a long time to stay in the position. There were challenges and disagreements. What were the challenges?

Mr. Michael Walker stated that you suggest something that I am not aware of. When you serve over 350 employees, there certainly will be challenges and a budget of almost \$50 million you will have challenges, but during that time any challenges that I would have had at the job were typical to your normal work environment. We had an opportunity to take Community Services for Children which served 18 counties, to take to almost 26 counties to include a Community Action Agency and I met with Alan Jennings. He agreed with me to combine the two organizations. I didn't feel the board was fully in favor of expanding. The two organizations are not looking to combine any longer.

Mr. Ray O'Connell stated that what experiences do you have or possess in Community and Economic Development. Have you worked in the field of Community and Economic Development? What is your vision for Allentown Community and Economic Development Department? What qualifications you bring to this position? Give me some superlatives and adjectives? What is your vision? Where do you see yourself professionally in the next five years.

Mr. Michael Walker asked more than I suggested in my opening statement. He stated that the Urban League of Philadelphia and the Urban League was founded over 100 years ago on the Principles of Economic Development. Most of my career was founded on Community and Economic Development. It has to be organic and to understand Allentown more. He had several conversations with the Mayor and his team and he thinks building on the work that is being done downtown in the NIZ, the Waterfront, Upside Allentown and Seventh Street to marry those two corridors. Building on the opportunity to bring more millennials to the area and job creation and entrepreneurship to people of color. He stated I sit

here in front of you one of four percent of the entire country that can say there are an African American attorney. I passed the bar and a very bright man, humbly speaking. I worked in community development from the time he got out of undergraduate back in 1990s. I am a teambuilder and a servant leader by heart. My entire life has been grounded in service. Managing Director for the City of Allentown.

Mr. Kenneth Heffentrager, 214 N. Saint Cloud - Allentown Tenants Association, stated that we have an Interim CD Director. Was she even asked about taking this position?

Mayor Ed Pawlowski stated that he did approach Shannon. She lives in Nazareth and I stated that she would have to move into the City of Allentown and she declined. We are a minority, majority community here. Almost 48 percent of the population is Latino and the other 12 percent is African American. We need to reflect the population we serve. Mr. Walker stated that he really desired to be in public service again and I love the fact of being in the public sector. He called his references and asked if they would hire him and they said absolutely, without a doubt. He went through LexisNexis, drug testing and I offered him a job and put him up for Confirmation.

Mr. Kevin Green, 209 E. Howells Street, stated that he has worked directly for the community. I believe the Lehigh Valley, especially Allentown is recruiting highly qualified people. I don't think that we did a good enough job to keep those people. I own a home here, do things in the community, own a business and now has my first child. Mr. Walker definitely has the qualifications. He is the kind of person that has the insight and the experience in many different areas for a new kind of vision. Allentown will be the beacon of what will go on in the entire region.

Mr. Dan Bosket, 730 Blue Heron Drive, stated that he has been a Director at Community Action Development Corporation in Allentown for the 12 years and President of the NAACP for last 15 years, ending about a year ago. I worked with all the economic departments here in the City of Allentown. Listening to Mr. Walker's resume, I would say that he is more than qualified. As a resident of Allentown and someone who grew up here in Allentown, my concern is that we want to move the city forward. When you hire talent, talent has the ability to grow into what ever the challenges are going to be. He encouraged Council to make their choice about are we going to be better off hiring a person who I feel is uniquely qualified to help Allentown move forward.

Mr. Shane Fillman, 416 N. 8th Street, stated he hopes Mr. Messinger accepts the position, he is doing an excellent job. The Police Chief and the

Fire Chief are excellent appointments. He commended the committee for being fiscally responsible. Everyone wants to be paid a fair wage. Mr. Walker is a well educated and articulate person. There are concerns that I have. I find it difficult to believe with an FBI investigation and several key leaders and executive staff going down and even Mr. Pawlowski's own attorney even feels confident that he will be indicted. Based on that and this gentleman's affiliation with the Congressman who was indicted on 23 felony corruption charges and he was the Chief Counsel. His resume seems very impressive. It seems strange that he is willing to accept a job paying \$104,000 when in Philadelphia he can get easily two or two and a half times that salary. He finds it interesting that the other job lasted 11 months. I am not 100 percent sure he is the right candidate for this city.

Mr. Michael Walker thanked Mr. Fillman for his comments. That is the part of the reason I came to Allentown and stayed in Allentown because of the passionate people who care deeply about, not only the community but this position. Once we were hired we were aware of Congressman Fattah's situation, but I was not his Chief Counsel at the time these things occurred.

Mr. Tom Hahn, 2016 E. Highland Street, stated that the gentleman before me questioned salary. If someone can give me an idea of what the salaries were on the different jobs that he had and how it compares to taking this job. The admission by Mr. Walker that he plans on being the Managing Director that indicates that was collusion by him and the Mayor to hire him.

Mr. Ray O'Connell stated to Mr. Hahn that Mr. Walker is being nominated for the Director for Community and Economic Development.

Mr. Michael Walker stated that he appreciates the passion in which folks express their views. The question was posed to me, where will I be in 5 years, if you asked me in 10 years, it will be my hope to run for public office. I did not want to bill hours, but to serve the public like my granddad. It is a family decision. I can make a little bit more money, but in terms of the value to my life and looking myself in the mirror, looking at my son and two daughters and my wife and to suggest that I would make a decision based off of money is misplaced. I am a servant leader. This is what I choose to do understanding this is a family decision and I will be making a little bit less than when I was practicing law.

Mr. Ray O'Connell asked any other comments from the public or my colleagues.

Ms. Candida Affa stated that we met and I interviewed you before the resignation from your previous job. I was impressed by you and actually

told you that you had my vote. The question in mind is quitting an \$133,000 job in 11 months and wanting a job in the city for \$104,000. As far as the Congressman, I never for one time entered the thought that if someone is associated with or works for someone. It could happen to us and that never has been a question in mind. You are leaving Philadelphia for an \$104,000 job here. She stated that she is concerned.

Mr. Michael Walker stated that as a Solicitor, we go to court to ensure that our facts are right or we get in trouble. I am not sure where you got the \$133,000. My wife is going where did the rest of the money go. It was \$120,000 to start. The Mayor offered me the same salary to serve a lot more people. Once we met and you gave me a favorable nod, I didn't want to go down the road trying to get a job, meeting with all the people here while employed somewhere else. I thought that would be disingenuous. It was a great opportunity to serve a lot more people at the same exact salary.

Ms. Candida Affa asked when did you accept \$120,000 down to \$104,000. She asked is his aspirations are to go into politics.

Mr. Michael Walker stated that this is the first time hearing about the \$104,000. That is the Resolution.

Mayor Ed Pawlowski stated that today I texted him asking if he is still willing to take this job at \$104,000 and he texted me back and said yes.

Mr. Ray O'Connell stated that as soon as he came up, the Mayor alluded to that with Mr. Walker.

Mr. Michael Walker stated that at the time it was \$120,000 and today, it was \$104,000. I would be disingenuous again to make a decision off of money. It is really about service and when I said what I will be doing in five years, it is certainly my hope to always move up. It would be to follow into the footsteps of my granddad. That has become a lot more difficult.

Mr. Julio Guridy stated you and I met and I found you to be very smart and eloquent. The one question ask about meeting with the community. Would you be amenable to meet with the community?

Mr. Michael Walker stated that in his short time at Community Services for Children I joined three separate boards and volunteered at night to serve on a committee to help youth in a diversionary and impact program. I am a big believer in serving the community and I understand the problem of blight here.

Dr. David McGuire stated that on the resume it says Senior Legal Counsel for House Appropriations Committee. I read it in two different ways: 1. I am Chief Attorney for the Congressman or I am Chief Attorney for that committee for which the Congressman serves. Is one of those or both appropriate for your situation?

Mr. Michael Walker suggested that the job I had in the Congressman's office was not unlike the current Solicitor's job with the Mayor. I worked with and for the Congressman. I worked for the Second District of Pennsylvania serving in the United State House of Representatives. The assigned Congressman was the ranking Democratic in the House Appropriations Committee.

Dr. David McGuire stated that he is trying to clarify. Your main work was to do the appropriations type committee work on behalf of the Congressman and carry them out in 2nd District. On you business card for the city, does it say Mr. Walker, Esq.?

Mr. Michael Walker stated that is correct, as well as across the country. He stated yes. I expressed to the Solicitor that I had a Law Firm and it is listed on my resume. I would like to work in Allentown and while I am here I will not be performing work or duties in my law firm.

Dr. David McGuire asked the Mayor did you get a recommendation from Community Services for Mr. Walker.

Mayor Ed Pawlowski stated that he tried. Many employers nowadays refuse to comment only saying that you have worked there. I called individual board members and one is the current president of Penn State - Lehigh Valley and I asked her, her interaction with Mike on the board and she said it was fantastic and he did a great job and she would hire him if she had a position. She had nothing, but compliments. From other board members, he got nothing but good feedback.

Mr. Michael Walker thanked his colleagues that already passed and decided to stay to hear this out.

Mr. Daryl Hendricks stated to Mayor Pawlowski that he finds it troubling that he seems to have been doing all the research on Mr. Walker and haven't used the Human Resources Department. He asked if they were involved since the beginning.

Mayor Ed Pawlowski stated that is not true. I do the research on every appointment. I personally call the references. I personally get involved because this my cabinet. These are the people that I directly work with. I

have the Human Resources department actually vet them through as well. I ask the Solicitor's office to run a LexisNexis as an additional vetting.

Mr. Michael Walker stated that the Mayor said that previously that I did go through HR. I had my drug test and vetting.

Ms. Cynthia Mota stated that she met Mr. Walker and was very impressed with him, resume and demeanor. We do need diversity in the city. I find it difficult to understand that a person with such a great resume, a lawyer, that can be making so much more money elsewhere, why here in Allentown making so little money.

Mr. Michael Walker thanked Ms. Mota for the question and stated again, when I was offered the opportunity it was the same salary that I was making previously. I am passionate about service and that is it. I began my career in psychology and special education.

Ms. Candida Affa stated that as far as the application and interviews with other people, the Mayor did give me three numbers to call. The present of Penn State University did him glowing remarks. The man from Philadelphia, I called him and he said the same thing. My only problem is that it just seems like that you are a job hopper and I have a problem with that.

Mr. Michael Walker stated that he learned that it was less money today. It wasn't for less money, it was for the same amount of money. I worked at the Urban League going on four and a half years. I worked in Congress for four years and we got a lot of things done.

Mayor Ed Pawlowski asked Ms. Affa if she wanted him to get a less qualified person for the job.

Ms. Candida Affa stated no, that is not what I am stating. My concern is that he may be here for a year or two and it is not a good fit and it is off to something else.

Mayor Ed Pawlowski stated that it is not uncommon for someone to take a lower paying position, if you have passion. I did it myself. I understand what service means. Money isn't everything. He asked Council to Confirm Mr. Walker tonight.

Mr. Ray O'Connell asked any other comments from my colleagues.

Yes: 2 - Julio Guridy, and Candida Affa

No: 5 - Ray O'Connell, Daryl Hendricks, Cynthia Mota, Roger MacLean, and David McGuire

ADJOURNED: 9:51 PM