

BETHLEHEM CITY COUNCIL MEETING
10 East Church Street - Town Hall
Bethlehem, Pennsylvania
Tuesday, September 1, 2020 - 7:00 PM

INVOCATION

PLEDGE TO THE FLAG

1. ROLL CALL

President Waldron called the meeting to order. Present were Bryan G. Callahan, Michael G. Colón, Grace Crampsie Smith, Olga Negrón, J. William Reynolds, Paige Van Wirt, and Adam R. Waldron, 7.

Prior to the consideration of the regular Agenda items, City Council will conduct two Public Hearings, as follows:

Public Hearing No. 1

President Waldron stated the First Public Hearing is to review and accept public comment on the proposed use of funds to be received under the 2020 Edward Byrne Memorial Justice Assistance Grant (JAG) in the amount of \$41,034.

Public Hearing No. 2

President Waldron stated the Second Public Hearing is to review and accept public comment on a proposed zoning ordinance text amendment petition, dated June 22, 2020 and submitted on behalf of Bethlehem Manor Village LLC, requesting an amendment to section 1305.01 (b) of the City's Zoning Ordinance to allow for grocery store use in the Institutional Zoning District. This request was made in connection with the potential construction of a grocery store at 1838 Center Street in the City of Bethlehem.

Communication 6A – City Planning Commission – Zoning Text Amendment – Allow for Grocery Store use in the Institutional District

The Clerk read a memorandum dated August 18, 2020 from Darlene Heller, Director of Planning and Zoning, stating that at their August 13, 2020 meeting, the City Planning Commission voted unanimously to recommend that City Council should not approve the proposed Zoning Ordinance amendment to allow a Grocery Store as a permitted use in the Institutional Zoning District.

Communication 6B – Lehigh Valley Planning Commission – Zoning Text Amendment – Allow for Grocery Store use in the Institutional District

The Clerk read a memorandum dated August 11, 2020 from Samantha Smith, Chief Community Planning of the Lehigh Valley Planning Commission commenting on the requested zoning text amendment to allow a Grocery Store as a permitted use in the Institutional Zoning

District. The memo states, among other comments and observations, that the draft ordinance has the potential to encourage land use regulations to facilitate development in centers along the corridors should appropriate accommodations be made. However as presented the proposal is generally inconsistent with the County Comprehensive Plan, because it proposes the introduction of a “grocery store” use in the Institutional (I) Zoning District throughout the entire municipality, which is inconsistent with the intent of the zoning district and because by-right commercial development in the District does not adequately “guide the location and intensity of development.” There are additional comments contingent on the city’s desire to further consider the proposed use in the Institutional District.

Public Hearing No. 1

President Waldron called the First Public Hearing to order and stated he will recognize Police Chief Mark DiLuzio to discuss the proposed 2020 Edward Byrne Memorial Justice Assistance Grant (JAG) and accept public comment on the request.

Chief DiLuzio stated this is the 2020 Edward Byrne Memorial JAG Grant. It is put out by the U. S. Department of Justice. We have received this grant since about 2011 or 2012 each year. We file the application, they advise us as to whether we receive it or not and then it comes before Council for approval. The money requested in this grant as in past years has been used to upgrade the department’s computerized system. It is hardware and software. We also use it to update our power DMS, Document Management System, that is the one that maintains all of our accreditation records, directives, training, and certification. Chief DiLuzio added they are also going to use the grant to replace the laptops that are in the cruisers that take a beating from being in the cars all summer and winter, with all the seasons. They also use the grant for label printers, printer ribbons, ink cartridges, and all the different items that are used with our computer systems in the car and in the desk sergeant’s office and in our property evidence room.

President Waldron asked how many years the city has applied for and received this grant.

Chief DiLuzio believes it is either 2011 or 2012 because it was before he became Chief in 2014, so it has been close to 10 years.

President Waldron asked if the \$41,034 is similar to what we received last year.

Chief DiLuzio stated yes and added that number does change yearly; this \$41,034 may go up a little because we have some funds from last year that we did not use and by federal law they get rolled into the funds when we receive the \$41,034. So that may actually be higher. It usually goes up a little bit every year.

President Waldron imagines these funds are earmarked specifically for the uses that were laid out this evening and cannot be used for other items.

Chief DiLuzio stated yes, they can only be used for the items he laid out, that document is in the federal grant application. If you use it for anything else that is a violation of the grant application and federal law.

Public Comment

None.

President Waldron adjourned the First Public Hearing at 7:10 pm.

Public Hearing No. 2

President Waldron called the Second Public Hearing to order and stated this concerns a proposed zoning ordinance text petition requesting an amendment to section 1305.01 (b) of the City's Zoning Ordinance to allow for grocery store use in the Institutional Zoning District. He recognized Abraham Atiyeh.

Mr. Atiyeh stated he is the owner of the site of 5 acres plus he has additional 2 acres in the back. He has a potential customer called Lidl interested in placing a Lidl grocery store about 20,000 square feet on the corner of the site taking up about 3 acres of the parcel. He would have 2 acres on the right possibly to add on a medical office and then he has the additional 2 acres in the back. He knows this is not permitted in that zone but when he looks around and he did research and Lidl did research that there is a void in the market in Bethlehem for a grocery store. If you are in center city Bethlehem you go all the way up to Elias Market or all the way over to Valley Farm Market to find a grocery store. There was a grocery store on Stefko which was Bottom Dollar but that closed down and that served center city. This is about the need for a grocery store in Bethlehem. The past of the psychiatric hospital and treatment center in that parcel, that is all irrelevant to this case. Maybe he is wrong or maybe Lidl is wrong but they did research on this. They are a big company from Germany, they make their own products and have high quality food at a good price, they are known internationally and they want to be in center city Bethlehem, they chose this site over all the sites in Bethlehem. They looked at Martin Tower. He asked them why they chose this site and they said it is because it is a nice beautiful residential neighborhood and that is what they chose. Mr. Atiyeh explained that Lidl are in some of the most expensive areas of the country. They are in Massachusetts, New York, that are in very high quality neighborhoods, they do not want to be in a commercial zoning district where they are around a lot of traffic. They want to serve neighborhoods with groceries. Mr. Atiyeh believes his site is a good use for a grocery store that can serve the 2 or 3 mile demographic. You will not have people drive in from the suburbs to shop, this will serve the community. What better of a use? We have an Institutional Zone in residential neighborhood, yes we do understand that but why not try to infill this with something that will serve the neighbors and will not generate a lot of traffic. There is a lot of population density downtown in center city Bethlehem with Liberty High School and all around Linden Street, there are a lot of people who would love to go get groceries here. Even all the neighbors on Center Street up to Macada Road and Hanover Township, they would come to shop at Lidl's with specialty products. Mr. Atiyeh does not think personally there will be a big conflict, they are just looking to add grocery store to this location, whether it is in an Institutional Zone or not. If Council does not like the project like a grocery store in a neighborhood he respects they will vote it down, he will not challenge this. He will not go to that grocery store himself, he has other grocery stores. If Council turns him down that is no problem, he will just pursue some other use in the zone that what is allowed by right. He is not looking for a fight but he does think this is a great use because he owns the remaining land, the 2 acres and the 3 acres behind it if Lidl chooses the site. Ultimately the Bethlehem Catholic High School, the Churches, Kirkland Village, a lot of that would complement a grocery store. Center Street historically looks like a nice residential zone and most Council Members know this area well but now Center Street has turned into a 512 highway. It is not like it used to be, it is not quite. If you go there in the

morning you see tractor trailers, dump trucks, school buses, he will guarantee that traffic impact has doubled or tripled over the last 10 years on that road. It is not the nice Center Street with the quiet; it is loud and noisy with traffic. If you go up Center Street up to Route 22 and Route 512 there is a shopping center up there with a lot of activity going on. He does not think it will be a conflict with being on Center Street with the surrounding neighborhood because it will serve the neighborhood.

Darlene Heller, Director of Planning and Zoning informed that the Planning Commission unanimously voted not to recommend approval of the amendment as it is written. She will just go through some of the comments in their memo to the Planning Commission, these are some of the major reasons that they voted the way that they did. The main concern is that the revision would actually apply to all properties within the Institutional Zoning District. It is not drafted in a way that affects only the property where the applicant is proposing to do the use. We took a look at the Institutional Zone; it is a zone that is intended to provide a variety of uses that generally serve the public. Some of those uses include things like places of worship, schools, colleges, medical centers, hospitals, society or organizations of a public character. It is broad ranging in some ways but still very limited. Retail uses are permitted but only as an accessory use to a hospital facility or something similar to that. Ms. Heller added the Institutional Zone also includes all of our city parks and all open space so Institutional Zoning is at South Mountain, Lehigh and Moravian Campuses, all the Bethlehem Area School District properties, a lot of properties where an intense retail use would just not work. Some of those areas are sloped and wooded and if we add the use in the Institutional Zone all of those properties would include grocery stores as a permitted use. Ms. Heller added they also took a look at the Comprehensive Plan; it talks about compatibility with our neighborhood commercial zones. Our neighborhood commercial zones now include things like East and West Broad Street, East Fourth Street, Linden Street, areas that are very different in character than any of our Institutional Zoning Districts. Also, the way this is drafted it just allows a grocery store by right with no parameters. It does not limit the footprint, it does not have a requirement for parking, and there are just no parameters on it. Ms. Heller stated she noted it is well known that we are looking for opportunities for a grocery store in center city and there are areas of the city that are food deserts but this area of the city is not. But there are areas of Bethlehem that are recorded as food deserts. We would like to find some place for a grocery store that is more compatible with the surrounding area than this property would be and that most of the properties in the Institutional Zone would be. That is basically a summary of the comments that we discussed at the Planning Commission Meeting and internally in our own office.

President Waldron remarked it might be challenging to measure how many different parcels or how much actual acreage that this change would affect. The question is how large is the Institutional Zoning District spread out throughout the city.

Ms. Heller reported we did not really take a count of the number of properties or look at the actual acreage but you can visualize things like all of Lehigh University's campuses that include Goodman Campus, a lot of the top of the mountain, Packer campus, all of Moravian College's properties. Also all of Lehigh Valley Hospital's properties, there are quite a few large campuses that include open space within the campus and those areas would be included in an amendment like this.

President Waldron related it is one of the largest districts acreage wise in the city if you include all those in the Institutional Zoning District.

Ms. Heller noted that is correct, the sizes of all of our parks, it is a lot of acreage.

President Waldron remarked the obvious question at hand is why the change to the entire city zoning ordinance and not specifically to this property to get relief for the intended use as this parcel.

Ms. Heller remarked this parcel would probably entail a visit to the Zoning Hearing Board and they would need to request a use variance to allow that use on the property.

President Waldron then gave that same question to Mr. Atiyeh.

Mr. Atiyeh noted that is a very good question. He remarked that all of the Institutional Zones are owned by colleges and institutions that are not private developers like him; he believes he is the only one that owns an Institutional tract in Bethlehem. If Lehigh University wants to open up a grocery store, he thinks that is a good idea to serve the students or to serve south Bethlehem. If Lehigh Valley Hospital wants to open a grocery store, it is a good thing because grocery stores are good uses, people need food. Mr. Atiyeh feels that if you look at some of the uses that are permitted in Institutional Zones, they are scary, what could be there. He does not want to threaten, he has no intention because he loves Bethlehem but the void of a grocery store in this particular location he has Lidl that did research that said this is the best spot because of the residential people that live there. So who goes to grocery stores? It would be people who live around grocery stores, isn't that what we want? There are people on Center and Dewberry that could walk to the grocery store instead of jumping into the car. How many Council Members here can walk to their grocery store where they live? There are very few. Mr. Atiyeh pointed out he has to get in a car to go to the grocery store. If you are environmentally conscious and you care you can be healthy and walk to a grocery store. This could be the nicest grocery store in the City of Bethlehem because you could walk to it. When he was a kid he would walk across the street to the grocery store but we cannot do that anymore. He wants to feel Council's temperature about if they like the grocery stores, we could go for an Institutional overlay that is more specific to this site. We could do many creative things but if Council does not like it at all he will not waste the time and come back with anything. He is okay with withdrawing this and working on an Institutional overlay or going in front of the Zoning Board but he would like to hear what Council thinks, if they like a grocery store at Center and Dewberry. Mr. Atiyeh thinks this is a perfect use. He is selling the tract to Lidl's for a reasonable amount of money; he is not making a lot of profit. If Council does not like this he does not have a problem with that because it is someone buying the site from him. Mr. Atiyeh explained he owns a lot of real estate in the City of Bethlehem; he loves the city and is connected to Bethlehem although he lives in Bethlehem Township. He spends more time in Bethlehem than he does in any city. We own Bethlehem Manor and are looking to do more things in the city. We want to be an important contributor to the City of Bethlehem. We do have a void in the market for a grocery store and this is a Class A grocery store, Lidl that will sell good products that they manufacture themselves to sell to the public. They are in Spain, Italy, and all over the world and they want to be in the City of Bethlehem, he thinks that is special. We can create an Institutional overlay to allow for grocery stores in this use and be creative but he would like to know if Council is interested then we could pursue other avenues. Ms. Heller is correct; it is not specific to how many square feet you have.

Council is the decision makers in the city; there has been a lot of political pressure in the last 10 years on this project where the neighbors want to control what goes on in this site. We are bringing something that the city needs, not what Abe Atiyeh needs, that is the difference here the city needs a grocery store. Mr. Atiyeh noted that Ms. Heller is a master as what she does, she can make sure if you have a 20,000 or 30,000 square footprint that is all you can do there with a text amendment or an overlay, she is good at what she does and one of the best in the Lehigh Valley. Mr. Atiyeh explained he deals with probably 15 different municipalities and Ms. Heller is one of the smartest and she does care about the rest of the Institutional Zone and he agrees. He remarked that the School District, Lehigh University or Moravian College are not likely going to build a grocery store so you have the protection if you do allow grocery stores in the Institutional Zone. It is not likely they will build a grocery store but if they do it would be great. A grocery is not a bad thing because you will be serving the citizens of Bethlehem that is what this project is all about. He is open to table this or come back; he is open to whatever Council would want to do.

President Waldron thanked Mr. Atiyeh for that information. He queried to why not rezone just this property instead of the entire city.

Mr. Atiyeh would do that if that is the favor of Council, if they would like that. If Council recommends it, he will absolutely do that, rezone that tract.

President Waldron does not know if that is Council's opinion or prerogative. There are a lot of moving parts to this through Planning and Zoning as well as working with the Administration and Council. It is not only up to Council and nothing will be decided this evening. President Waldron is trying to get a better feel for why not specifically look at this property, get it rezoned through the Zoning Hearing Board as opposed to rezoning such a large zoning district in the Institutional Zone which affects the entire City. If we are affecting such a large amount of property when we are looking at one specific parcel he thinks it might be fair to say that is a little more of a change than we need specific to this individual project.

Mr. Atiyeh added in order to go in front of the Zoning Hearing Board you need to prove a hardship that he cannot use it for anything else. He could put a hospital or medical office here so he does not have a case. He would have to come in front of Council again to rezone this to a General Commercial Zone or whatever zone allows for a grocery store. He would be back in front of Council no matter how you look at it. He would accept that because General Commercial is better than Institutional because it allows for a more compatible use. He is not an institution, he is not a government, he is a private developer and he thinks this area would be good for a grocery store. Center Street is a highway that is Route 512 so rezoning it to General Commercial or whatever zone allows for grocery stores, he would love to do that. There is a need for a grocery store in this area. It would still be Council's decision to do that, not the Zoning Board or the Planning Commission. Council is not politically pushed by anybody right now. He did not go to the Planning Commission Meeting; he knew they would vote him down. He wanted to see what Council thinks because they have free thoughts and understand the need for a grocery store in center city Bethlehem. He remarked that Ms. Negrón knows, she was on the Planning Commission for years so she knows more about this and also Mr. Reynolds knows because he lives close by there. Mr. Atiyeh reported he will accept whatever Council decides.

President Waldron asked Ms. Heller if this is rezoned, the Institutional Zoning District is changed so that grocery stores are allowed and if someone owns that property be it a private developer or the school district, hospital or one of the private colleges if they decided to sell a portion of that land is it correct that change would also go to the new owner as well.

Ms. Heller stated yes it would.

Ms. Crampsie Smith asked Mr. Atiyeh what year he purchased this land and when he purchased it what did he have in mind in regards to developing the land.

Mr. Atiyeh affirmed he has had this property for almost 15 years and it was during the last recession when he was planning to put a personal home care there called Bethlehem Manor. He was going to build a big four story building. He went through the planning process and he had it all approved and he was getting ready to build and then Moravian Village got one approved on Stefko Boulevard through a zoning variance and then there was one built up the street so his research analyst said they will not lend him money to build because there were too many personal care beds within 3 or 4 miles. He explained the Moravian Village approval knocked him out of getting financing. So now he is stuck with the property and then he had a treatment center psychiatric hospital and on and on, everyone knows the history. Mr. Atiyeh commented he is not a psychiatric hospital operator, he had a client interested. This site is not suitable at this time for personal care because Kirkland Village is building another building and it is oversaturated with beds within 5 miles he cannot get financing to build personal care on this site right now. He pointed out he is trying to find a good use and he thinks it is the best corner in the whole City of Bethlehem so he is looking for something that would be good for the city and good for him.

Ms. Crampsie Smith noted if this Lidl grocery store does not go through does he have any other options that are within the Institutional Zone uses.

Mr. Atiyeh stated no, not at this time. He talked to the hospitals and they are all building out at Martin Tower. An urgent care would be a good use on this site, it is a good spot and it is permitted by right but he reached out to the urgent care guys, there is one on Airport Road and now all the hospitals have urgent care. He pointed out that St. Luke's and Lehigh Valley have everything going on at Schoenersville and then they also have Anderson Campus and then the south side with St. Luke's so it is very unlikely that anything will happen at his site that is medical in nature. He has been pursuing this.

Ms. Crampsie Smith noted he still has the sign on that property saying "hospital coming soon" and she asked if that is there for any purpose and is he still considering a hospital on that site. If not, why is the sign still there? The reason she asks this is because she has had several constituents' state to her that it is not aesthetically appealing to be going past that site and seeing that sign all the time. They think it is really a detriment to the city. She is just restating what a constituent has said to her.

Mr. Atiyeh respects that and noted he still has a court case in the appellate court for the psychiatric hospital and somebody has a deposit on that and that appeal is ending right now. He explained that zoning turned it down; the local judge turned it down so it is in the appellate court process right now. If the appellate reverses the local judge and that psychiatric hospital can

operate, there is a deposit on it, and there will be a psychiatric hospital there, if we win the case. If he sells it to Lidl he will tell the buyer it is not available anymore, so this is a good option. Can we win in the appeal process? There is a 50% chance we might win during the appeal process but there is also the 50% chance we may lose. So those signs are temporary for the psychiatric hospital.

Ms. Crampsie Smith noted that is understood but if it is a 50% chance that it may or may not happen is there any reason why you just cannot take the sign down for the interim especially since we have constituents within the city that feel it is a detriment to the city.

Mr. Atiyeh mentioned he does not think it is a detriment to the city, there is nothing wrong with a psychiatric hospital, they save people's lives.

Ms. Crampsie Smith stressed she is a mental health counselor so she certainly agrees with him and she is not stating anything negative about psychiatric hospitals she is just stating that if we are not certain that a hospital is coming soon and the signs have been there for years now she is just questioning why the signs are still there. She wonders if he will consider taking them down in the interim until we know what is happening with that property.

Mr. Atiyeh observed it is his right as a land developer to keep those signs up and he is trying to attract other psychiatric hospital buyers. He had Acadia who was going to buy this site from him until the neighbors complained. He does have a deposit and a psychiatric group interested in buying this but he will not mention who they are so they are not scared away by the neighbors. He does not want to offend the neighbors he thinks that most of the people who are offended are more discriminatory towards the disabled class but there is nothing wrong with a psychiatric hospital. The ones that are offended by the psychiatric hospital signs are more discriminatory than they are worried about the fact that psychiatric hospitals save people's lives. Those constituents that are worried about it are probably discriminatory in nature so maybe you should ask them what their intents are and why they do not like that sign there and then talk to the developer who is trying to save people's lives. Mr. Atiyeh remarked he owns treatment centers, DUI centers, he has outpatient clinics and he saves people's lives. He would guarantee that these constituents are discriminatory in nature.

Ms. Crampsie Smith agrees with him having been in the mental health field for 40 years she knows the lives that they do save. She can attest that the constituents that have spoken to her are not discriminatory in any way because she has known them for many years and if anything they are more very active in the arts and cultural areas of the city and they are just looking at it from an aesthetic standpoint that they would like to see the rolling grass and those fields and not the billboards for something that does not exist at this point. She thanked Mr. Atiyeh for his time.

Mr. Atiyeh respects that and added that the particular nature of the artistic neighborhood has been discriminatory on this process when he was doing the psychiatric hospital from day one. So until you have someone in your family affected with mental health or mental illness you realize that psychiatric hospitals save people's lives. He would ask them what is wrong with a psychiatric hospital.

Mr. Colón mentioned looking at exhibit B where it breaks up parcel A and parcel B he asked how many stores that Lidl currently operate in the Lehigh Valley.

Mr. Atiyeh remarked there is one on Freemansburg and 25th Street and is a beautiful store. They are working on one maybe in Whitehall. The Palmer Township store is huge and is 40,000 or 50,000 square feet. So they have the store in on Freemansburg and 25th street, the one they want to build in Bethlehem, and the one they want to build in Whitehall or South Whitehall, so they will have 3 stores in the Lehigh Valley.

Mr. Colón asked if the Lidl's on Freemansburg Avenue sells alcohol, beer or wine.

Mr. Atiyeh stated he does not know.

Mr. Colón does not expect him to be representing Lidl so that is okay. Going back to the diagram in parcel A the footprint for the grocery store it looks like it is 31,000 square feet and in terms of trying to visualize this he wondered if it is comparable to an Aldi or the Giant on Easton Avenue. What would be something to help him visualize what 31,000 square feet looks like.

Mr. Atiyeh thinks the store, the Bottom Dollar that closed down on Stefko by the Wawa; he thinks that is comparable size to what this will be. The store is setback and has a glass front and looks beautiful. He believes that the Giant is about 80,000 to 100,000 square feet, those are huge. This store will be more the size of the Bottom Dollar.

Mr. Colón remarked that parcel A would be the grocery store. With parcel B are there any early intentions with that parcel.

Mr. Atiyeh stated he does and would like to pursue a Starbucks or a Chick-fil-a; those are great franchises and are needed in the city. There is one Chick-fil-a up off of Route 248 and you need to wait in line there. Also there is a Chick-fil-a in Whitehall that is also packed. He is looking for two good special franchises to go there, either Starbucks drive thru or a Chick-fil-a or a mini medical office. He added that Lidl serves beer and wine just like Giant and Wegmans does.

Mr. Colón asked if the current zoning allows for potentially a Chick-fil-a or a Starbucks.

Mr. Atiyeh stated not at all, it is the same; they would have to come back to Council for help. That is the good thing about Council controlling this, we could come back. Medical Office is a permitted use and urgent care next door would work, those are all permitted by right but if he had a franchise he would have to come back to the Council and say we have something good here and we are seeking relief. Council can control right now what goes on with the grocery store. You probably have three or four names. When he first tried to put a psychiatric hospital in the parcel there were many who showed up and the last time we went to put apartments in there ten or twelve showed up. There will probably be a few people who will oppose a grocery store and Greg Zebrowski in particular, he lives down the street and he is the Chair of the Lehigh Valley Planning Commission. Mr. Atiyeh noted that Mr. Zebrowski is the most outspoken of everything he has tried to do at this parcel. If he decided to put a single family home there, he would be upset. No matter what goes on he is upset and he is the one that has the Mayor's ear. Other franchises that would come on this site that could be the best location in Bethlehem, he would have to come back to Council or Zoning for relief. He cannot just put in a Dunkin Donuts or something crazy because it is not permitted.

Mr. Colón remarked if this would go through as presented, where did this 31,000 square foot number for Lidl come from?

Mr. Atiyeh explained he met with Lidl and they laid it out and got corporate approval to buy this site and that is the exact footprint they want and he will do the site work for them and they would build the building itself. So 31,000 square feet is exactly what they want, they got board approval to buy this location if it is approved and they will go there. They have already agreed on a price.

Mr. Colón observed we heard a few times reference to the neighbors. When this went before the Planning Commission was there any feedback in the positive or negative as related to this project.

Ms. Heller affirmed the neighbors have been represented by an attorney. They were opposed. (The rest of what Ms. Heller stated is inaudible.)

Mr. Colón wondered if we move forward with voting on this what agenda would this be on, would it be the next Council Meeting.

Ms. Heller stated usually that is how it is scheduled; there would be a First Reading at the next Council Meeting and then a Second Reading at the next Council Meeting after that. Actually that has already been advertised. Typically the meetings follow consecutively.

President Waldron affirmed the First Reading is scheduled for September 15, 2020.

Mr. Colón would say early on that adding this text amendment completely allowing grocery stores as a permitted use to Institutional Zoning District is a little bit too much regardless of the merits for or against the project. That is where he is at now but we have a few more weeks to go.

President Waldron stated he will now accept public comment from members of the public.

Public Comment

Lynn Rothman, 870 Wafford Lane, mentioned she is speaking not in favor of this proposed zoning amendment. Regarding the justification of people who would walk or bike to the grocery store, there are no sidewalks north of the site on Center Street. Even if there were better bike or pedestrian access you have groceries to carry on foot. It also requires additional time and a certain level of physical fitness. She is sure that Lidl would not want to locate there unless they are sure they would be successful and they likely would be successful however near that location we have a grocery store founded by the Bethlehem Food Co-op and that is only 1.4 miles from this site. We also have the Weis Market at the Westgate Mall which is close by, Valley Farm Market is 2.2 miles away, Aldi's is 2.5 miles, there is a Giant on Easton Avenue that is 2.4 miles away, there is a Giant on Union Boulevard, a Giant on Route 191 that is 3.3 miles away, and then down on Center Street we have Wegmans that is 2.4 miles away. Ms. Rothman added that some of these stores help support and anchor existing commercial centers which rely on them. Importantly the proposed grocery store does not fit with the current residential character of the neighborhood. She does not believe there is

a need for another grocery store within a 3 mile radius and it would cause traffic and other problems.

Brian Panella, attorney at Goudsouzian & Associates, 2940 William Penn Highway, Easton noted that their office was retained by two Bethlehem residents, Gregory Zebrowski, 23 Dewberry Avenue, and Alexander Schwarz, 1949 Main Street. He explained they attended the initial Planning Commission Meeting to voice opposition to this proposed modification and change to the City of Bethlehem's ordinance citywide and just wish to briefly reiterate their client's position on this as well. Attorney Panella stated first and foremost he wanted to note again that the property has been proposed for other uses and one of those uses is a psychiatric hospital and that is still being advertised on the property. It is not as if this property is completely unusable as is, this property and this applicant has received uses in the past. Along with that as the original caller said there are other choices locally and nearby that provide the exact same service. Attorney Panella noted they are asking that great consideration be given to the initial memorandum that was prepared and submitted by Darlene Heller and give great consideration to the findings of the Planning Commission. He thanked Council for their time and consideration in this matter.

President Waldron clarified that Council will not be taking action on this agenda item this evening. He reported the requested zoning text amendment ordinance will be placed on the September 15, 2020 Council agenda for First Reading.

President Waldron adjourned the Second Public Hearing at 8:00 pm.

2. APPROVAL OF MINUTES

July 21, 2020.

3. PUBLIC COMMENT (on any subject not being voted on this evening - 5 Minute Time Limit)

Parking Authority

Arthur Curatola, 813 Laufer Street, noted it is extremely hard to find legal parking spaces on the Southside of Bethlehem from 10 PM to 6 AM and is almost impossible to find a legal spot around one, two or three o'clock in the morning. The BPA refuses to do anything to rectify this problem. Why is this? It is obvious to city resident taxpayers who are paying for their services this way they can embezzle more money from the people to give more money to the executives of the BPA & many of the executive controllers of The City of Bethlehem as well. He moves that the Bethlehem Parking Authority should be placed as a topic to be voted on by the residents of Bethlehem. He has suggested to The BPA many ideas like; (1) Limit street parking permits to one car to a family. If two or more members in a family need two or more cars for work; great they have jobs, they could afford to pay for parking on a lot or in a garage. (2) If more parking decks need to be built; build them. (3) If people wish to use their yard to park their vehicles; help them make that happen. It will leave more legal parking spaces on the streets. (4) When vehicles are booted because of violations, give the perpetrators 24 hours to address the matter or tow the vehicle. Do not keep them on the streets for two weeks or more taking up legal parking spots. That is totally unfair to us taxpayers that we have to pay for their negligence. We pay each year for parking in our zones but during those late night & early morning hours we cannot find a legal

parking spot. He guesses that The BPA is above the law; they get the magistrates and judges to go along with their unfair and insensible action. If we try to fight an unfair \$15 parking ticket, we have to spend our time and gas money to go to the hearing plus when we lose we have to pay court costs & filing fees plus other costs that could total up to \$200 or more? To make it fair; how about if we win, the city pays for our attorney's fees and all of our costs, especially if we lost a work day. For years The BPA has had a parking block extending from my property to their lot to prevent me from parking on my property and did everything that they could to keep it there and make it that he cannot park on his property and free up one or two legal parking spaces on the street. What is a real extortion trap is the ticketing of cars parked in certain areas on certain days for street cleaning. He cannot understand; why does 5th, St. have to be cleaned by the city but Hayes Street which is an emergency route exempt? All of us have to clean our own streets but individuals on certain streets get favors from the city to have their gutters cleaned? Everyone should be responsible for keeping their own sidewalks and gutters clean or be fined by the city. The BPA does not truly care about getting the streets cleaned. They just go along with it to get money from hard working or poor people as easily as they can for doing the least amount of work that they can to take care of the problems. One good example is, he could not find a legal parking space a few months ago around midnight. I drove around for well over 20 minutes with physical problems. He had to park in one of those - no parking street cleaning spots. He planned to move it before 8:00 AM but moved a little slower that morning because of my problems. When he got there around 10 minutes later; there was a ticket on my windshield. His telephone number is in large professional print, clearly viewed on each side of his van. Many people in the past have called him if they wished for the vehicle to be moved; PPL, UGI, The Water Department plus others. He had this vehicle with my telephone number on each side for well over 10 years. For all the times that he paid out to The BPA for this reason, they never once called me to ask me to move my vehicle. You would think that if they really wanted the street cleaned in that area; they would have called. Things like this do not make our "Christmas City" of Bethlehem look good. It leads many to believe that The BPA just wants the money, all that they can get and as easy as they can get it from the people who have too many bigger problems than to fight city hall in a courtroom battle that is a lose/lose situation. Mr. Curatola noted he along with many others have been forced to give up money to support the BPA who have been extorting money from us for years; especially to us South side residents of Bethlehem. The amazing thing is that my city of Bethlehem, also called "The Christmas City" condones their unfair and insensible and also illegal actions. We continue to let this plus other corrupt actions rule our city that was named after the city that our Lord & Savior Jesus Christ was born. We, above all cities, have to be an example to all cities to make a greater USA. If we do not correct everything that needs correcting, we should consider changing the name because he is sure that God is not happy with us. We should just call this ABE City in honor of Abraham Lincoln or in combination of Allentown, Bethlehem, and Easton and make it one big tri-city area. He was looking forward to taking this through the courts. Not just for him, but mostly for all the hard working people of the city. Mostly for the handicapped & the elderly and above all for those like him who placed their life in harm's way for our country for way less than \$20,000 a year so that this country could continue to be the God trusting & God fearing country that our forefathers intended it to be. He is an 80% disabled veteran who continues very hard to try to work. He was eligible for VA benefits since 1968 but he did not want to take money from my country. He just accepted taking VA benefits in June of 2015. Because of his physical problems, he respectfully called the District Court and asked for a change of venue. The lady told me to send in my request or fax it in. It was faxed in from Senator Lisa Boscola's office. Later he called the lady. She said that it went through. She told me that with the pandemic, it will be a while until he will hear anything. With the power of the internet people

should not have to set foot in a courtroom. This past Saturday, the 29th of August he got an arrest warrant from the same district court, stating that if he did not cough up \$194 before the 14th of September he will be paying additional costs, custody, and possible incarceration. He liked to add that this is just for one \$15 ticket. He was waiting patiently for the notice for my day in court to either get this resolved or go further like he is doing with some other matters. Instead, he gets this? In 1833 Debtor's Prisons were abolished in the United States. Debtors' prisons impose devastating human costs and ultimately, debtors' prisons are not only unfair and insensible, they are also illegal. Imprisoning someone because they cannot afford to pay court-imposed fines or fees violates the Fourteenth Amendment promises of due process and equal protection under the law. Until that time, failure to pay what you were found to owe could and did land you in jail. And Debtors' prisons added a nice touch - not only were you forced to pay your debt, but you were also forced to pay additional fees, costs and fines. Maybe one day someone of authority will start sending out yellowish/green slips stating "You're Fired" to certain elected officials who are sitting back and doing nothing but letting Marshall Law take shape in our country.

Community Engagement Initiative

Edward Gallagher, 49 W. Greenwich Street, noted that he is excited about two of the major issues that are before us in the past few weeks, the discussion of the police and the discussion of the Community Engagement Initiative. He has a few questions tonight. The resolution that was passed on July 7, 2020, it was resolved that he Mayor and the Administration would collaborate with the police department to create a public space and that the Community Engagement Initiative would include the resolution and/or interface with any individuals or entities that the Mayor or Administration think are appropriate. It seems to him that the ball was passed to the Mayor. The Mayor has not been present for discussions at some of the meetings and it seems like Members of Council are talking about and leading this so he does not understand who is in charge of the discussion of the police and the formation of the Community Engagement Initiative. Mr. Gallagher added we do have the Community Advisory Board and that sounds a bit like a Community Engagement Initiative but the question is how does that relate and who is in charge and what is going on there. He was told that this is not the Mayor's committee that it is the NAACP Committee. So who is in charge of that Community Advisory Board and what is going on there and how does it relate to the Community Engagement Initiative. In the Morning Call newspaper there is a direct quote from Esther Lee "Over here in Bethlehem we have a pretty good relationship with the officers, I think our police are very mindful of what they do." So it sounds like we have a Community Advisory Board with the NAACP and he is confused why we have that. The African American community is about 7% of the town and the Latino community is about 29% so why do we have a Community Advisory Board with the NAACP but do not have one with the Latino Hispanic community. Mr. Gallagher noted with the police department, who is in charge and what is the plan that will come from the Public Safety Meeting from August 11, 2020. A very important issue, this started with George Floyd and since then we have had the Jacob Blake and the athletes have weighed in and engaged in the controversy. The budget season is getting closer. Mr. Gallagher commented we had a six hour meeting on August 11, 2020, we had 27 callers and a discussion, a lapse in technology, the Chair of Public Safety filling in empty space but it was said we will be discussing this and when we decide something we will get back to you. That struck him as having very indefinite plans to report back to people. He expected to hear at the August 18, 2020 was discussion of what you heard, the discussion on August 11, 2020 and what was the feedback and thoughts. But there was no discussion at all on August 18, 2020 of this six hour meeting on August 11, 2020, except a very odd mention at the end by one Council

person to another about the question of defunding. The only thing he could think of that this was not a good sign of unity on Council. He remarked that two people on Council have already said that they would not vote for defunding the police and as far as he can tell they have said that in definite terms. It seems like before the discussion has happened two Council persons have shown the possibility of one of the things that might be on the agenda for change. He would hope that those Council Members if they are definite in that feeling that they would never vote for defunding the police that they would explain their knowledge of various plans of defunding the police and the reasons that they do not feel that they apply to Bethlehem. To show that discussion at the moment seems to go against the whole thing of the Community Engagement Initiative. Mr. Gallagher remarked we are trying to get people to talk about things. What if people say defunding the police might be a good idea? He is excited about the Community Engagement Initiative and he would like to hear more about that. We have had a few meetings in which the rationale has been described in detail but what is the next step and where are the next steps for the discussion of the police and where are the next steps for the discussion of the Community Engagement Initiative.

President Waldron acknowledged under New Business this evening Mr. Reynolds planned to speak a little bit about the Community Engagement Initiative so stay tuned for that to get an update.

4. PUBLIC COMMENT (on ordinances and resolutions to be voted on by Council this evening – 5 Minute Time Limit)

Wage Equality Ordinance

Amy Zanelli, Fountain Hill, Lehigh County Board of Commissioners stated she is calling tonight to provide input on the Wage Equality Bill. She will say that legislation for the fair and equal treatment of women is long overdue, not just in Bethlehem but in all of our cities and this not surprisingly has her full support. However, she has been made aware of some notably valid concerns of Councilwomen Van Wirt and Negrón about enforcement to your local human rights commission and that is the reason for her call this evening. Bethlehem is not alone in their concerns but a case resulting from such legislation could become too much for municipalities to handle on their own but she does not feel that in and of itself should deter us from passing good law now or ever. Ms. Zanelli does feel it is relative to inform that she has been in the process of drafting legislation that will establish a countywide Human Rights Commission for precisely concerns akin to these. As so often happens her colleagues are also trying to establish this. She is hoping that the knowledge that both Lehigh and Northampton County would share to beautiful Bethlehem are both working on getting their countywide boards up and running could ease the trepidation of your local commission. With the year grace period included in this bill it would be in her opinion unlikely a case would ever have to come in front of your local Human Relations Commission. It is her hope and desire that both counties will have their own commission well before that time. Ms. Zanelli is sure that with continued conversation that we can all come to a peaceful resolution of this matter and she is asked to be kept abreast of any development and she wishes all peace and good luck in getting there. Thank you for the time and consideration.

Carla Young, 3971 Wellington Drive, informed she is technically in the Township but this is such an important issue to her personally and near and dear to her heart. She is now 60 years old but when she was young in college and idealistic at Penn State University and Director of the

Department of Women's services we organized, campaigned, and marched for pay equity. She had more of her life ahead of her than behind her at that time and was looking into the future. Now she is 60 years old and heading down the road to retirement and cannot believe that this is still an issue that we cannot come together and support. Also that we cannot come together as a community and say yes, wage equity is important. We are all sons and daughters of mothers. It seems to her and she is not sure but she thinks Bethlehem is about 20% Hispanic and Hispanic women are paid even less than white women and black women paid less. We are already being paid less than men and have been. She is in strong support of the wage equity ordinance tonight. She is not sure why we are even meeting to debate it. If she could just ask a question in addition to this statement, do we have support of this? Forgive her for not being able to know this answer. Do we have support of the Bethlehem City Council on this issue, on wage equity? Or is it something that is in conflict, something that we are divided on.

President Waldron mentioned Council has not taken up the topic or had a conversation about it.

Ms. Young stands for every woman in her life and in her circle. She is not sure why in 2020 we would need to debate this and why we would be met with resistance. She would very much like to voice her concern as a member of this community and would like to support the wage equity ordinance. It would be a very honorable thing for the City Council to do, to pass this and support wage equity in 2020 America. Thank you in advance for support of pay equity for women.

Celeste Dee, 647 West Union Street, Whitehall, noted while she does not live in Bethlehem she does work in Bethlehem. She has strong connections in Bethlehem and cares about the city. This is an important issue for everyone. She is calling tonight about the wage equity ordinance; she had the honor of weighing in on this ordinance early on bringing her personal experience in the private sector essentially as it pertains to wage inequality. She personally spent 20 years in various levels of corporate America including C-suite positions on 5th Avenue and always paid less than her male counterparts. It was always unacceptable and unfortunately that was the way it was, we did not have the Lilly Ledbetter Fair Pay Act and the current ordinances in places like New York and Philadelphia and numerous cities that ban employers from doing things like asking for an applicant's prior salary to consider it in a potential job offer. Every single position she has had in corporate America she was asked her prior salary which she thought was inappropriate and she thinks everyone here should agree. Many other cities and states have taken action to address this. None have been overburdened with enforcement, it is that simple. They put this out, they educate the public and by and large most employers are responsible employers and they follow the law. Ms. Dee noted places far less progressive than the City of Bethlehem, Pennsylvania like the state of Alabama have figured this out. It is disappointing to her to see that all this time it has not moved forward at all in Bethlehem to discuss amendments. Many other municipalities have employment discrimination ordinances to protect various discriminations; she does not understand why this is different. Ms. Dee stated SHRM which is a nationwide Society of Human Resource Management have been doing a great job educating HR professionals on this very issue because more and more states and cities are putting in these protections for job applicants. There has not been a huge problem and municipalities have not so far been overburdened. As a small business owner herself Ms. Dee can say that she would never ask that question and she never has. She believes as a community and as a government and as responsible employers we need to empower the people who work for us and pay them their

worth. City Council needs to help further this. In the words of one of her heroes, the esteemed Ruth Bader Ginsburg, "I ask no favor for my sex, all I ask of our brethren is that they take their feet off our necks." There for Ms. Dee is asking the Members of City Council to stop putting up roadblocks to having these conversations with each other, sit down at that able as a unit and say this is something we want to fix and we want to make better for those who live, work, and visit in the City of Bethlehem. Ms. Dee appreciates the time to speak and she hopes that Council will heed her words and the words of others and comes to the table together to make something work because it is important.

5. OLD BUSINESS
 - A. Members of Council
 - B. Tabled Items
 - C. Unfinished Business

6. COMMUNICATIONS

- C. *Director of Public Works – Recommendation of Award - Winterspring LLC dba Arche Wild – Northside 2027 Tree Beautification Project*

The Clerk read a memorandum dated August 26, 2020 from Michael Alkhal, Director of Public Works recommending a contract with Winterspring LLC dba Arche Wild for work related to the Northside 2027 Tree Beautification Project. The term of the contract runs 12 months from the Notice to Proceed. The cost is \$110,631 and there are no renewals.

President Waldron stated Resolution 10 C is on the agenda.

- D. *Director of Public Works – Recommendation of Award – Berg Construction, LLC – Bethlehem Golf Course Cart Paths*

The Clerk read a memorandum dated August 26, 2020 from Michael Alkhal, Director of Public Works recommending a contract with Berg Construction, LLC for work related to the Bethlehem Golf Course Car Paths. The term of the contract is ninety (90) days from the Notice to Proceed. The cost is \$155,972.50 and there are no renewals.

President Waldron stated Resolution 10 D is on the agenda.

- E. *Director of Planning and Zoning – Zoning Text and Map Amendment – Create a Student Overlay District and Provisions to Address Student Housing, along with minor revisions to certain dimensional requirements and accessory structure regulations.*

The Clerk read a memorandum dated August 27, 2020 from Darlene Heller, Director of Planning and Zoning requesting that City Council schedule a committee meeting to discuss a proposed zoning ordinance text amendment to create provisions for student housing and a student housing overlay district, along with dimensional amendments in RT and RG zoning districts. At their August 13, 2020 meeting, the City Planning Commission voted unanimously to recommend that City Council support the proposed zoning ordinance amendment and further recommended three changes as detailed in the memo.

President Waldron stated this will be referred to the Community Development Committee.

7. REPORTS

A. *President of Council*

B. *Mayor*

1. *Administrative Order – Mark P. Jobses – Bethlehem Parking Authority*

Mayor Donchez appointed Mark P. Jobses to membership on the Bethlehem Parking Authority to fill the position held by Joseph Hoffmeier whose term expired July 2020. This appointment is effective through July, 2020. Ms. Crampsie Smith and Mr. Colón sponsored Resolution No. 2020-138 to confirm the appointment.

Mr. Callahan thanks Mr. Hoffmeier, the outgoing Chairman of the Bethlehem Parking Authority. He served 20 years of service to the Bethlehem Parking Authority. That is a volunteer job, there is no payment. He does not know if there is anyone in the State of Pennsylvania that knows a much about parking than Mr. Hoffmeier. He really put all his energy into it. He went to all the sites, inspected them and knew the ins and outs of the parking authority. Mr. Callahan added that Mr. Hoffmeier also had a great financial background which was valuable to the parking authority. He served four Mayors, Mayor Cunningham, Mayor DelGrosso, Mayor Callahan and Mayor Donchez and in that term since he took over the Bethlehem Parking Authority three new garages were built at the direction of the Mayors. In times of financial trouble the Bethlehem Parking Authority came up with \$500,000 dollars to our city fund which we still take a good chunk of. There was a \$2 million dollar increase in our balance after the next month's service debt is paid off, we will still have \$2 million dollars still in the bank after the service debt is paid off. There has been \$3 million dollar increases in the balance sheet and they also gave \$288,000 dollars to the pension fund to the city and also renovations to the Commons Deck in back of the Brew Works. Some of the other things that were brought on during Mr. Hoffmeier's term were the digital meters, the phone apps, and he thinks the big thing was the digital meters and that was a big fight for a long time where it was all cash and coin. Bringing in Mr. Hoffmeier and under his direction the money flow has become much more accountable in the Bethlehem Parking Authority and that is where a lot of the revenue came outside of a few of the increases. Mr. Callahan just wanted to thank Mr. Hoffmeier for all of his time and service to the Bethlehem Parking Authority. He thinks it is a mistake that he is no longer on the authority; he is a very valuable asset to the city and the Bethlehem Parking Authority. With that being said Mr. Callahan welcomes Mr. Jobses and will be voting for him tonight, he has known him a long time. He added that Mr. Jobses is born and raised in Bethlehem and also has a great financial background. He has been at Lafayette Ambassador Bank for a number of years and has a new job now. Mr. Callahan added he has done multiple mortgages and loans with him and knows him to be very efficient and detail oriented, he will do a great job and he will be supporting him tonight.

Mr. Reynolds affirmed he wanted also to thank Mr. Hoffmeier for his years of service. When you spend a lot of time on a commission or authority it is because you care about the City of Bethlehem. You could put any of us on the parking authority, that job with working on the parking authority is that you are never the good guy and many times you are making difficult

decisions. Overall financially compared to where the Bethlehem Parking Authority was 10, 12, or 15 years ago it is in a better space. Mr. Reynolds also wanted to thank Mr. Hoffmeier for his years of service. Sometimes it is hard to get people to spend time on jobs that are not being paid and that is the way many of these Authorities and Commissions are and Mr. Hoffmeier put in a lot of time over the years. Mr. Reynolds added that Mr. Jobs will be a good fit here and once again the parking authority will have a lot of big decisions coming that will affect our downtowns and the neighborhoods. So it behooves all of us to reach out to not just Mr. Jobs and our new Executive Director Mr. Fernstrom but all the members to stay engaged with the plans going forward. They will have many big decisions in the future and Council will want to be a part of these decisions.

Dr. Van Wirt stated she also wanted to thank Mr. Hoffmeier for his years of service. This is the type of citizen involvement that we are so lucky to have. She also looks forward to working with Mr. Jobs if he is approved tonight as she is the City Council Liaison to the Bethlehem Parking Authority.

Voting AYE: Mr. Reynolds, Dr. Van Wirt, Mr. Callahan, Mr. Colón, Ms. Crampsie Smith, Ms. Negrón, and Mr. Waldron, 7. The Resolution passed.

2. *Administrative Order – Ward Van Haute – Fine Arts Commission*

Mayor Donchez reappointed Ward Van Haute to membership on the Fine Arts Commission. This appointment is effective through August, 2023. Ms. Crampsie and Mr. Colón and Smith sponsored Resolution No. 2020-139 to confirm the reappointment.

Voting AYE: Mr. Reynolds, Dr. Van Wirt, Mr. Callahan, Mr. Colón, Ms. Crampsie Smith, Ms. Negrón, and Mr. Waldron, 7. The Resolution passed.

EMS Recognition

Mayor Donchez explained our EMS Department received for the fifth year in the row the 2020 Mission Lifeline EMS recognition, a gold plus award from the American Heart Association. This is a job well done, we are very fortunate because we have a great group of professionals that respond to about 12,000 calls each year.

Main Street Speed Bumps/Planters

Mayor Donchez commented the speed bumps on Main Street will probably be installed by the end of the week. There will be two speed bumps between the Church and up to Market Street and then from Market Street up to Broad Street. These will be temporary and will be taken out prior to the winter to make it easier to plow snow but that should take place this week. We should be getting the second order of planters and parklets and that should be going up too. Our intention is to keep them out until the end of October and possible early November depending on the weather.

Community Advisory Board

Mayor Donchez then responded to Mr. Gallagher. The Community Advisory Board which he serves and is chaired by Esther Lee is requested by the National and State Chapters of

the NAACP to their local chapters. Mayor Donchez noted he talks frequently to Ms. Lee and in fact the met today and on Friday at the rally. They have had two monthly meetings and the third monthly meeting is coming up. Ms. Lee sets up the agenda, we have discussed the police use of force, and we discussed education where Dr. Roy made a presentation. Mayor Donchez reported next month's presentation is on the homeless. So we do meet monthly and the full committee is 21 and it is a diverse committee. He thinks we have accomplished a lot so far regarding that.

Police Chief Mark DiLuzio

Mayor Donchez related that yesterday and this morning he had lengthy meetings with Police Chief Mark DiLuzio regarding his reposting of a Facebook photo post this weekend. Chief DiLuzio sent a memo to City Council apologizing for his poor judgment reposting the offensive post. Today he published a statement on his private Facebook page stating that the message imbedded in the photo post does not represent what he has stood for over 40 years as a law enforcement officer. He extended a heartfelt and sincere apology to all who read the offensive post. Chief DiLuzio has been justly criticized and embarrassed by this incident. He has promised that nothing similar will happen again and accepts the consequences of breaking that promise would be the most severe nature. Mayor Donchez affirmed those are his comments regarding that issue.

C. *Finance Committee Meeting*

Chairman Reynolds announced the Finance Committee met on Tuesday, August 25, 2020 at 6:00 pm in Town Hall. The Committee agenda included the following four (4) items:

1. Transfer of Funds – General Fund – Mechanical Maintenance
2. Transfer of Funds – Sewer Capital Fund – West Intermediate Clarifier - Gravity Thickener – Clarifier Catwalks
3. Amending General Fund – City Health and Police Justice Assistance Grant
4. Amending Non-Utility Capital Budget – LSA Gaming Grant – Police Equipment - Gaming

In connection with agenda item 1, Transfer of Funds – General Fund the Finance Committee voted to recommend approval of the proposed transfer of funds and to place an appropriate transfer approval resolution on tonight's Council meeting agenda. For agenda item 2, Transfer of Funds – Sewer Capital Fund the Finance Committee voted to recommend approval of the proposed transfer of funds and to place an appropriate transfer approval resolution on tonight's Council meeting agenda. For agenda item 3, Amending General Fund – City Health and Police Justice Assistance Grant the Finance Committee voted to recommend approval of the proposed budget amendment and to send an appropriate budget adjustment ordinance to Council for first reading at tonight's meeting. For agenda item 4, Amending Non-Utility Capital Budget the Finance Committee voted to recommend approval of the proposed budget amendment and to send an appropriate budget adjustment ordinance to Council for first reading at tonight's meeting.

D. *Committee of the Whole Meetings*

President Waldron announced the Committee of the Whole will be meeting on Tuesday, October 6, 2020 in Town Hall at 6:00 pm and the subject will be to review the Administration's

Five Year Capital Plan. He added that Council met as a Committee of the Whole last week and we had our bi-yearly Ethics Training held by the state which is required under City Ordinance.

President Waldron remarked he did get notice by Ms. Negrón that someone tried to call in this evening and was unable to make contact, Ms. Carrell-Smith so he will call her for her opportunity to make public comment and after that open it up to see if there was anyone else that was not able to get through for whatever reason. He explained there is a feature on this phone that has a do not disturb button which he turns on when other people are on their call. So there are windows of opportunity specifically when other callers are on the line and he is asking for comments. So if you do not fit into that maybe 60 second window there is a potential you can be missed.

Student Housing Ordinance

Kim Carrell-Smith, 833 Carlton Avenue, explained her phone had a busy signal when she tried to call so she now appreciates the time to comment on something that is on the agenda. As a 32 year resident of south Bethlehem she just wanted to thank the City Administration folks for doing such great work to develop the student housing ordinance which is item 6 B on the agenda. It was truly an inclusive process. As south side owners, she and her husband and her neighbors fully support what they have come with and we really hope that the Council will support this to support stable neighborhoods and affordable housing on the south side while serving student residents well. Ms. Carrell-Smith noted this will make it possible for homeowners and long term renters to be able to financially and socially to stay in their stable neighborhoods and these are neighborhoods with long term personal connections where people live their daily lives in homes and apartments where the rents are affordable. But for now simply thank you to the City Administration especially the Zoning and DCED staff for guiding the research and fact finding process and for listening to the voices of residents and students, Lehigh Alums, landlords, realtors, and other people who participated in the discussion as the ordinance was developed. Thank you as well to the City Council Members who met with residents and others to hear us and to protect and preserve stable affordable mixed income neighborhoods.

8. ORDINANCES FOR FINAL PASSAGE

A. *Bill No. 19-2020 – Amending Article 721 Titled Streets and Sidewalks – Wireless Installations*

The Clerk read Bill No. 19-2020 – Amending Article 721 Titled Streets and Sidewalks – Wireless Installations, sponsored by Mr. Colón and Ms. Crampsie Smith on Final Reading and titled:

AN ORDINANCE OF THE CITY OF BETHLEHEM,
COUNTIES OF LEHIGH AND NORTHAMPTON,
COMMONWEALTH OF PENNSYLVANIA, AMENDING
ARTICLE 721 OF THE CODIFIED ORDINANCES OF THE CITY OF
BETHLEHEM, TITLED “STREETS AND SIDEWALKS”

Voting AYE: Mr. Reynolds, Dr. Van Wirt, Mr. Callahan, Mr. Colón, Ms. Crampsie Smith, Ms. Negrón, and Mr. Waldron, 7. Bill No. 19-2020 now known as Ordinance No. 2020-18 was passed on Final Reading.

9. NEW ORDINANCES

A. *Bill No. 20-2020 – Amending 2020 General Fund Budget – Budget Adjustments*

The Clerk read Bill No. 20-2020 – Amending 2020 General Fund Budget – Budget Adjustments, sponsored by Ms. Crampsie Smith and Mr. Colón and titled:

AN ORDINANCE OF THE CITY OF BETHLEHEM,
COUNTIES OF LEHIGH AND NORTHAMPTON,
COMMONWEALTH OF PENNSYLVANIA, AMENDING
THE 2020 GENERAL FUND BUDGET

Voting AYE: Mr. Reynolds, Dr. Van Wirt, Mr. Callahan, Mr. Colón, Ms. Crampsie Smith, Ms. Negrón, and Mr. Waldron, 7. Bill No. 20-2020 was passed on First Reading.

B. *Bill No. 21-2020 – Amending 2020 Capital Budget for Non-Utilities – Budget Adjustments*

The Clerk read Bill No. 21-2020 – Amending 2020 Capital Budget for Non-Utilities – Budget Adjustments, sponsored by Ms. Crampsie Smith and Mr. Colón and titled:

AN ORDINANCE OF THE CITY OF BETHLEHEM,
COUNTIES OF LEHIGH AND NORTHAMPTON,
COMMONWEALTH OF PENNSYLVANIA, AMENDING
THE 2020 CAPITAL BUDGET FOR NON-UTILITIES

Voting AYE: Mr. Reynolds, Dr. Van Wirt, Mr. Callahan, Mr. Colón, Ms. Crampsie Smith, Ms. Negrón, and Mr. Waldron, 7. Bill No. 21-2020 was passed on First Reading.

10. RESOLUTIONS

A. *Approve Transfer of Funds – General Fund Budget*

Ms. Crampsie Smith and Mr. Colón sponsored Resolution No. 2020-140 that authorized the transfer of funds in the General Fund Budget in the amount of \$12,544 dollars from the Account General Expenses-Unforeseen Contingency to the Account Mechanical Maintenance-Department Contracts, for two (2) new line items to be established in the General Fund Bureau of Mechanical Maintenance budget.

Voting AYE: Mr. Reynolds, Dr. Van Wirt, Mr. Callahan, Mr. Colón, Ms. Crampsie Smith, Ms. Negrón, and Mr. Waldron, 7. The Resolution passed.

B. *Approve Transfer of Funds – Sewer Capital Budget*

Ms. Crampsie Smith and Mr. Colón sponsored Resolution No. 2020-141 that authorized the transfer of funds in the Sewer Capital Budget in the amount of \$855,000 dollars from the WWTP Electrical Substation Replacement: Gravity Thickener Upgrade; Fixed Asset Repair Account to the W. Intermediate Clrfr Drive Renovations and Clarifier Catwalk Replacement accounts. The line item transfer amounts are specified in the resolution.

Voting AYE: Mr. Reynolds, Dr. Van Wirt, Mr. Callahan, Mr. Colón, Ms. Crampsie Smith, Ms. Negrón, and Mr. Waldron, 7. The Resolution passed.

C. *Approve Contract – Winterspring LLC dba Arche Wild – Northside 2027 Tree Beautification Project*

Ms. Crampsie Smith and Mr. Colón sponsored Resolution No. 2020-142 that authorized to execute an agreement with Winterspring LLC dba Arche Wild for the Northside 2027 Tree Beautification Project.

Voting AYE: Mr. Reynolds, Dr. Van Wirt, Mr. Callahan, Mr. Colón, Ms. Crampsie Smith, Ms. Negrón, and Mr. Waldron, 7. The Resolution passed.

D. *Approve Contract – Berg Construction, LLC – Bethlehem Golf Course Cart Paths*

Ms. Crampsie Smith and Mr. Colón sponsored Resolution No. 2020-143 that authorized to execute an agreement with Berg Construction, LLC for the Bethlehem Golf Course Cart Paths.

Voting AYE: Mr. Reynolds, Dr. Van Wirt, Mr. Callahan, Mr. Colón, Ms. Crampsie Smith, Ms. Negrón, and Mr. Waldron, 7. The Resolution passed.

Motion – Considering Resolutions 10 E through 10 I as a group – Certificates of Appropriateness

Mr. Callahan and Ms. Crampsie Smith moved to consider Resolutions 10 E through 10 I as a group.

Voting AYE: Mr. Reynolds, Dr. Van Wirt, Mr. Callahan, Mr. Colón, Ms. Crampsie Smith, Ms. Negrón, and Mr. Waldron, 7. The Motion passed.

E. *Certificate of Appropriateness – 530 East Fourth Street (Limberia Tropical Algarete)*

Ms. Crampsie Smith and Mr. Colón sponsored Resolution No. 2020-144 that granted a Certificate of Appropriateness to install new signs at 530 East Fourth Street (Limberia Tropical Algarete).

F. *Certificate of Appropriateness – 203 East Third Street (Essence Hookah Lounge)*

Ms. Crampsie Smith and Mr. Colón sponsored Resolution No. 2020-145 that granted a Certificate of Appropriateness to install a new sign and gooseneck lights at 203 East Third Street (Essence Hookah Lounge).

G. *Certificate of Appropriateness – 14 West Fourth Street*

Ms. Crampsie Smith and Mr. Colón sponsored Resolution No. 2020-146 that granted a Certificate of Appropriateness to install a vinyl sign at 14 West Fourth Street.

H. *Certificate of Appropriateness – 17 East Third Street (Santiago Cigar Lounge)*

Ms. Crampsie Smith and Mr. Colón sponsored Resolution No. 2020-147 that granted a

Certificate of Appropriateness to install vinyl logos on windows, exterior panels and a hanging sign at 17 East Third Street.

I. *Certificate of Appropriateness – 306 South New Street (Zest Bar & Grille)*

Ms. Crampsie Smith and Mr. Colón sponsored Resolution No. 2020-148 that granted a Certificate of Appropriateness to amend the allowed timeframe for the rooftop terrace awning at 306 South New Street (Zest Bar & Grille).

Voting AYE on Resolutions 10 E through 10 I: Mr. Reynolds, Dr. Van Wirt, Mr. Callahan, Mr. Colón, Ms. Crampsie Smith, Ms. Negrón, and Mr. Waldron, 7. The Resolutions passed.

11. NEW BUSINESS

A. *Councilman Callahan Motion to Discharge the Human Resources and Environment Committee from consideration of the proposed wage equality ordinance*

President Waldron remarked he will look for a motion and a second to discharge the Human Resources and Environment Committee from consideration of Mr. Callahan's proposed Wage Equity Ordinance. Mr. Callahan and Ms. Crampsie Smith made the motion and now there will be discussion.

Mr. Callahan advised he has a few questions for Council Solicitor Spirk just to understand the process. He was not aware until late last night this possibly did not have the votes to be brought to full Council. He did not have much time to rally some forces. He queried if the full Council votes no to listen and discuss the merits of the ordinance and it does not pass tonight to pull it out of committee, what would happen at that point?

Solicitor Spirk reported it would stay at the committee.

Mr. Callahan asked if it dies at committee.

Solicitor Spirk state no, just stays there like it is now.

Mr. Callahan noted he has the right to continue to try to work with the committee members and try to get them to accept at least a meeting, is that correct?

Solicitor Spirk stated if the status quo stays the same.

Mr. Callahan asked if he has the right to bring it back to full Council again to ask them to take it from the committee if the committee refuses to meet.

Solicitor Spirk related Mr. Callahan could make another motion to discharge and it would be the same as now, you would have to give notice at the prior meeting and then you would only need a majority but if it is a motion you just spontaneously made without including it on the agenda then you would need two thirds vote or five votes.

Mr. Callahan asked if there was an amount of limit of how many times he can try to bring it back.

Solicitor Spirk stated no.

Mr. Callahan affirmed back in December he became aware of what he thought was a great ordinance to help protect women, especially minority women that was passed in the City of Philadelphia. It went through an appeals process and the federal appeals court in Philadelphia ruled in the favor of the City of Philadelphia and ruled that this is allowed. So the legality of it is totally accurate. He proposed it on December 13, 2019. The ordinance is to establish a new article for the City's Codified Ordinances. This ordinance is designed to combat wide spread gender based inequalities by prohibiting employer inquiries into perspective employee wage histories as well as employer reliance on such wage histories for determining compensation. In the Commonwealth of Pennsylvania women are paid 79 cents for every dollar a man makes according to the United States Census Bureau 2015 report. Women of color are paid even less. African American women are paid only 68 cents to the dollar paid to a man and this is the same job, he is not talking about as situation where people have more qualifications or more years of service. This is all things being equal; an African American woman is paid 68 cents to the dollar of what a man makes for the same exact job. Latinas are paid only 56 cents to the dollar paid to a man and Asian women are paid 81 cents to the dollar paid to a man. The gender wage gap has narrowed by less than one half a penny per year in the United States since 1963 when Congress passed the Equal Pay Act, the first law aimed at prohibiting gender based paid discrimination. Basically what happens is a business owner, whether an accountant, a funeral home director, a lawyer, whatever, they have increased business and want to hire someone new. They have in their head a dollar amount that they are budgeting for the position. Let's say hypothetically it is \$70,000 a year in their head they will budget. A girl comes in and because women out of college when they first start working are paid less than men at the starting point. They are already paid less than men because of these inequalities. Mr. Callahan reported that follows them for the rest of their career because based on that hypothetically Mr. Donchez has a business and he is budgeted \$80,000 and Mr. Callahan goes in and has the same qualifications, experience, and years of service as a female. The question as it is right now, all businesses are allowed to ask your prior wage history. Mr. Donchez would ask him his prior wage history and he would say \$70,000 dollars at his prior job and he said he will give \$80,000. A woman goes in who has the same exact qualifications, the Unions have this down and if you have a Bachelor's Degree, with a certain amount of years of service, that is the dollar amount you get, it does not matter if you are woman or a man, it is equitable. When a woman comes in and Mr. Donchez hypothetically asks what she made at her prior job and she ways \$54,000 now all of a sudden she is not offered the same amount of money, she will not get the \$80,000, she may be offered \$62,000 so this wage inequality keeps on perpetuating. This ordinance has been passed not only by the City of Philadelphia but also 21 other cities, 19 states including Alabama, and that he finds amazing. The State of Pennsylvania does not allow its state agencies, not businesses there is no state law for the businesses, it does not allow the state agencies to ask the question. This ordinance is for the City of Bethlehem and according to the ordinance since women are paid on average lower wages than men basing wages upon a workers wage at a previous job only serves to perpetuate gender wage inequalities and leaves families with less money to spend on food, housing, and other essential goods and services. The premise of this ordinance, and this is the bottom line, is that salary offers should be based upon the specific job responsibilities of a position and not based upon an applicant's prior wage history so as to avoid the perpetuation of gender wage inequalities. Mr.

Callahan continued on to say in Philadelphia a woman Rue Landau, the Executive Director of the Philadelphia Commission on Human Relations which unanimously passed the City Council vote in Philadelphia in 2017 says it comes as a variety of worker protection, legislation, that has been implemented in recent years. This one she said "Should be held up as one that is all about equality and protecting peoples civil rights." She said "I never understood the argument against it." This is a leading expert in wage and inequality and women's rights. Mr. Callahan commented he had Solicitor Spirk and some other lawyer help him with writing this up along with some women in the Lehigh Valley who he respects greatly. He also has his daughter, Erica to represent the younger crowd on the committee. He came up with the ordinance; he proposed it and President Waldron had moved it to the Human Resources and Environment Committee, which was the right thing to do. It gets moved to committee for the work to be done, for us to hammer out the details and to come up with changes or amendments, if the committee members so see it. So this was sent to committee and the Bethlehem Human Relations Board (Editor's note: the correct name for this City Board is the "Bethlehem Human Relations Commission") for some reason was under the impression that there would be thousands of cases per year and they did not want anything to do with it. Mr. Callahan has since found out from at least 4 lawyers from the Northampton County Bar who told him there is no way you will have thousands of cases, at the max there would be 4 or 5 a year. That was an unsolicited opinion from them. Their rationale is that businesses generally follow the law. When the City passes an ordinance it usually becomes law within 20 days after the Mayor signs it. Written in the ordinance already we are giving a one year educational piece. We are not even letting it become law for one full year. Mr. Callahan had talked to the Mayor about possibly sending this out with the tax bills and to spread the word through the Downtown Bethlehem Association and the Chamber of Commerce. The bottom line is that businesses do not want to break a law especially when it comes to wage inequality for women and beyond the headline news of Channel 69, the Morning Call, and the Express-Times. They follow the law. For the few that do not he would have liked to send this to the Human Relations Commission but they did not want anything to do with it, which is their prerogative. He wanted to thank Lehigh County Commissioner Amy Zanelli for reaching out. She is in the process with Lehigh County and Northampton County of creating a human relations board which she thinks should be up and running way before this one year time limit is up where our law becomes impacted. Prior to that knowledge he wanted to make an amendment to it but he cannot get the two committee members that are on the Human Resources and Environment Committee with him to agree to a date for a meeting. He would say probably about 25 to 30 dates we have sent out, but they have refused to meet. He has asked in 4 emails which he has copied Mr. Waldron and Mr. Vidoni on and the last few he also copied Councilwoman Grace Crampsie Smith on. He has asked for amendments. Mr. Callahan asked Solicitor Spirk when things go to a City Council committee, the committee is supposed to hammer out the details according to Robert's Rules of Order, is that correct?

Solicitor Spirk stated yes, the City Council committees do fine detail work and then report back to Council to save time and efficiency so it does not have to be done by the entire Council.

Mr. Callahan observed at that point according to Robert's Rules of Order, and if he is wrong please correct him, but at that point if the City Council committee does not like the ordinance they can provide and suggest amendments to ordinance that is being proposed, he asked if that is correct.

Solicitor Spirk affirmed yes, they can propose amendments, they can make recommendations to full Council, they can vote no, and they can do anything.

Mr. Callahan remarked if the City Council committee does not like the ordinance as it is written they can vote no against it which then sends it to full Council with a majority vote saying no we do not recommend this ordinance or they can vote yes for it. So there are three options for the Human Resources and Environment Committee, they can vote yes for it and recommend to full Council the yes, the committee approves of it or they can vote no against it saying no this is not a good ordinance or they can propose amendments to it and try to pass it that way. If they still do not like it they have the option of voting no, he asked if that is correct.

Solicitor Spirk reported the City Council committee can do anything they want. They can vote yes and send it to Council, they can vote no and send it to Council, they can vote not to send it back to Council.

Mr. Callahan stressed he tried over six months to get another Human Resources and Environment Committee meeting scheduled. This is a good ordinance and to block it because of personal feelings and stop women primarily minority women from being abused with their wage inequalities to him is not right. He wants to thank Lehigh County Commissioner Amy Zanelli for reaching out to him. He also wants to thank fellow Council Members Grace Crampsie Smith and Michael Colón for their advice and counseling over the past few days. He appreciates it and hopefully he will live up to what he said he would do, to remain calm but this is important legislation that helps to empower women especially women of color who are statistically more impacted. We want Bethlehem to continue to be a city of equality for everyone. As he has stated several times in emails and verbally here at Council a few times, he would be more than happy to work together and accept any amendments needed to make this ordinance better. He has received none in over six months. Mr. Callahan was asked in a meeting to have a personal conversation and to meet, but he is not allowed to do that. According to Solicitor Spirk two committee members cannot meet to discuss when there are only three people on the committee that would be a Sunshine Act violation. He would hope that everybody on this Council is in favor of openness and transparency, we all talk about it. He does not know why we cannot have a meeting and discuss this. He really does not know what everyone is afraid of. If you think this is a good ordinance, let us pass it on to full Council if you do not agree with it give him an amendment and if you still do not like it then vote no against it and send it to full Council. Mr. Callahan does not understand the stall tactics. He hopes that cooler heads prevail with the committee members and that at some point we either have the time to fulfill your Council committee obligations or if you put the personal and professional reasons you are stonewalling a good ordinance to protect all women. Whichever it is, this is not good. Mr. Callahan has some additional comments to make but he will wait for any additional comments from other Council Members. He would ask all of you to understand that he has tried over six months and has been more than patient. This is a good ordinance but if you do not like it then give him some amendments. He has asked 4 times in emails and twice at Council Meetings. He has received no replies. Mr. Callahan reiterated that we are not allowed to meet individually, that is a violation and we are all about openness, he has heard everybody on this Council talk about openness and transparency. Let's have the meeting up front that is all he asks. He asks for Council to understand that he has tried and has asked for amendments and changes and has gotten nothing. He believes he has sent out at least 25-30 dates. These committee members have agreed to other dates with other committees they are on numerous times. So something is going on and all his

asking for is that, and this is to the other Council Members, is anyone on Council that is not on the committee against the basic premise of the ordinance that salary offers should be based upon the specific job responsibilities of a position and not based upon an applicant's prior wage history, so we can avoid the perpetuation of gender wage inequalities. If you believe in that you will vote yes on this. We are not voting to pass it now; all we are voting on is to bring it to full Council to discuss it. This is the same situation with the same two Council people when we had the stonewalling of the parking meter penalties. It stayed there and that was the first time in 7 years on Council and he does not know how many times we have had to ask to discharge the committee to bring something to full Council, this is the second time in less than a year. It has never happened before in all the years Mr. Callahan has been on Council. Mr. Callahan added that Mr. Colón who was the Chair of that committee was in favor of it but he could not get it to Council because these two same Council people were trying to block it. So that did come to Council and we passed it. He is asking all of you tonight to vote yes, not to pass it, just to bring it to full Council so we can discuss it. That is all he is kindly asking. Let's discuss this good ordinance.

President Waldron then stated he will turn to other members of the committee and Council for comments. First, he was hoping to turn to Solicitor Spirk for some clarification. Mr. Callahan talked about the Sunshine Act and how that works in with a committee. When it is Council that is a bit different, because the numbers are different but when you have a committee, even two people getting together that could potentially trigger a violation of that. He was hoping for a little bit of clarification as to what two members of the same committee might be able to talk about in a micro and macro aspect. Obviously they are able to communicate but on what level to the point where it potentially become a Sunshine Act violation.

Solicitor Spirk stated it is good that one's first reaction would be to be cautious knowing that two people on the three person committee constitute a quorum, so it is good that one should always be cautious when engaging in discussion like that. The Sunshine Act forbids deliberating agency business, weighing the pros and cons, arguing back and forth debating. If two people on a committee were to do that, it has to be public but short of debating or arguing the pros and cons, if two people sit together and draft a proposed ordinance, two people who are like minded and think let's get something together and they are both on the same committee and want to sit down and draft together and talk if they should put a comma here or should we add this sentence or should we put this proposal in there, he does not think that is debating the pros and cons or weighing agency business. He thinks two people can work together to draft an ordinance. One person says they will never vote for that, I will not vote for anything like that, I might consider something like this, that is probably alright but the actually weighing pros and cons and debating is the problem so be careful and be cautious in that respect. But he thinks it is overstating it to say that two members of the committee cannot talk to each other.

President Waldron thanked Solicitor Spirk.

Mr. Callahan commented because he has a proposed ordinance and he knows we have all spoken individually on other issues but because this is an ordinance he has already put forward, to have a discussion not in an open setting and not being transparent because he has already proposed it, he assumes from Solicitor Spirk's comments that we are not allowed to have two people on the same committee discussing the pros, cons, or amendments or changes to the proposed ordinance on the table.

Solicitor Spirk stated yes, the pros and cons, when Mr. Callahan said that, this would make him say not to do that. Do not weigh the pros and cons, the debates and merits of the ordinance with a two person conversation if you are quorum of the committee.

Ms. Crampsie Smith explained the reason she seconded the motion is because she thinks the context of the ordinance is good and we had people call in to support it. She is sure there are many people most if not all women in the city that support it. When we talk gender we have to realize we are talking about transgender also. From what she has seen and read they are a population that is being discriminated against especially in the wage issue. So this wage equity ordinance can be very helpful for women as well as transgender individuals. The reason she seconded the motion is because she wanted to discuss this and she thought we could discuss it without having to bring it back. She thinks it is good to have the discussion and it is important that we get it back to the committee. She believes that everyone on the committee although whatever issue there are with this ordinance, she would think that everyone on this committee would agree with the basic tenets of the ordinance and wants to make it happen. She hopes that the committee can get together and work and amend it as necessary especially in light of the fact that Commissioner Zanelli is proposing possible a bi-county Human Relations Commission so that adds more flavor to this ordinance. Ms. Crampsie Smith hopes that the Human Resources and Environment Committee can go back and work on this ordinance and come up with something that is agreeable by all to all and that would be beneficial to all genders within the city especially the women and transgender population.

Mr. Colón mentioned in reference to what we heard earlier regarding our Public Safety Committee Meeting he will remind everyone that whatever ordinances have been reviewed at Public Safety have come out of committee and been reviewed. But just a few things as it relates to this ordinance. Looking back the original email from Mrs. Kelchner had come out back in January of 2019 so he knows this has been something that has been on everyone's radar. He has already acknowledged to Mr. Callahan that he does not support the ordinance as it is written and we are not talking today about supporting this or not supporting this. We heard reference to unprecedented to have ordinances not come out of committee potentially but it would also be unprecedented to pull ordinances out of committee also. So those are two different angles to look at. Just as we talk about as it relates to this ordinance and he will touch briefly on the Bethlehem Human Relations Commission, sometimes referred to as the "HRC" because we heard mention of that. Since the beginning of this year he Chair's the Bethlehem Human Relation Commission and as Members of Council we appointed three new members of the new Human Relations Commission over the summer. We have 3 new members and that is going from 6 to 9 people and a big turnover. They will have a future HRC Meeting when we have all the new members and a forum present to be able to talk about where everyone is at as it relates how to the ordinance reads as is proposed. Mr. Colón mentioned then where we are at the process. He would favor the Human Resources and Environment Committee in some capacity moving forward. It is within the committee's right as Solicitor Spirk said to do anything regardless of its moving forward with a positive recommendation, negative recommendation, or keep it at committee. In terms of subject matter of the ordinance which again he does not support as written but in terms of the spirit of the ordinance, he would think that most of us can agree the intentions are good with it. He would just be curious if not this where do we go from here if we want to see something in this nature or with this intent come forward through Council to pass something is the will of the committee and Council to build off of what has already been presented or is it to start anew because what was presented was not favorable or applicable. We heard reference to other cities

and other states. There are many mechanics there. We know as legislators that the devil is in the details. Mr. Colón believes it would be easy to pass just one ordinance that says you cannot do this but obviously it is the enforcement mechanisms and the details and minutia of really everything we pass especially with intent like this. That is really what can bog us down and hold us back as we have seen with numerous ordinances time and time again. He echoes what was said by Councilwoman Crampsie Smith. He agrees with the nature of it, with the context and the spirit of what was presented. In terms of how we move forward he guesses that is the biggest question. He understands Mr. Callahan's eagerness to want to move forward and he hears him say this is a good ordinance but he would hope so because he put it forward. It was not too long ago that we had a Committee of the Whole meeting about a proposed ethics ordinance that some members of Council thought was fine the way it was presented but then we took other routes to kind of achieve some of the same means. That is how he looks at this. If we want to continue going down this road of wage equality how do we want to get there whether it is through what was already put in front of us and then some leg work to be done by Members of Council to garner support and see how we move forward. Or is it to start anew or from a different perspective or a different angle. Those are his thoughts.

Dr. Van Wirt stated she wanted to read a statement she prepared but she did want to say thank you to the callers including Commissioner Zanelli for calling in and supporting for what is a very important issue and important ordinance for Bethlehem. When Mr. Callahan introduced his amendment he started in a good place. We based our wage equality ordinance on the one in Philadelphia. He also directed at that time that violations of the ordinance would go to our Bethlehem Human Relations Commission but unfortunately they did not feel at that time they had the capacity to handle it. The second iteration of the ordinance as it came out was the problem that she had with it and made clear at committee she had with it was that the adjudication of any complaints of violations of this ordinance would go to court. She felt that was a real disinhibitor especially for marginalized women, for people who do not have money, for people who are scared of the courts to get up the courage to even think of filing a complaint and going before a judge and potentially having to hire a lawyer to represent them. That is because probably the company if they were going to defend themselves in court would hire a lawyer too. She felt that was a substantive problem with the ordinance itself that was not addressable by amendment. Dr. Van Wirt made this very clear during the last committee meeting and Mr. Callahan responded that it was perfect as it was but I could put an amendment on there. She tried to explain that she did not feel that this was an amendable solution because we needed to come up with what would the alternative to the courts be. She thinks we have a lot of opportunity in front of us right now because we have a reinvigorated Human Relations Commission with new members and a new Chair. We also have the potential for the bi-county Human Relations Commission so there are some real pathways forward here. This can be covered adequately in committee. She has always been willing to go in committee and talk about this ordinance and make this ordinance better but we have to have done the work first to make sure that the adjudication portion which is so important to this, even if it is a few people it is still important to get it right. We want to make sure that all of Bethlehem citizens feel like if they are experiencing a violation of this ordinance that they can come forward and be heard in a place where they do not have to have a lot of upfront fees and are not scared of the court. Dr. Van Wirt also has some suggestions to add to this which would be amendable including the one that is now based on the federal paycheck fairness act which is passed by the U. S. House but held up in the U. S. Senate. This basically allows companies from saying you cannot share your salary with someone else because that is another way that wage inequality is perpetrated over time. So we

have a lot of good work we can do on this Human Resources and Environment Committee. She would like to make sure that Mr. Callahan is open to these changes because it is the problem of the adjudication that caused the no vote in the first place, it had nothing to do with any reluctance to support wage equality ordinances. We want to get this done. There is a lot of movement here and it is clear that Council cares very much about this and she looks forward to working with everyone in getting this done in committee.

Ms. Negrón explained she was really happy and surprised to hear our Chair of the Lehigh County Board of Commissioners speak up, it is great news. She is capable of doing great things and in that position she will but going to a county level, that is even more powerful. She would also have to speak on a few things she heard. This ordinance is very important and it matters. She is a woman of color and she has been hurt by this issue so she does not to hear again how important it is, she knows. But she also knows that it is important that we get this right. The end part of how are we going to make sure this is going to be made correctly and it is going to be done correctly, that is where there was a problem. She knows that Councilman Colón is Chair of the Bethlehem Human Relations Commission and we are getting more members in there. Ms. Negrón is hopeful that will change. She is looking forward to hearing from Councilman Colón reporting on the next Bethlehem Human Relations Commission meeting where they had a conversation about how about we take care of the inequality problems with women. The way it will be written will be okay because it will include that the Bethlehem Human Relations Commission will do the checks and balances for this ordinance. She is hopeful we will be able to move forward, she is waiting for the report after that commission meets. She knows it has potential. She has talked lately with all of these issues with racial inequity. She talked with people about the Human Relations Commission that we have and people had no idea that it existed. There was supposed to be a one year education for the community about what the commission was going to do and how it was going to help but there are many people out there that do not know it exists. Ms. Negrón noted with the leadership of Councilman Colón it will move in the right direction to get the Bethlehem Human Relations Commission engaged. It would be that they will take the role we need. She knows in Philadelphia it is their Human Relations Commission that plays the role of the checks and balances.

Mr. Reynolds asked when the Bethlehem Human Relations Commission plans to meet again, is it the end of September?

Mr. Colón informed the Bethlehem Human Relations Commission meets the fourth Wednesday of each month and he had this topic on the agenda for the last month's meeting however we did not have a quorum to hold the meeting. Only one of the 3 newest members was able to attend even without a quorum. So the meetings are the fourth Wednesday of each month at 6:30 pm.

Mr. Reynolds remarked he had been going to those meetings regularly leading up to the pandemic. He pointed out the pandemic has affected a lot of things. He believes it was a situation where the Bethlehem Human Relations Commission did not meet for several months related to the pandemic, although that could have been because of a lack of members. He believes there is a real opportunity here and it seems there is the will to have a City Council Human Resources and Environment Committee meeting and the will to listen to the Bethlehem Human Relations Commission that this is going to get its conversation after people had a chance to take in the information from the Bethlehem Human Relations Commission bring it back, think

about it, offer changes at the committee level. No one is going to disagree with the goal or the cause of this ordinance. It just seems it is often the how and not the why. If it is a situation where people have different ideas the only thing he would ask is whether or not the conversation would happen at the committee level or as Council as a whole. He does think we should have an opportunity to hear all of these different solutions on this at the same time or we have the opportunity to hear the different ideas at the same time. So by the time it gets to City Council as a whole and for whatever reason that cannot happen at committee level down the line so be it. But it is important for us by the time the 7 of us have a chance to vote on this up or down is that we have all of the information, we have a good opportunity to consider all of the different moving parts. Mr. Reynolds noted the potential adjudication involving a potential Lehigh and Northampton County Human Relations Commission is a very important thing. It does not need to be 100% set in stone saying we are appointing members in November, December, and January and we are going to start to do things in February. In this potential ordinance there is that potential year waiting period as Mr. Callahan had said. So getting an understanding on what the counties are planning on doing is a major thing that is promising and we need to get our heads around before Council necessarily takes a step. Another thing in going to these Bethlehem Human Relations Commission meetings the past few years one of the things you heard from the members was questions about the mission. One of the members had said that without any money at all for education or to get out and have conversations about what discrimination laws are that it left the Bethlehem Human Relations Commission mission a little bit unclear to some members. Mr. Reynolds had talked to the Administration about putting a few dollars into the 2020 budget and their might have been \$5,000 dollars added to the budget this year, although he might be wrong about that number. He reported that Mr. Colón is saying \$8,000 dollars and that will be in the budget to be used for proactive education efforts and things like that with talking to the Chamber and talking to different business groups. There absolutely is a will on the Bethlehem Human Relations Commission to be more involved. He does think that Council as a whole needs to have this conversation but we need to wait until all of these different ideas are flushed out. He is hopeful from what he hears tonight that a Human Resources and Environment Committee meeting can be scheduled sometime after late September. Hopefully more information can be gained from the Bethlehem Human Relations Commission and from the counties. Mr. Reynolds remarked that Dr. Van Wirt talked about potential other ideas that she had there. It seems to him that a committee meeting can be scheduled in October or sometime in the near future that as far as this motion is concerned is not necessary then. We do have a pandemic going on and everyone is busy and Dr. Van Wirt has been working which is something he knows about with his wife Natalie working as a doctor. As far as scheduling a meeting it seems to be the solution to a lot of the issues that have come up tonight. As long as that can be scheduled then the motion is not necessary.

Mr. Callahan thanked and welcomed the comments made by Mr. Reynolds. He agrees with him on some points. Full Council should have the opportunity to discuss and talk about this and that has been his aim and goal the whole time. He has tried over six months with 25-30 dates and he just got frustrated when memo after memo with multiple dates on it was turned down by the committee members yet they had time for other committees they were on. He apologizes for taking this personal but he felt like after the 25-30 meetings were proposed and denied and he asked several times for amendments and changes. He noted that Dr. Van Wirt is correct; he did say he liked this ordinance as it is. Mr. Callahan commented Councilwoman Grace Crampsie Smith is correct; this does really impact the LGBTQ organization community severely. He spoke to Adrian Shanker about his and he liked the ordinance other than one thing on it which was the

penalty phase which refers to multiple violations and possible imprisonment. There is a fine first and this is again after a one year educational piece. It does not take law for a year after we pass it. At that point if there is any violation there are fines. After multiple fines there is a possible imprisonment and he did not support that. Mr. Callahan wanted to have a Council Human Resources and Environment Committee meeting and that is why he called for the 25-30 meetings to tell the committee this but it is tough to tell anybody something in committee when they refuse to have a committee meeting. He did not want to violate the Sunshine Act; he wanted the transparency and the openness. Mr. Callahan explained it is not unprecedented for Council to discharge and ordinance from a committee; we just recently did it with the parking fines. It was stalled in committee and Council voted to discharge it from that committee, he asked if that is correct?

President Waldron remembers the fine increase was in the Public Safety Committee and we had a motion.

Mr. Colón remarked his might be misremembering but he thought the Public Safety Committee did vote on it and it just might have come out of committee with a negative recommendation, not that Council voted on discharging it from committee, just that Council voted against the recommendation of the committee which is different.

Mr. Callahan apologies if he is incorrect but for some reason he remembers having two votes on that, one to pull it out of committee and then for the final passage of it. With that being said if Dr. Van Wirt and Councilwoman Negrón are agreeable to meeting in the Human Resources and Environment Committee within the next month, he has been patient, but if they are agreeable to a meeting and also agreeable to sending me any changes or amendments he is more than happy to vote for any amendments or changes they may have to the existing ordinance. If both are in agreement that they are willing to meet to discuss this and willing to send any amendments or changes he thinks we have tremendous progress tonight. Mr. Callahan asked if that is fair.

Dr. Van Wirt noted that we will need to meet after the Bethlehem Human Relations Commission meets.

Mr. Callahan asked if they can send him any amendments to the ordinance that they are proposing. This is our Council ordinance; it is not the Bethlehem Human Relations Commission. There is a piece in here now because of the amount of people on the Human Relations Commission, like we have not seen in years and also because of Commissioner Zanelli's comments about a possible county level human relations commission. She informed him that she can assure us that by the time this ordinance comes in affect in a year from whenever it would be voted on that there would be a Human Relations Committee in Lehigh and Northampton County. Mr. Callahan thinks the important thing is that we are trying to not vote on an ordinance which is a good ordinance to protect women because we are worried how it will be processed. Right now it can go to the Human Relations Commission in the City of Bethlehem. They were under the impression when it first came to them there would be thousands of cases, which is not the case. With the Bethlehem Human Relations Commission if it gets to the point they cannot handle the load of cases he would hope at that time that Lehigh and Northampton County both have their county commissions up and running. Mr. Callahan was also trying to propose that it goes to the District Justices, this is what they are there for, and this is the type of thing they hear. Most

lawyers will charge between \$300 and \$500 dollars to represent someone before a District Justice. He was also told that they would be more than happy to represent anybody at the District Justice level provided they can talk to the client and have a percentage of any fine or settlement. There is no business going to willingly violate a city ordinance and especially an equal pay ordinance for women and risk the publicity. If there are any changes are they willing to send him any amendments or changes, we can get that done now before the Human Relations Commission meets.

Dr. Van Wirt can tell the steps that will be necessary in order to fix this ordinance. Number one would be going to the Bethlehem Human Relations Commission meeting at the end of September and seeing what the consensus is on that commission, for wanting to take this on if their answer is positive. Number two, talking to Michael Colón about what this means to take this on. Number three, drafting those changes into the ordinance so that the adjudication is done by the Bethlehem Human Relations Commission with ultimate responsibility to the bi-county commission if it is something they feel they cannot handle. Those would be the steps.

Mr. Colón stated as this relates to community engagement with the Bethlehem Human Relations Commission, Mr. Reynolds was correct that COVID-19 really flipped the world upside down for a lot of people. We were in the middle of COVID-19 for just about all the spring months and we did not have any meetings, regardless of membership, it was tough, we were figuring things out. So going off of what Councilwoman Negrón had said, yes we are working on that aspect of community engagement and education and figuring out how to apply the budget that was budgeted for the Bethlehem Human Relations Commission. As this relates to the topic on the floor he would ask with any committee meetings to wait until that fourth Wednesday meeting in September which is September 23rd at 6:30 when the Bethlehem Human Relations Commission will meet, granted that we have a quorum for that meeting to at least get feedback. Even as Chair of that commission Mr. Colón does not want to speak to what the opinion will be of the Bethlehem Human Relations Commission. We have eight other members of that commission, three who are new. It is important to hear their opinion of everything. He does invite anyone who wants to listen in to come out. While it is a great idea and it sounds like there is support amongst the committee to continue the conversation he would just ask for it to be after that meeting where all are invited and see the temperature of the Bethlehem Human Relations Commission will be then. This is not about the pros and cons of the ordinance, it is about bringing it out of committee to Council, so any meetings that move forward about this should be after September 23rd as long as we are able to get a quorum together for the Bethlehem Human Relations Commission.

Mr. Callahan noted as long as Councilwoman Van Wirt and Councilwoman Negrón agree to meet in a fair time after the September 23rd meeting and Mr. Colón gets back to us, he would be willing to pull this from the agenda tonight provided that he will pull it based on a hope of good will on their part. He stated that you may not like me personally but do not block a good ordinance that protects women, that is all that Mr. Callahan asks. If the both agree to meet in a timely fashion after the Bethlehem Human Relations Commission meets, he would be willing to pull this. He asked if they are agreeable.

Dr. Van Wirt thinks they are willing to meet with Mr. Callahan in the future after we talk to Mr. Colón and we talk to the Bethlehem Human Relations Commission, yes.

Mr. Callahan stated thank you, and added that we made some progress here tonight and he hopes that the Human Relations Commission understands that this is not going to be thousands of cases as they originally thought, it will be a small amount if any. We can make amendments to it, he wants to remove the incarceration part of it but he cannot do that unless we meet in a meeting. As long as there is an honest effort to meet and provide him any changes to this ordinance he is willing to pull this from the agenda tonight. The he would reserve the right to bring it back to full Council. At the end we can all agree that full Council should have an opportunity to discuss and vote on this. Mr. Callahan asked if that is fair.

Dr. Van Wirt thinks we answered all the questions.

Mr. Callahan asked if they are in agreement with that.

Dr. Van Wirt noted just as she said, we answered all the questions.

Mr. Callahan appreciates the honest effort in trying to move this forward and he thanks everyone on Council for listening to what he believes is a very important issue for the women of Bethlehem. Mr. Callahan officially removed this from the agenda tonight and also reserves the right to bring it back at a later time if he sees fit.

President Waldron wanted to clarify for the record that the name is the Human Relations Commission, just so we are all on the same page.

Community Engagement Initiative/Words of Mayor Donchez

Mr. Reynolds commented he wanted to speak about the Community Engagement Initiative. When we discussed this before he had talked about the two different tracts as far as community based meetings versus meetings necessarily run by the city. He had gotten an email from Councilwoman Negrón earlier this week about a few different events going on and it sparked an important organizational and structure thing for us going forward. There are a lot of organizations that are already doing wonderful conversations, forums, and events on equity, discrimination, on a lot of the different issues we talked about. One of the things we need to do is that we need to allow groups and organizations to have the conversations and structure the conversations in the manner that they want but at the same time encourage not just us but the Administration, Mayor, and the Police Officers to be part of these conversations as well. Mr. Reynolds observed that might be listening, that might be however these different organizations want to do it. One of the things we can do as a city is that we can consolidate a lot of those different conversations. We heard bits and pieces, people forward emails about wonderful things going on, the Library is holding something and this organization is doing this but we can bring all that information together. Whether or not we send out something every couple of weeks or month that says these are the community conversations that are going on within the next month that have something to do with this topic that we all care a lot about. It is important that we stand committed to attending as many of those conversations we can as participants or listeners. Also, we need to think about how we extend those conversations beyond just the traditional people that go, which often includes us and how do we extend them if those organizations want those conversations including members of the Police Department. With that he will transition to say that Councilwoman Crampsie Smith and he had an opportunity last week to meet with the Administration and the Police Department and we talked about on the city side the conversations

that the city should be leading. He added whether or not that is a public safety committee meeting or whether it is the Administration. He saw an email that the Administration asked for a Committee of the Whole Meeting later on in October. We had a good conversation last week with the Police about having meetings on the city side about how do we respond to calls, who gets called at one point, when do you call mental health, what type of training do we go through. Mr. Reynolds affirmed before we can really come up with any potential suggestions from a practical level we need to understand how to respond to those things. In our conversation the Chief and the other officers there were very open to that and thought that was a good idea. He believes that Mr. Evans was at this meeting as well. Then we can take a look and understand why things are done that way. He also had the opportunity over the last couple of weeks to talk to a few of the different people that have reached out like Professor Ochs and he reached out to her a few weeks ago and he knows her team met last week, she sent him an email last week that said they were looking to host their own event where they could have their own agenda and structure and talk about their research. They were looking to do this sometime in the fall. We have a lot of these different potential conversations going on. A few social service providers said they were interested as well. Mr. Reynolds observed we are really making a lot of progress but one of the things we need to work at is how do we bring those conversations together to show City Council, people on our mailing list, show the Administration this is what community groups are doing on their own in our community and we need to be a part of it. We need to listen to what people are saying. Mr. Reynolds remarked those would be a conclusion on his comments on the Community Engagement Initiative. He wanted to just transition to when the Mayor made comments during his report about the social media posting from Chief DiLuzio. He thanked Mayor Donchez for those strong comments and he thinks in the past few days we have gotten two memos and apologies from Chief DiLuzio. Mr. Reynolds knows that in 2020, many of us got forwarded the same screenshots from different people and he saw people talking about it today on social media but it is disappointing and disturbing at any point but at this point in particular. We are trying to have conversations about trusting people in authority, understanding when people say Black Lives Matter it is about understanding that African Americans have a different experience. That particular meme about professional athletes and the NBA and those athletes protesting go far beyond just about police brutality. Mr. Reynolds understands the Chief's apology and he read it, he said he did not see the words that were underneath the meme but it is the type of thing that hurts the trust that people have that we understand the kind of conversation that a lot of people in our community are looking to have. One of the things that people on City Council have done and what the Administration has done is talk about how people want to be part of that conversation. It is a message that is easier to be said than to be taken back. The gut reaction when you saw this was one of disappointment and it is hard for us to turn around and say everybody including the highest police officer we have in our department is open to understanding that a lot of these conversations go well beyond the police department and what a lot of the protests that are going on are not just about exactly the police department but all of these other issues. Right now the best thing we can do is not talk about moving money, but just say we understand the premise of the protests and where people are coming from. Mr. Reynolds added that the Police Chief is not our appointee, he works for the Mayor and he appreciates the Mayor's strong response. The words that Mayor Donchez said earlier tonight were some of the strongest he has ever heard from him; it was clear his disappointment and anger. But Mr. Reynolds just thought it had to be said that those are the things that damage the trust and relationship with the community. He appreciates the strong words. At the same time we need to do better as a city or people are not going to take us seriously when we talk about systemic racism and reform.

Ms. Crampsie Smith noted regarding the Community Engagement Initiative she thanked Mr. Gallagher for his questions. Like Mr. Reynolds had said we have been following up and talking with the Police Chief and different Lieutenants in the police department. One thing we got a lot of feedback from through the Community Engagement Initiative and actually nationally is about the mental health aspect and how that interfaces with the daily activities of the police and also training. Those are two aspects that we tried to focus on. We are hoping we can work on those things as far as collaborating more with mental health resources within our community especially at the county level and especially looking at training and making sure our officers are getting adequate and appropriate training. Ms. Crampsie Smith observed Mr. Gallagher had mentioned about the small percentage of the black population in the city and what are we doing about the latinx population. She wanted to clarify that the NAACP is toward the advancement of colored people and it means people of all colors, it does not focus just on the black community. She wanted to reinforce that for Mr. Gallagher. Also, she wanted to thank the Mayor for addressing the issue with the Chief and thank the Chief for his apology. She also just wanted to say that we need to be very cognizant of what is going on in our country and our community. There is great racial unrest and it is legitimate. We really need to be careful especially when we are in positions of power within the community that we are assured that we do not ridicule those who are asserting their civil disobedience for that which they really value. That was the gist of that post and while the Chief mentioned he was not aware of the words, she hopes that he is more cognizant of those kinds of things in the future because it can really do a lot of harm and negate all of what we are trying to do with the Community Engagement Initiative. Ms. Crampsie Smith thanked the Administration for the speed bumps on Main Street because having been downtown the past few weeks she feels for the business owners. This pandemic has really hit small business owners severely and getting people downtown to eat is one thing but if they are there and they have all this noise and speed it is a distraction. That is the last thing these business owners need. She just implores the Administration to continue to do anything we can especially in the area of enforcement legally for the noise and the speeding violations.

Festival Unbound

Ms. Negrón thanked Mr. Reynolds for mentioning the other communities and organizations that are doing events and activities that are in conversation about racism and equity. She knows that all have heard about the Festival Unbound and last year they did incredible work. Before all of you were shocked with horrible videos of the oppression of people of color, they did a whole week of conversations through arts, many ways of arts, and they were talking about systemic racism, oppression. The conversation was that we the people of color of Bethlehem feel invisible. The Touchstone Theater is doing the Festival Unbound again this year. It is different because of social distancing because of the pandemic. She is helping out with the Latinx part of it like last year. This Friday starting at 6:00 pm we are going to have music outside in the parking lot of Touchstone Theater and everyone is welcome. It will be an opportunity to embrace the Latinx community celebration of our music and culture. She hopes people can make it. That is like the closing of the summer but the kickoff of the Festival Unbound. This is full of beautiful opportunities and she hopes that all of you get to be part of some of it. They are doing incredible necessary work and they are doing it through the arts. Ms. Negrón pointed out this is something that she participated in last year and was very touched and felt embraced through this festival. Councilman Reynolds mentioned something really important, many organizations have been doing these conversations and what we need to pay attention to as leaders, Council, the Administration, and the Police Department, is to see where the opportunities are for us to engage

and that we should be part of. This is a two way street, there are opportunities that we have been missing. She hopes that all of you take a closer look at the different events, the churches, non-profit organizations, YWCA, New Bethany, the Hispanic Center, they are all having these conversations and we should be part of it. We of course cannot be part of every single one but there are opportunities for all of us to engage. If you really mean equality for all and if you really mean in your heart that there should be justice for all you should be part of the conversation and seeking the opportunities to have those conversations, so please think about what is going on in our beautiful City of Bethlehem in terms of our community conversations.

12. ADJOURNMENT

The meeting was adjourned at 10:18 pm.

ATTEST:

Robert G. Vidoni, Esq.
City Clerk