

**NORTHERN REGIONAL POLICE DEPARTMENT  
JOINT POLICE BOARD  
MEETING MINUTES**

**Wednesday, May 25, 2022  
Township of Pine Community Center**

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The meeting of the Northern Regional Police Department Joint Police Board was called to order at 7:08 P.M. by Chairman, Pasquale D. Avolio.

Members in attendance were Chairman; Pasquale D. Avolio, Vice-Chair; Victoria Laird-Pongrace, George Allen, John Marshall, Raymond Kendrick, Jack Candek, Casey White and Ryan Colombo. Also in attendance were Chief John Sicilia, Captain Bryan DeWick, Treasurer Jan Kowalski, and Solicitor Julie Aquino. Jason Bragunier was not in attendance.

Prior to the regularly scheduled public session, candidates were interviewed for NRPD Police Officer positions.

**Comments from the Public**– None.

**Presentation from Sgt. Blough- Staffing Study**

Chief Sicilia introduced the presentation and discussed how he assigned Sgt. Blough with the task of finding a pragmatic way to evaluate how many NRPD officers are needed to serve the residents of Pine, Richland, Marshall, and Bradford Woods. Inspiration for the assignment came from a conversation Chief Sicilia had with Marshall Township Board of Supervisors member, Mr. Robert Edwards, who questioned how the necessary number of officers for NRPD is determined.

Sgt. Blough presented a detailed analysis, citing studies by James McCabe and Campbell, Brann and Williams. From the data Sgt. Blough collected starting in the fall of 2021, combined with his utilization of various methods of analysis, he concluded that the NRPD does not currently have the staffing to meet the needs and expectations of the community. Sgt. Blough provided a series of recommendations to help resolve this issue, including the addition of sworn officers over a period of years.

Discussion took place following Sgt. Blough's presentation.

**Approval of Minutes from the April 27, 2022 meeting**

Motion was made by Victoria Laird-Pongrace, seconded by Raymond Kendrick to approve the minutes of April 27, 2022. The aye vote was unanimous. Motion carried.

**Chief's Reports**

Pasquale Avolio requested a motion to approve Chief Sicilia's April report. George Allen made a motion to approve, seconded by Ryan Colombo. The aye vote was unanimous. Motion carried.

## **Treasurer's Reports**

Jan Kowalski provided a financial update on the April Treasurer's report. Discussion took place.

Pasquale Avolio requested a motion to approve the Treasurer's Financial Report for April 2022. John Marshall made a motion to approve, seconded by Casey White. The aye vote was unanimous. Motion carried.

**Comments from Police Board Members** – John Marshall expressed how Sgt. Blough's presentation was very helpful.

Victoria Laird-Pongrace thanked Captain Bryan DeWick for a presentation he gave to the Bradford Woods Borough Council discussing the evolution of the Northern Regional Police Department and training that has taken place over the past few years.

**Old Business**– None.

## **New Business**

1. **Motion to approve NRPD Financial Statements and Required Supplementary Information for the Year Ended December 31, 2021 with Independent Auditor's Report (see supplementary packet).** – Discussion took place. Pasquale Avolio requested a motion for approval. Victoria Laird-Pongrace made a motion to approve, seconded by George Allen. The aye vote was unanimous. Motion carried.

2. **Motion to approve Chief Sicilia to attend the PA Chief of Police Conference July 24-27, 2022, as budgeted.**– Discussion took place. Chief Sicilia requested an amendment to include Captain Bryan DeWick as part of the motion to approve attendance at the PA Chief of Police Conference, as budgeted.

Pasquale Avolio requested a motion for approval as amended. Raymond Kendrick made a motion to approve, seconded by John Marshall. The aye vote was unanimous. Motion carried.

3. **Motion to decertify Officer/Candidate Hiring Eligibility List established June 23, 2021.** – Pasquale Avolio requested a motion for approval. George Allen made a motion to approve, seconded by Jack Candek. The aye vote was unanimous. Motion carried.

4. **Motion to certify current Officer/Candidate Hiring Eligibility List effective May 25, 2022.** – Discussion took place. Pasquale Avolio requested a motion for approval. Raymond Kendrick made a motion to approve, seconded by Casey White. The aye vote was unanimous. Motion carried.

5. **Discussion of interviews for New Hire Candidates with action to be taken.** – Discussion took place. Further conversation moved to Executive Session.

**Any Other Business** – Chief Sicilia discussed the substantial increase in overtime opportunities and requested guidance as to the possibility of Captain DeWick and himself working overtime shifts as needed. Discussion took place. Further information on the topic will be provided by Solicitor Aquino at the June 2022 Board meeting.

**Correspondence** – None.

**Executive Session- Personnel/Legal**

Chairman Avolio requested a motion to enter Executive Session at 8:27P.M. Motion made by Victoria Laird-Pongrace, seconded by John Marshall. The aye vote was unanimous. Motion carried.

Victoria Laird-Pongrace made a motion to return to public session at 8:48 P.M., seconded by John Marshall. The aye vote was unanimous. Motion carried.

A discussion of "Cost Analysis for New Hires" took place.

Victoria Laird-Pongrace made a motion, seconded by George Allen, to hire candidates Nico Alessandro, Patrick Rooney, and Nicholas Posa with a start date prior to July 1, 2022. Exact start dates to be determined by Chief Sicilia. The aye vote was unanimous. Motion carried.

**Adjournment**

Victoria Laird-Pongrace made a motion to adjourn at 8:49 P.M., seconded by George Allen. The aye vote was unanimous. Motion carried.

Respectfully Submitted,



Norma Ann M. McMichael

Administrative Assistant to Chief of Police, John A. Sicilia

Northern Regional Police Department