

1997

RULES AND REGULATIONS
OF THE
CIVIL SERVICE COMMISSION
OF THE BOROUGH OF TARENTUM
ALLEGHENY COUNTY, PENNSYLVANIA

TARENTUM BOROUGH
ALLEGHENY COUNTY, PENNSYLVANIA

CIVIL SERVICE COMMISSION
RULES AND REGULATIONS

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CHAPTER 1
DEFINITION OF TERMS

Section 1.1. Definitions

Unless otherwise expressly stated, the following words and phrases, wherever used in these Rules and Regulations, shall be construed to have the meaning indicated herein:

Applicant - Any individual who applies in writing to the Civil Service Commission in response to a legally advertised notice of vacancy and/or examination for any position in the Police Department.

Appointing Authority - The Borough Council of the Borough of Tarentum, Allegheny County, Pennsylvania.

Borough Manager- The Borough Manager of the Borough of Tarentum, Allegheny County, Pennsylvania.

Borough Secretary- The Borough Secretary of the Borough of Tarentum, Allegheny County, Pennsylvania.

Certification - The submission to the Tarentum Borough Council, pursuant to their request, of three names taken from the eligible list developed by the Civil Service Commission.

Chairperson - The Chairperson of the Civil Service Commission of the Borough of Tarentum, Allegheny County, Pennsylvania.

Commission - The Civil Service Commission of the Borough of Tarentum, Allegheny County, Pennsylvania.

Eligible - A person whose name is recorded on a current eligible list or furlough list.

Eligible List - The list of names of persons who have passed all examinations for a particular position in the Tarentum Borough Police Department.

Examination - The series of tests given to applicants to determine their qualifications for a position in the Tarentum Borough Police Department.

Furlough List - The list containing the names of persons temporarily laid off from positions in the Tarentum Borough Police Department because of a reduction in the number of officers.

Police Department- The Police Department of the Borough of

Tarentum, Allegheny County, Pennsylvania.

Police Officer - For purposes of these Rules and Regulations, an entry level sworn position in the Tarentum Borough Police Department.

Probation- A temporary period in an employee's tenure when the management staff of the Borough of Tarentum may review, analyze, and study the work of an employee.

Probationer - An officer in the Tarentum Borough Police Department who has been appointed from an eligible list, but who has not yet completed the work-test period.

Reduction in Rank - A change to a different position or rank where the employee fulfilled all of the requirements of these Rules and Regulations for both the prior and current position or rank. However, a decrease in salary without a change to a different position or rank shall not necessarily constitute a reduction in rank.

Removal - The permanent separation of a police officer from the Tarentum Borough Police Department.

Secretary - The Secretary of the Civil Service Commission of the Borough of Tarentum, Allegheny County, Pennsylvania.

Suspension - The temporary separation without pay of a police officer from the Tarentum Borough Police Department.

Section 1.2. Gender

The words "he", "his", "him" and "men" when used in these Rules and Regulations represent both the masculine and feminine genders.

CHAPTER 2
THE CIVIL SERVICE COMMISSION

Section 2.1. Membership of the Commission

The Civil Service Commission shall consist of three (3) commissioners who shall be qualified electors of the Borough of Tarentum and shall be appointed by the Borough Council initially to serve for the terms of two (2), four (4) and six (6) years, and as terms thereafter expire shall be appointed for terms of six (6) years.

Any vacancy occurring in the Civil Service Commission for any reason whatsoever shall be filled by the Borough Council for the unexpired term within the period of thirty (30) days after such vacancy occurs. When a vacancy of the Civil Service Commission occurs, the Chairperson of the Civil Service Commission shall immediately notify the Borough Manager or Borough Secretary of such vacancy.

Each member of the Civil Service Commission, before entering upon the discharge of the duties of their office, shall take an oath or affirmation to support the Constitution of the United States and of the Commonwealth of Pennsylvania and to perform their official duties with fidelity. No Civil Service Commissioner shall receive compensation.

Section 2.2 Offices Incompatible with Civil Service Commissioner

No Civil Service Commissioner shall at the same time hold an elective or appointed office under the United States government, the Commonwealth of Pennsylvania or any political subdivision of the Commonwealth, except that one (1) member of the Civil Service Commission may be a member of the Borough Council. Additionally, one (1) Civil Service Commissioner may be a member of the teaching profession.

Section 2.3. Organization of Commission; Quorum

The Civil Service Commission first appointed shall organize within ten (10) days of its appointment and shall elect one (1) of its members as its Chairperson and one (1) as the Secretary. The Civil Service Commission may also elect other officers as it may deem necessary. The Civil Service Commission shall thereafter meet and organize on the first Monday of February of each even-numbered year. Two (2) members of the Civil Service Commission shall constitute a quorum and no action of the Civil Service Commission shall be valid unless it shall have the concurrence of at least two

(2) members.

Section 2.4. Duties of Chairperson

The Chairperson, or in his absence, the Vice-Chairperson, shall preside at all meetings and hearings of the Civil Service Commission, decide all points of order or procedure and perform any duties required by law or these Rules and Regulations.

Section 2.5. Duties of Secretary

The Secretary shall carry on at the direction of the Civil Service Commission all official correspondence of the Civil Service Commission, send out all notices required by law and these Rules and Regulations, keep a record of each examination or other official action of the Civil Service Commission, and perform all other duties required by law or these Rules and Regulations.

Section 2.6. Meetings

Except for the biennial organization meeting, all meetings shall be held either at the call of the Chairperson or at the call of two (2) members of the Civil Service Commission. Also, if requested by a majority of Borough Council, the Civil Service Commission shall conduct a meeting. The Civil Service Commission shall have the discretion to determine whether meetings shall be open to the public when not specifically regulated by law or these Rules and Regulations. The Secretary of the Civil Service Commission shall give each Civil Service Commissioner, at a minimum, twenty-four (24) hours notice in writing of each and every meeting of the Civil Service Commission.

Section 2.7. Clerks and Supplies

Borough Council shall furnish the Civil Service Commission with such supplies and clerical assistance as may be necessary for the Civil Service Commission to fulfill its duties. In addition, the Civil Service Commission may retain counsel, and any other consultants or experts, including physicians and psychiatrists, as are necessary. The elected and appointed officials of the Borough of Tarentum shall assist the Civil Service Commission with all reasonable and appropriate efforts including compensation for any counsel or experts retained by the Civil Service Commission. Unless otherwise approved by Borough Council, the legal counsel of the Civil Service Commission shall be the Borough Solicitor.

Section 2.8. Amendment of Rules and Regulations

The Civil Service Commission may amend, revise, void, or replace these Rules and Regulations for any reason by action of a majority of the Civil Service Commission at any properly convened meeting of the Civil Service Commission. Before any changes to these Rules and Regulations become effective, those changes shall be approved by Borough Council. These Rules and Regulations, and any amendments thereto shall be made available to the public for distribution or inspection.

Section 2.9. Minutes and Records

The Civil Service Commission shall keep minutes of its proceedings and records of examinations and other official action. A copy of all minutes of Civil Service proceedings shall be forwarded to the Borough Secretary within ten (10) days once the minutes have been approved. All records of the Civil Service Commission shall be preserved and disposed of according to the *Retention and Disposition Schedule for Records of Pennsylvania Municipalities* issued by the Local Government Records Committee under the authority of the Municipal Records Act, 1968 P.L. 961, No. 428, 53 P.S. 9001.

Any and all records related to any disciplinary action filed with the Civil Service Commission shall be open to public inspection subject to reasonable regulation. The Secretary shall keep minutes of its proceedings showing the vote of each member upon each question. If the member is absent or fails to vote, the Secretary shall indicate that fact in the minutes.

Section 2.10. Investigations

The Civil Service Commission shall have the power to make investigations concerning all matters relating to the administration and enforcement of these Rules and Regulations. The Chairperson of the Civil Service Commission is authorized to administer oaths and affirmations in connection with such investigations.

Section 2.11. Subpoenas

The Civil Service Commission shall have the power to issue subpoenas over the signature of the Chairperson, or designee, to acquire the attendance of witnesses and the production of records and papers pertaining to any investigation or inquiry. The fees of such witnesses for attendance and travel shall be the same as for witnesses appearing in the courts and shall be paid from appropriations for the incidental expense of the Civil Service

Commission.

All officers in public service and employees of the Borough of Tarentum shall attend and testify when required to do so by the Civil Service Commission.

If any person shall refuse or neglect to obey any subpoena issued by the Civil Service Commission, upon conviction of such refusal or neglect in a summary proceeding, that person shall be sentenced to pay a fine not to exceed one hundred dollars (\$100), and in default of the payment of such fine and cost shall be imprisoned not to exceed thirty (30) days.

If any person shall refuse or neglect to obey any subpoena, the Civil Service Commission may apply by petition to the Court of Common Pleas of Allegheny County for its subpoena, requiring the attendance of such persons before the Civil Service Commission or the court to testify and to produce any records and papers necessary, and in default thereof shall be held in contempt of court.

Section 2.12. Annual Report

The Civil Service Commission shall make an annual report to Borough Council containing a brief summary of its work during the year and a full accounting for any expenditures of public monies. The annual report shall be available for public inspection.

CHAPTER 3
APPLICATIONS AND QUALIFICATIONS

Section 3.1. Eligibility for Examination

In order to be eligible for participation in any examination for any position with the Police Department, every applicant must submit a completed application form to the Civil Service Commission or their designated representative before the deadline stated by the Civil Service Commission for that specific examination. The applicant must make an oath or affirmation that the application is completed truthfully and the applicant is subject to the penalties of 18 Pa. Cons. Stat. 54904 relating to unsworn falsification to authorities. Applicants who submit completed applications and meet all of the stipulations of this chapter shall be given an opportunity to take the written examination.

Section 3.2. Discrimination

The Borough of Tarentum is an equal opportunity employer. It is the Borough of Tarentum's and the Civil Service Commission's policy to grant equal employment opportunities to qualified persons without regard to race, religion, color, national origin, gender, age, veteran's status, marital status, or non job-related physical or mental handicap or disability. The Borough of Tarentum and the Civil Service Commission will provide equal opportunities in employment and promotion.

Section 3.3. Applications for Employment

Application forms shall be available to all interested persons in the office of the Borough Manager or Borough Secretary (if no manager is in office), and from such other offices and officers that the Civil Service Commission, from time to time, may choose to designate. Application forms may be mailed by the Borough to a potential applicant upon written or telephone request by the potential applicant. However, the Borough and the Civil Service Commission assumes no responsibility for missed filing deadlines due to a delay in the mail.

Section 3.4. Age and Residency Requirements

All applicants must have reached their twenty-first (21st) birthday before the deadline for submitting completed applications. Each applicant shall present satisfactory evidence with respect to date of birth. Applicants must move into the Borough of Tarentum within six (6) months of completing their probationary period.

Section 3.5. General Qualifications - All Applicants

Every applicant for any position in the Police Department shall possess the following minimum qualifications:

- (a) must possess a diploma from an accredited high school or a graduate equivalency diploma;
- (b) must be a United States citizen;
- (c) shall be physically and mentally fit to perform the full duties of a police officer;
- (d) prior to appointment, shall possess a valid motor vehicle operators license issued by the Commonwealth of Pennsylvania;
- (e) shall be of good morale character;
- (f) shall have no record of conviction of a felony;
- (g) shall have successfully completed Pennsylvania State Act 120 training; and
- (h) shall have worked 1,000 hours as a policeman for a state police force, a bona fide municipal police department, or a county-level police department.

Section 3.6. General Qualifications - Applicants for Promotion.

(a) In addition to meeting the qualifications in Section 3.5 above, all applicants for a promotional position, except Chief of Police, shall have not been suspended without pay for more than five (5) days in the three (3) years prior to the deadline for submitting applications. Any suspension to which the applicant has timely appealed pursuant to a contractual grievance procedure or these Rules and Regulations shall be disregarded unless the appeal is resolved prior to the creation of the eligibility list.

(b) All applicants shall have continuous prior service with the Tarentum Borough Police Department as follows:

(1) an applicant for the position of Sergeant shall have at least two (2) years of experience as a patrolman within the Tarentum Borough Police Department; and

(2) an applicant for the position of Lieutenant shall have at least two (2) years of experience as a Sergeant within the Tarentum Borough Police Department.

(c) For the purposes of these Rules and Regulations, the advancement of a police officer from the status of part-time patrolman to full-time patrolman shall not be considered a promotion. Borough Council shall have the full discretion to advance a part-time patrolman to a full-time patrolman.

Section 3.7. Rejection of Applicant

The Civil Service Commission may refuse to examine, or, if examined, may refuse to certify as eligible after examination, any applicant who is found to lack any of the minimum qualifications for examination prescribed in these Rules and Regulations for the particular position for which the applicant has applied. In addition, the Civil Service Commission may refuse to examine, or if examined, may refuse to certify any applicant who is physically or mentally unfit to perform the full duties of the position applied for, or who is a habitual substance abuser, who is guilty of any crime involving moral turpitude, or of infamous or notoriously disgraceful conduct, or who has been dismissed from public service for delinquency or misconduct in office, or who is affiliated with any group whose policies or activities are subversive to the forms of government set forth in the constitutions and laws of the United States and the Commonwealth of Pennsylvania.

Section 3.8. Recording and Filing Applications

Applications for positions in the Police Department shall be received at the Tarentum Borough Municipal Building during regular business hours or delivered via mail delivery only after a hiring or promotional test has been properly advertised and before the deadline for receiving applications which must be set forth in the public advertisement. Applications will be received by the municipal officer designated in the public advertisement or that officer's designee. That person shall record the receipt of all applications and provide each applicant with notice of the time and place for the first portion of the testing procedure, the written examination. Once an application has been duly received and it has been determined that no material errors or omissions exist in the application, the application shall not be returned to the applicant.

Any application containing material errors or omissions may, at the discretion of the Civil Service Commission or their designated representative, be returned to the applicant for correction prior to the deadline for filing applications after which no new applications or amended applications will be accepted.

Section 3.9. Hearing for Disqualified Applicants

Any applicants or other persons who believes that they are aggrieved by the actions of the Civil Service Commission, in refusing to examine or to certify them as eligible after examination, may request a hearing before the Civil Service Commission. Within ten (10) days after such request, the Civil Service Commission shall designate a time and place for the hearing which shall be conducted pursuant to the procedures set forth in the Local Agency Law, 2 Pa. Cons. Stat. §101 *et seq.* The applicant or aggrieved party must make their request for a hearing in writing within ten (10) calendar days of the date when the party knew or should have known of the Civil Service Commission's action which is being challenged.

Section 3.10. Public Notice

The Civil Service Commission shall conspicuously post in the Tarentum Borough Municipal Building an announcement of the hiring or promotional testing and set forth the time and place of every examination, together with the information as to the type of position to be filled, the requirements for that position, where applications may be obtained, and the deadline for filing those applications. In addition, at least two (2) weeks prior to the close of the application period, publication of the notice shall occur in at least one (1) newspaper of general circulation or a newspaper circulating generally in Tarentum Borough.

In addition to the above-stated public notice, the Secretary of the Civil Service Commission shall give written notice to each qualified applicant of the date, time, place, and duration of each examination. All such notices shall be delivered by mail or otherwise at least five (5) days prior to the date set for the examination. Only applicants receiving notices to report for an examination shall be permitted to participate in such examination, and each applicant shall present his notice to the examiner before participating in the examination. Failure to report for any examination in accordance with the instructions contained in the written notice shall disqualify the applicant.

CHAPTER 4
EXAMINATION AND GRADING PROCEDURE

Section 4.1. General Examination Requirements for the Position of Police Officer

The examination for police officer will consist of a written and an oral examination which will be graded on a one hundred (100) point scale with the written examination representing fifty percent (50%) of the final score and the oral examination representing fifty percent (50%) of the final score. In addition, each applicant will undergo a physical fitness test and a background investigation which will be graded on a pass/fail basis for every applicant. After an applicant has been extended an offer of employment, final appointment shall be contingent upon the applicant passing a physical and psychological examination.

Section 4.2 General Examination Requirements for Promotions

The examination for the positions of Sergeant and/or Lieutenant, as applicable from time to time in the Tarentum Borough Police Department, shall include a written and an oral examination which will be graded on a one hundred (100) point scale with the written examination representing fifty percent (50%) of the final score and the oral examination representing fifty percent (50%) of the final score. In addition, each applicant will undergo a physical fitness test which will be graded on a pass/fail basis for every applicant. After an applicant has been extended an offer of promotion, the final appointment to the promotional position shall be contingent upon the applicant passing a physical and psychological examination.

Section 4.3. Appointment of Examiners

The Civil Service Commission shall appoint a written examination administrator, an Oral Examination Board, a physical fitness examiner, a medical examiner, and a psychological examiner to conduct the appropriate examination required by these Rules and Regulations.

Section 4.4. Written Examination

The written examination shall be graded on a one-hundred (100) point scale, and an applicant must score seventy percent (70%) or higher and receive one of the top twelve (12) highest scores including ties in order to continue in the application process. Applicants scoring less than seventy (70) percent or not receiving one (1) of the top twelve (12) highest scores shall be rejected.

Within forty-five (45) days after the administration of the written examination, all applicants shall be given written notice of their test results and passing applicants shall be scheduled for an oral examination appointment.

(a) The written examination shall be constructed to test the capability of the candidate to be trained to perform the duties of the position. The written examination shall be conducted by the Civil Service Commission which may designate that the written examination given by the Pennsylvania Department of Community and Economic Development or another bona fide testing agency.

(b) To be admitted for the written test, candidates shall be required to present a current motor vehicle operators license for identification purposes.

(c) The score of the written examination shall be the sum of each question answered correctly according to the value of each question. This score will be divided by the total points of the examination and a score based on a one-hundred (100) point scale shall be determined.

(d) At the completion of scoring each written examination, a list shall be prepared by the Civil Service Commission indicating the scores of candidates from highest to lowest score. The Civil Service Commission shall determine which candidates have scored at least seventy percent (70%) on the written examination and are also within the top twelve (12) scores of the candidates. These candidates shall be invited to participate in the oral examination.

Section 4.5. Oral Examination

Every applicant who scored seventy percent (70%) or higher and receives one of the top twelve (12) highest scores, including ties, in the written examination shall be given an oral examination which will be graded on a one-hundred (100) point scale with a score of seventy percent (70%) or higher necessary for passing. The oral examination shall involve questioning applicants on how they would handle situations relevant to police work.

(a) A board of (3) three members shall constitute the Oral Examination Board which shall administer the oral examination. The questions which comprise the oral examination shall be decided upon in one (1) of the two (2) following methods and the method of choice shall be decided upon by the Civil Service Commission before the oral examination testing occurs.

(1) The members of the Civil Service Commission shall decide upon the oral questions themselves and forward a

copy of the questions to the Oral Examination Board prior to the scheduled date of the oral examination. The members of the Civil Service Commission shall take care to protect the security of the content of the oral questions since no applicant shall have knowledge of the questions prior to the actual oral examination; or

(2) Each member of the Oral Examination Board shall submit three (3) questions to the head of the Oral Examination Board immediately before the start of the oral examination. The questions shall pertain to how an applicant would handle himself in police-related situations. The head of the Oral Examination Board shall review the questions and shall select two (2) questions from each Oral Examination Board member, for a total of six (6) oral questions, to be asked to each applicant. In this instance, each question shall carry the same number of points.

(b) Each candidate who is invited to participate in the oral examination shall be asked the same questions in the same order by the Oral Examination Board. The questions can be asked by one (1) or more than one (1) of the members of the Oral Examination Board.

(c) No member of the Oral Examination Board shall be a member of the Tarentum Borough Civil Service Commission or the Borough Council of Tarentum Borough. The Civil Service Commission shall appoint the members of the Oral Examination Board before the oral examination process begins and the following individuals may be members of the Oral Examination Board:

- (1) a member(s) of the Tarentum Borough Police Department;
- (2) a resident(s) of Tarentum Borough;
- (3) a member(s) of the Pennsylvania State Police;
- (4) a representative(s) from a bona fide testing agency which conducts interviews for police officers; or
- (5) an instructor who teaches law enforcement classes at a university, college, technical school, or other recognized training academy for police officers.

(d) Each member of the Oral Examination Board shall score the candidate on a one-hundred (100) point basis. The oral test shall consist of at least six (6) and not more than twelve (12) questions. Each question shall be valued with a specific amount of points in order that the oral examination

total one-hundred (100) points.

(e) Each member of the Oral Examination Board shall individually score each candidate without consultation with other members of the Oral Examination Board. Upon completion of the oral examination, each member of the Oral Examination Board shall submit his score sheet for all candidates to the Secretary of the Civil Service Commission.

(f) The Secretary of the Civil Service Commission shall calculate the scores as follows. The individual scores of each member of the Oral Examination Board shall be added together and this total shall be divided by three (3). This figure shall be the oral score of the candidate. Accordingly, the combined score of all members of the Oral Examination Board shall decide a passing or failing score rather than individual scores of Oral Examination Board members. All oral examination scores shall be rounded to the nearest one-hundredth (0.00).

(g) Within thirty (30) days after the applicants' oral examination, they shall be informed of the score in their oral examination. Any candidate who failed the oral examination shall be informed of such and shall not be permitted to proceed further in the selection process.

Section 4.6 Combination of Written and Oral Scores

For all candidates who passed the oral examination, their overall score (combining both the written score and oral score) shall be calculated as follows. The written examination score (based on one-hundred (100) points) shall be multiplied by 0.5 and added together with the oral examination score (based on one-hundred (100) points) which, before adding the oral score to the written score, shall be multiplied by 0.5. The combination score of both the written examination and the oral examination shall be the overall total score of each candidate. Once the total score of each candidate is calculated, each passing applicant shall be informed of his overall total score and the date for physical fitness testing.

Section 4.7. Veterans' Preference Points

Pursuant to the Veterans' Preference Act, any applicant for the position of patrol officer who qualifies as a "soldier" under this Act, shall receive an additional ten (10) points on top of their overall total score as illustrated in Section 4.6 if that applicant had received passing scores for all testing components of the civil service examination, including the physical fitness test and the

background investigation. No Veterans' Preference points shall be awarded to any applicant for a promotional position.

Section 4.8. Physical Fitness Testing

All individuals who have passed the oral examination shall be invited to participate in the physical fitness test. An applicant for the position of police officer must meet the following requirements.

(a) **Stretcher Carry.** Applicants will be paired off and required to carry a stretcher with a simulated patient weighing approximately one-hundred and fifty (150) lbs. over a distance of one-hundred (100) feet. Those applicants failing on the first attempt will be allowed to retake the exercise with a person who has successfully completed the exercise.

(b) **Body Drag.** An applicant is required to remove a simulated motor vehicle operator weighing approximately two-hundred (200) lbs. from behind the steering wheel of a motor vehicle and drag the simulated operator to a point fifty (50) feet from the motor vehicle.

(c) **Quarter Mile Run.** An applicant is required to run a distance of one quarter (1/4) mile on a pre-measured course in less than one-hundred and ten (110) seconds.

(d) **30-Second Trigger Pull.** Within a thirty (30) second time limit per hand, an applicant is required to repeatedly pull fifteen (15) times for each hand the trigger of a double action nonfunctional revolver with arms horizontally extended.

The above physical fitness test components will each be graded on a pass/fail basis. To completely pass the physical fitness test, each of the components must be passed by the candidate. Failing any one (1) or more than one (1) of the components shall result in failure of the physical fitness test by the candidate.

Each candidate who participates in the physical fitness test shall be informed of the results of the test within fifteen (15) days of the test. Applicants who fail the physical fitness test shall not be permitted to continue in the testing process.

Section 4.9. Background Investigation


The Civil Service Commission shall request the Tarentum Borough Chief of Police, the chief's designee, or an organization/person qualified to conduct background investigations, to conduct a

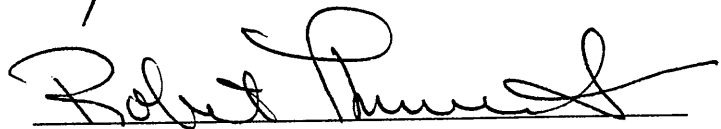
Commission fails to uphold the charges, then the person sought to be suspended, removed or demoted shall be reinstated with full pay for the period of the suspension, removal or demotion, and no charges related to the suspension, removal or reduction in rank shall be officially recorded in the officer's record.

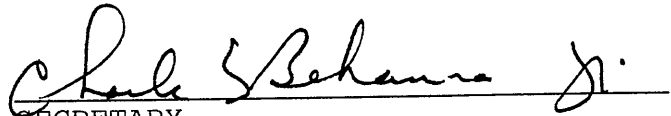
CHAPTER 7
RESOLUTION FOR ADOPTION

The foregoing Rules and Regulations, which are in accordance with powers granted by the civil service section of the Borough Code, Sections 1171-1195, enacted by the General Assembly of the Commonwealth of Pennsylvania and in accordance with the authority granted by the municipal governing body of the Borough of Tarentum, Allegheny County, Pennsylvania, are hereby adopted by the Civil Service Commission of Tarentum Borough, Allegheny County, Pennsylvania on this 3RD day of MARCH, 1997.

CIVIL SERVICE COMMISSION


CHAIRPERSON



VICE-CHAIRPERSON



SECRETARY

The foregoing Rules and Regulations are hereby adopted by the Borough Council of the Borough of Tarentum, Allegheny County, Pennsylvania, on this 10TH day of MARCH, 1997.

ATTEST:

BOROUGH OF TARENTUM


Secretary (Acting)


President of Council