

**UPPER FREDERICK TOWNSHIP**  
**BOARD OF SUPERVISORS SPECIAL MEETING MINUTES**

**February 22, 2024**

Please reference audio posted on Upper Frederick Township Website for more detail – time stamps are noted next to agenda items(x:xx)

The Special Meeting for February was called to order by the Chairman at 6:00 PM.

**TOWNSHIP REPRESENTATIVES IN ATTENDANCE:** William Landman, Chairman; Lisa Fischer, Vice-Chairman; Sean Frisco, Supervisor; Kenneth Picardi, Solicitor; Richard Alquist, Solicitor; Kate Hanna, Record Keeper

**OTHERS IN ATTENDANCE:** Mike Petosa, John Homa, Bill Karaffa, Bob Marriot, Tracy Harper, Dawn Grove, Dave & Ellen Garlich, Desra Keenan, Rob Keenan, Kevin Murray, George Jones, Mark Nolan, Bruce Fries, Jason Parkins, Matt Beidler, Donald Cabot, Dennis Hatcher, Rick Buckman, Les Benzack, Julene Steigelmann, Jeffery Steigelmann

**Pledge to the Flag (0:00:39)**

**Announcement of Executive Session (0:01:11)**

Mr. Landman stated executive sessions were held on February 16, 2024 & February 22, 2024 to discuss personnel matters.

Mr. Frisco questioned the February 22, 2024 Executive Meeting, he stated he was not aware of this happening. Mr. Landman and Mr. Picardi stated Mr. Frisco was notified via email and Mr. Picardi attempted to call Mr. Frisco at 8:30 am.

Mr. Frisco discussed the timeline of the executive session. Mrs. Tackett submitted a 90-day resignation letter on 2-16-24, There was an email between supervisors to schedule an executive session. It was decided on 2-19-24 at 2:30 pm to hold a session on 2-20-24 at 8:30 am.

**Public Comment (0:03:43)**

*Kevin Murray* – Mr. Murray stated Tracy is an excellent manager. She has shown professionalism and respectfulness in a thankless job. It is not professional of the BOS to accept her 90-day resignation and not be willing to allow her to finish out her current duties during this time and onboard a new manager. The Township will now have to pay 2 possibly 3 salaries, this could be considered wasteful spending.

*Buck Reed* – Mr. Reed agrees with Mr. Murray. New administration, since the new board there has undermining, information that the new board need to have and has not received. He believes the website is inaccurate, meeting agendas are inaccurate. He believes there is doctored paperwork online. He believes there is a fraudulent website online. He also stated there is “fraud” within the township but would not clarify what the alleged fraud may be.

*Rick Buchman* – Agrees with Mr. Murray. In any political office there is high turnover. What keeps it moving, is the staff in the office. They potentially have more knowledge than the newly elected officials. You don’t know what you don’t know yet. He stated if she gave 90-day notice it should be accepted so she can get everyone up to speed. Its senseless to pay 2 salaries during this time.

*Dennis Hatcher*- Stated Mrs. Tackett has a lot of knowledge that you can’t just drop and replace. This is a situation that requires time to pass her duties and transfer her knowledge.

*Jeff Zawada*- He has never had an issue getting information when requested. Unless there is something that she did to create this situation, she should be allowed to finish out her 90-day period. The township is giving up a lot of valuable knowledge if they just let her go.

## **BUSINESS BEFORE THE BOARD**

### **Discuss, Deliberate & Take Action on Resignation Submitted by Township Manager (0:15:06)**

Mr. Frisco questioned Mr. Landman on why Mrs. Tackett is resigning. Mr. Landman stated he cannot comment. Mr. Frisco requested that the resignation letter be read as to why she is resigning. Mr. Frisco inquired why Mrs. Tackett cannot finish out her 90-day resignation. Ms. Fischer reached out to another township as well as Mr. Landman reached out to PSATS. It was recommended to them that when a manger is not aligned with the BOS that the resignation should be accepted and she should not be allowed to finish out her agreement. Mr. Frisco responded that he thinks it’s more that she’s not in alignment with Mr. Landman, and explained that it’s not wise to terminate her right now. He thinks we should find a replacement first because it would cause problems, leave unfinished work open, and it’s not smart. A discussion took place with residents and the Board of Supervisors on this topic.

*Les Benzak* – Mr. Benzak confirmed that Mrs. Tackett resigned and is not being terminated. She has electively chosen to not be on the team. The Township is not using the 90-day period. He stated elections have consequences and sour grapes need to end.

*Jeff Zawada*– Mr. Zawada asked if the board has an idea of what the position does and know what to ask the new people that would be interviewed, and if the board knows everything that Tracy did, all of the state paperwork that was filed.

Mr. Landman interjected and stated that public comment was over for that item. This was just to accept the resignation. He didn’t ask for the resignation. He’s simply accepting the resignation.

Ms. Fischer explained that the Township reached out to 3 firms to handle this. Only 2 had the availability to be able to assist in this search. One was too busy.

Mr. Frisco asked why the executive session that took place Tuesday morning couldn't have been scheduled tonight when he was available, when he made it clear to the rest of the board when he was available because he was at work.

Mr. Landman explained that he felt this was an emergency. Mr. Landman and Ms. Fischer explained that Mr. Frisco could have called in. Mr. Frisco explained that this was not an emergency because this is a 90-day notice. Mr. Landman explained that according to him and Ms. Fischer it was an emergency.

Ms. Fischer made a motion to accept the resignation of the Township Manager, Mr. Landman seconded the motion. Motion passed 2-1

Ms. Fischer made a motion to accept the resignation of Tracy Tackett and to compensate throughout the 90-day period, her 90-day period will begin on 2-20-24. Mr. Landman seconded the motion. Motion passed 2-1

**Discuss, Deliberate & Take Action on Retaining an Individual or Company to locate an Interim and/or Permanent Township Manager. (0:24:10)**

A discussion took place on the retaining of a firm to handle the recruitment of an interim or a permanent manager. The Township reached out to 3 firms to handle this. Only 2 had the availability to be able to assist in this search, Keystone and Meyner. Meyner did not provide a quote for an interim. Mrs. Hanna was directed to reach out to Meyner to get this information.

**UPCOMING MEETINGS (0:28:57)**

Parks Board Meeting February 27, 2024 at 7 PM  
Planning Commission Meeting February 29, 2024 at 7 PM

**ANNOUNCEMENTS: (0:29:04)**

Suggestion Box for Community Day and other Community Events  
Ready Montco- Sign up to receive emergency alerts

*Tracy Harper* – Ms. Harper requested the Board of Supervisors keep their arguments in the executive session and not in the public meetings.

**ADJOURNMENT (0:29:33)**

Mr. Landman motioned and Ms. Fischer seconded to adjourn the regular meeting at 6:29 PM. Motion passed 3-0.

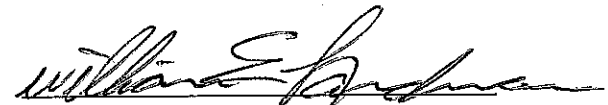
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William Landman, Chairman



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Lisa Fischer, Vice- Chairman



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Sean Frisco, Supervisor