

April 18, 2024 Meeting Minutes
Mt. Lebanon Civil Service Commission
Mt. Lebanon Municipal Building, 6 p.m.

Present: Pat Cusick, Amanda D'Amico, Mitchell Bober, Police Chief Jason Haberman, Assistant Fire Department Chief Sean Daniels, Municipal Manager Keith McGill, Solicitor Phil Weiss.*

Call to order: The meeting was called to order at 6:00 p.m. and roll call was taken.

Citizens' Comments: None

New Business- Recommended Changes to the Municipality's Civil Service Rules & Regulations

The Solicitor outlined proposed revisions to the Municipality's Civil Service Rules & Regulations ("Rules & Regulations"), which require approval by the Civil Service Commission, followed by approval by the Mt. Lebanon Commissioners. These Rules & Regulations are primarily dictated by state statute that governs hiring, promotion, and discipline of police officers and firefighters. The April 2024 proposed revisions include the following: (1) certain nomenclature changes, including use of gender neutral language; (2) changes that incorporate recent changes in state law (Pa Act 57) establishing a state database of separation records of law enforcement officers in the Commonwealth; (3) revisions pertaining to the expiration period for the certified eligibility list for hiring in the Mt. Lebanon police and fire departments; (4) addition of an alternate scoring provision in the promotion process for the Mt. Lebanon police and fire departments; (5) addition of a provision permitting disqualification of an applicant, for reasons set forth in the Rules & Regulations, at any point in the hiring process; and, (6) inclusion of the title of Assistant Fire Chief in the Rules & Regulations.

Police Chief Haberman further explained the addition of an alternate scoring provision in the promotion process for officers. Assistant Fire Chief Daniels explained a nomenclature change that updates the former title of Platoon Chief to the current title of Fire Deputy Chief.

The Solicitor and Police Chief answered certain questions by the Civil Service Commission regarding these proposed updates to the Rules & Regulations.

Police Chief Haberman explained that the Commission would be receiving, in the next few weeks, a new list of eligible candidates for the Commission to approve from the most recent testing for new police officers. The Solicitor answered questions from the Commission pertaining to whether their role includes any review of candidate background information for candidates on the certified eligibility list.

Commissioner D'Amico made a motion for the Commission to accept the proposed revisions to the Civil Service Rules & Regulations. Commissioner Cusick seconded the motion. The Board voted unanimously in favor of accepting the changes and the motion passed.

Chief Haberman and Manager McGill explained that a Resolution will be presented to the Mt. Lebanon Commissioners for final adoption of the revisions at a May 2024 meeting of the Mt. Lebanon Commissioners.

Adjournment: The meeting was adjourned at approximately 6:35 p.m.

*Solicitor Weis participated remotely via video.