



Minutes - Final

Public Safety Committee

Wednesday, March 4, 2020

6:00 PM

Council Chambers

Roll Call: Chair Affa, Hendricks, Zucal

[15-3448](#)

Bill 12 Public Safety, this evening
Amending the Civil Service Board (CSB) Rules for Police Officers that were adopted pursuant to the provisions of Article 155 of the Codified Ordinances by revising the rules for application and qualifications for appointment of Police Officers and Fire Fighters.

Attachments: [Bill 12 Police Civil Service Rules](#)

Mayor Ray O'Connell stated that the Firefighter was a typo. The Civil Service Rules apply for the Police Officers and Firefighters. He stated that the one they are talking about tonight; Bill 12 affects the Police Department. He stated that Assistant Chief Lake is with them to explain.

Ms. Candida Affa congratulated Assistant Chief Lake. She asked if he can further inform the committee of the Rules.

Assistant Chief Lake stated that this is simply a request for a Rule change. He stated that he was not at the recent Civil Service Board meeting, but was told that they unanimously voted for this Rule change. It consolidates the Rules that were found under Bill 66 which is a noncompetitive hiring process for police. It combines those with the existing Civil Service Rules as it relates to competitive hiring for police. He talked about the written exam and physical exam and allows them to create a list with many of the same Rules, but without the testing of folks that already sworn Police Officers that has Act 120 Training. That would shorten the process significantly and allow the city to get Police on the streets much more quickly.

Mr. Daryl Hendricks stated that in his experience it is something that the Police Department does need at this time. Unfortunately, he knows it is a two year window, with a one year extension. He stated that it will be sorely needed at the end of this Police Contract. There will be a number of officers reaching retirement age. Even currently, they are short 22 officers at this time.

Assistant Chief Lake stated that he had not planned to get into the details

about the current strengths.

Mr. Daryl Hendricks stated that the Police Department is at a point where this will help significantly to hire officers that are sorely needed and expedite that process. In doing so, it does not negate any of the background checks or the important things. They have to engage in a competitive testing process. These are officers that will be ready and fully vetted. Probably working someone else or not working. They will have the training and it will be very helpful to the city. It is beneficial for them to do this at this time.

Assistant Chief Lake stated that Mr. Hendricks is absolutely right and hit a couple good points. There is a possibility that many more officers will retire in the next year or two. It will allow the Police Department to gear up for that. In addition to the shortage that we already face. Many of the officers are already working. This is true. To be able to apply under this Rule change, they will have to already be certified or already certified for MPOETC, the governing ward of Police Officers in Pennsylvania.

Ms. Candida Affa stated that as Mr. Hendricks pointed out some of them might not be working. Do they have to go through any time of training.

Assistant Chief Lake stated that they have to be already certified through Act 120 or have completed the course to be able to immediately obtain their certification. If they are not currently working somewhere, they would not have their certification card. You only get that once you are hired. They would have to have all that training already and that is about six month worth of training and many of them would also have experience with another police department. They could hit the ground running.

Mr. Ed Zucal stated that they would still have to go through our procedural training.

Assistant Chief Lake stated that Mr. Zucal is absolutely correct.

Ms. Candida Affa asked if there were any comments from the public.

A motion was made by Ed Zucal, seconded by Daryl Hendricks, that this Bill be forwarded favorably to the full Council. The motion carried by the following vote:

Yes: 3 - Candida Affa, Daryl Hendricks and Ed Zucal

Enactment No: 15600

Adjourned: 6:04 PM