

**TOWNSHIP OF SALISBURY**  
**Lehigh County, Pennsylvania**  
**MINUTES FROM THE CIVIL SERVICE COMMISSION**  
**March 20, 2024 – 5:00 PM**

A regular meeting of the Township of Salisbury Police Civil Service Commission was publicly held on Wednesday, March 20, 2024 at 5:00 p.m. in the Township Municipal Building located at 2900 South Pike Avenue. Present were members Commissioners Darrohn, Lande, and Taylor. Also present were Ms. Bonaskiewich, Township Manager; Mr. Sabo, Chief of Police; Attorney Ashley, Counsel, and Township Commissioner Rodney Conn. No members of the public were present.

The Civil Service Commission Meeting was called to order at 5pm.

**APPROVAL OF MINUTES** – January 17, 2024

Mr. Lande made a motion to approve the January 17, 2024 Civil Service Commission meeting minutes as submitted. Mr. Taylor seconded the motion. The motion passed 3-0.

**NEW BUSINESS**

- **Motion to Void Current Police Officer Eligibility List (expiring 04/17/24)**

Chief Sabo explained that there is no one currently eligible on the list due to several of the individuals on the list either being hired by the Township or other municipalities. He noted that overall, the consortium process has facilitated and increased the number of candidates for the Township to potentially place on the eligibility lists. There is a new list being prepared by the consortium currently.

- **Motion to Authorize Proceeding with Testing Process for the Creation of a New Hire Police Officer Eligibility List**

Mr. Lande made a motion to authorize proceeding with testing process for the creation of a new hire entry-level police officer eligibility list. Mr. Taylor seconded the motion. The motion passed 3-0.

- **Motion to Appoint and Authorize a Panel of Officers from the Salisbury Township Police Department to Conduct the Oral Exams for the Creation of any New Hire Police Officer Eligibility List(s) in 2024**

Chief Sabo requested that Atty. Ashley review the pre-approved a list of questions that the panel selects from when questioning candidates. He noted that the panel is generally comprised of one high-ranking officer and two supervisors who participate voluntarily when available and the scores have to be within 4 to 5 points for each question. Mr. Lande if the polygraph is still performed which Chief Sabo is still being performed as well. The panelists are rotated out from time to time.

Mr. Lande made a motion to appoint and authorize a panel of officers from the Salisbury Township Police Department to conduct the oral exams for the creation of any new hire police officer eligibility list(s) in 2024. Mr. Taylor seconded the motion. The motion passed 3-0.

- **Motion to Appoint an Examiner to Conduct the Polygraph Examinations for the Creation of any New Hire Police Officer Eligibility List(s) in 2024**

Chief Sabo explained that the Township has been using Gregg Mrochko, a retired state trooper, who owns a polygraph company (GM Polygraph Exams LLC) which a number of police departments within the consortium uses. The questions that will be asked by the polygrapher are given to the candidates prior to testing as well. The Township and other municipalities are looking into sharing the costs for polygraphs.

Mr. Lande made a motion to approve appointing Gregg Mrochko of GM Polygraph Exams LLC to be the examiner to conduct the polygraph examinations for the creation of any new hire police officer eligibility list(s) in 2024. Mr. Taylor seconded the motion. The motion passed 3-0.

Chief Sabo explained that the background/polygraphs have been performed on groups of six candidates at a time.

### **OTHER BUSINESS/ROUNDTABLE DISCUSSION**

Mr. Lande inquired why was not placed School Resource Officers full-time in each one of the schools including the elementary school. Chief Sabo noted that there have been discussions with the School District which is being looked into.

Chief Sabo noted that once a candidate has been selected for promotion to the Lieutenant position, if the Township decides to promote internally, then there would be future testing needed to fill the vacant position that the individual is promoted from.

Ms. Bonaskiewich noted that the current testing through the consortium and subsequent exams should be completed in time to have a draft eligibility list compiled by the next Civil Service Commission meeting in May 2024.

### **PUBLIC COMMENT**

No public was present for comment.

### **ADJOURNMENT**

Motion to adjourn the meeting by Mr. Taylor, seconded by Mr. Lande. The meeting was adjourned at 5:23 p.m.