

May 30, 2017



Dear Mayor Lagoudakis and Assembly,

After listening to the May 15, 2017 Assembly meeting on the Borough Manager's proposal for PMPL leadership, I would like to express my opinion on the Borough Manager's proposal, the reaction to the proposal and some other thoughts about qualifications and the union's roll in the Borough.

I feel that our Borough Manager is a good manager. He selected the current PW Director, Mr. Hagerman, to replace the power and light superintendent and to promote Mr. Cotta to fill the seat of the PW Director. This proposal eliminates one position, the assistant director. It sounded pretty good to me, but at the Monday May 15th Assembly meeting the manager's plan and selected candidates became a hot topic. The following are my thoughts on some of the issues discussed.

A lot was said about the need for an electrical engineer to lead the PMPL. I disagree. I believe that a good manager is proven through past work experience and performance and can work with his employees to accomplish the work of the department. Mr. Hagerman is a good manager. Many years ago, a PW Director who had no formal training or degree in public administration became the City Manager while completing correspondence courses in public management during his tenure. That scenario produced a very good Manager who worked until retirement. Hiring managers and department heads from out of town can be costly if they don't work out. This was shown in a Manager selection a few years ago as well. Locals know the Borough and if they are good managers they should be given a chance to prove themselves worthy of selection.

Safety training is important for many Borough departments. We often receive training from safety meetings, where a manager informs the employees of different issues and OSHA standards. However, it is up to the employee that works in the field to follow the training and to be safe on the job. It is not the responsibility of the manager who sits at the desk to keep the field employees safe. It is the employees' responsibility to be safe.

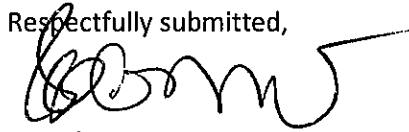
IBEW or APEA are the agencies that protect the rights of each employee. They exist to make sure that nothing violates their members' rights. As such, they have the right to supply some ideas and input on issues that may affect their members, but they are not in charge of the administration of any Borough department.

The Assembly is the single body that represents the entire town and has ultimate authority over the operations and plans of the Borough. The Assembly in turn, hires the Manager to run the Borough's business under their authority. This relationship of Assembly and

Manager are in charge of the Borough and decide what shall take place in each department – including selections for leadership.

In summary, the Manager submitted a very good proposal that will benefit the Borough. Safety issues depend on the person who does the work and not the one behind the desk in the office. The position doesn't need to have an engineering degree to lead the department. Mr. Hagerman is confident that he can be effective in this roll so you should give him a chance to succeed. The Assembly has given the Manager the authority to make this decision, not the union. The Assembly members have to listen to the public, but the public's focus can be narrow at times and it is up to the Assembly to make informed decisions that offer the broadest benefits to the Borough.

Respectfully submitted,

A handwritten signature in black ink, appearing to be 'Hoy Yi', with a stylized, flowing script.

Hoy Yi