

BETHLEHEM CITY COUNCIL MEETING
10 East Church Street - Town Hall
Bethlehem, Pennsylvania
Tuesday, July 7, 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.

2. APPROVAL OF MINUTES

None.

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

President Waldron remarked this is a transitional meeting for us in a way we have not done one in the past. City Hall was opened a few weeks ago by the Mayor and this is the first opportunity for the Council chambers to be open so we are joined this evening by about 10 members of the public. Everyone is spaced out six feet apart, socially distant as well as wearing masks. He thanked everyone for joining us this evening. We will work our way through public comment with a few names already signed up and then we will have anyone in the room make any comment on any subject they would like or any subject we will be voting on this evening.

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

Resolution urging creation of a Community Engagement Initiative in the City of Bethlehem

Greg Zahm, 224 E. Macada Road, stated he understands tonight Council will consider and vote on a resolution proposed by Councilman Reynolds and Councilwoman Crampsie Smith to establish community forum for discussion on policing and community relations. It is based on language and guidelines developed by those two Council members. As he pointed out at the last meeting regarding their memo to Police Chief Mark DiLuzio requesting police policy on use of force the two minority members of Council like that time again are not party to the memo and its initiative in spite of both having been driven by the minority protestors across the country as well as Bethlehem. Mr. Zahm is again asking the question why were Ms. Negrón and Mr. Colón not consulted on the memo to the Chief and why again here were they not consulted on the long overdue initiative resolution. It seems like a concerning pattern. This resolution has the potential for a significant impact and why has its development not involved public input as well of all the most affected parties prior to a vote tonight. It concerns him that has not been brought up to the entire community. In science to make a careful hypothesis one considers all the available

information prior to the beginning of the scientific process in order to clearly understand the problems being investigated. Mr. Zahm noted this concerns him because not all of that information has been considered. As an illustration of this the resolution as it is written boasts of Bethlehem being the first in the Lehigh Valley to publish its use of force guidelines. It is 2020 and he finds it embarrassing this has not happened yet and that Council had to request that information last month. One of his still unanswered questions from his June 3, 2020 letter to the Mayor applies here, what has the City actually done since we met about 2 years ago upon the violent death of another black man? There are claims made in the resolution but they are not explained, it is not itemized and that is something he had asked the Mayor but has not heard yet. Mr. Zahm is very opposed to a vote on this resolution until public discussion takes place. Please answer those questions, why were minority members of the Council not consulted on either memo and as the resolution has potential to have significant impact why has its development not involved the public input? He really thinks that must happen before a vote.

Jonathan Irons, 1204 West Market Street, remarked thousands of people have marched through Bethlehem demanding the defunding of the police and he is one of them. We have spoken and we continue to speak and we are not being heard. The community engagement initiative resolution proposed tonight does nothing to address the systemic racism and danger posed by policing in our community. We do not need discussions of police, more community programs of the police and we do not need more community input on priorities in police. We need to defund the police and Council should take this up immediately. Mr. Irons stated to be clear, as a resident of Bethlehem and as an employee of communities and schools of the Lehigh Valley and as a member of Lehigh Valley Stands Up he demands an acknowledgement and apology for the historical patterns of abuse in policing. He demands that police misconduct records be made public and use of force reviews made public. We need to create a list of all officers that have open and recent use of force complaints against them and begin disciplinary action and termination immediately. We need to freeze the budget for the police department including any new training initiatives coming out from this conversation must come from existing funding. We need a hiring freeze with no new officers. We need to end the use of paid administrative leave, all these things to defund police. Mr. Irons believes we need to end the relationship between the Bethlehem Police Department and the Bethlehem School District. They need to be reassigned and the officers they are replacing need to be let go. We need to end qualified immunity and make officers liable for misconduct and excessive force, not the City and not taxpayer money. After we defund the police we need to reinvest in our community. We should invest in public housing; adopt a community benefit agreement for future development. We need to reinvest money in the school district to increase counselors. We need to expand public health programs especially in the midst of a pandemic. We need to introduce expanded free public transportation, develop a community based public safety commission and introduce resolutions to empower community counsel. Mr. Irons noted without this any conversation we are having about the police force and the police in Bethlehem are going to just continue to through conversations and not have any real action. These are real steps that Council can take and he encourages them to take them up today.

Anthony Downing, 626 W. Lehigh Street, commented that tonight Council will be taking up a resolution proposed by Councilman Reynolds and Councilwoman Crampsie Smith that seeks to address the problems of police mistreatment and racial injustice in Bethlehem. He thinks that the proposal intends to do a good thing but he believes that like many times before we are missing the mark significantly. He is also one of the people who have been marching in the

streets demanding defunding of the police. He believes the things that we should be focused on currently are to bring the people who are demanding justice in the streets into this conversation. Also, we need to pledge to move money in the City budget away from policing and into places like public health, social services, and infrastructure. The Bethlehem police currently receive at least 20% and maybe even more of the city budget and this is outrageous. There should be a hiring freeze for the Bethlehem Police Department and there should be no new positions being created. We need to end the contracts with the school board that allows these officers to be in the public schools. We need to create a public registry of officers fired for police misconduct, mandatory de-escalation training for police, make police misconduct records publicly available, and also withhold pensions from police officers accused of misconduct. Mr. Downing added that we should also amend the use of force policy to include clear consequences for violations of the policy and to require officers to intervene if they observe excessive force being used. We have already had listening sessions in the streets. If you have not been paying attention all over the United States we have been holding listening sessions for the police to hear exactly what our concerns are. To make the solution more police involvement and more police interaction and more police having the opportunity to make decisions about what happens to folks in our community he thinks is the wrong way to go. He will ask that Council vote no on this resolution and that we move forward into having conversations with the people who are really affected by this and work on solutions that will benefit our community.

William Strouse Jr., 2131 W. Broad Street, remarked this resolution like most reforms about our conversations involving law enforcement lacks accountability. That is the key piece here, accountability in the system that is corrupt currently. Not all police are corrupt, he is not saying that. What he is saying is without accountability you do not know who is and who is not. Mr. Strouse wanted to add that we need to have a community review board for law enforcement that involves community members who have a voice in the policies of the police and if those policies and items brought forth by that review board are not taken up then the Mayor, the Police Chief and the Attorney for the City need to sign off on why those measures are not taken. Also, along the route of having the reporting for law enforcement for those who have use of force, that should follow the same protocol as other cities using the open data protocol for governments. Mr. Strouse related those are his recommendations for the addition to this resolution and he echoes the sentiments of the other speakers.

Justan Parker, from Black Lives Matter Lehigh Valley mentioned he is a resident of Allentown and wanted to speak tonight. He started off by thanking City Council and Mayor Donchez for the public portion of this meeting tonight especially with the COVID-19 environment. He was a student of Mr. Donchez from 2001 at Allen High School in his Political Science class and that gave him his interest in politics. Mr. Parker thinks anytime we have discussions regarding race base, inequality, social justice, and mental health and while he does commend the urge to create this community engagement initiative with regards to setting funding and resources within the police department there is a role that is expanded to assisting city government with regards to funds allocated in general. Mr. Parker feels if this organization is truly set on providing equity and equality within the city which we believe it will then dollars allocated to the police department should be reviewed and recommendations should be made on how or how not it will benefit the community, the city and the residents. By putting dollars back into the people of the City of Bethlehem overall it will thrive. We feel like the real investment here needs to be put into teachers, counselors, support, neighborhood centers, and substance abuse resources as well. We are also asking for conversations on an inter-department data base

that will house ethics complaints, use of force complaints and complaints of racism. We are looking for accountability with regards to how this initiative was set up. Mr. Parker is thankful for the time and added that they are really looking forward to seeing what we hope will be great things to get accomplished by this initiative.

Emily Buck, 17 E. Third Street, stated she is calling on Council to strengthen the resolution regarding the community engagement initiative. The current resolution states it is setting funding and research allocation priorities within the City of Bethlehem police department and she does not think the police should be having a voice in that right now. The resolution lacks commitment to reducing budget and diverting funding currently allocated to policing to social services that would better serve the community both in emergency and preventative situations. Ms. Buck calls on Council to do better including but not limited to an acknowledgement and apologies for the historical patterns of abuse in policing, mandatory de-escalation training for police, making misconduct records publicly available, and a public registry of officers that have been fired for misconduct and creating a community review board of law enforcement policies and procedures.

Anna Smith, 631 Ridge Street, stated as a life-long resident of the City of Bethlehem she is proud to see our community stand up with the marches and with coming out to meetings and stand up against institutionalized racism which permeates both our immediate community and our society as a whole. She is happy to see City Council taking a stand and working on these issues. But as you move forward she would like to offer a few items for consideration. Community engagement is only a part of the solution to improving policing in the City of Bethlehem. We need to commit to simultaneously evaluating and establishing policies on citizen oversight, evaluate and develop action plans for improving department demographics, recruitment and outreach. We need to research and implement alternatives to policing for dealing with individuals in mental health crisis to avoid repeatedly tasing and incarcerating individuals like one of her former neighbors every time he was in a mental health crisis. She stated, also through community engagement discussion and training to address a long history of institutionalized racism that has led to the current state of affairs in our country as a whole. Ms. Smith added we should also invite local experts on policing to provide guidance and feedback on potential policies. She pointed out that Professor Holona Ochs from Lehigh University has dedicated much of her career to researching effective community strategies for working with police departments. As far as community engagement goes she participated in many community engagement initiatives in the past, many with folks who are sitting around this table or listening in as well as a participant, a facilitator, a planner, a door knocker and she had the opportunity to see what works and what does not. Saying community engagement is not the sufficient to ensure that the community is truly engaged in a conversation. Ms. Smith truly appreciates the sentiment behind the proposed resolution but she thinks we need to do more and demand more before we set the stage for a mediocre initiative with all the usual suspects. Up until a few months ago she 100% would have been one of those usual suspects that would have been called on to participate in leading that initiative. Ms. Smith remarked we need to engage a single paid person to lead this initiative. As someone who has worked in the world of underpaid, overworked community areas for her entire career she knows that you need a single individual dedicated to a project as one of their primary responsibilities for something like this to truly work. Yet this is possible and it is worth it and she is happy to suggest a few places where this money would come from. This person also needs to speak Spanish if they are in the City of Bethlehem. She would also suggest that this current Administration should not be in the position of deciding who participates in this

initiative. With all due respect to our Mayor and the Administration they do not have the contacts, trust, or awareness of our communities of color and other marginalized groups in the city to be able to create an effective structure to truly engage our community in effective discussion. She knows this because in the three years she has been on the Human Relations Commission the entity being responsible for investigating instances of discrimination in the city they have only appointed white members repeatedly. We have one member who identified as Latino and no Black, Asian American, indigenous, immigrant, etc. members. This is a reminder that the City of Bethlehem is currently nearly 27% Latino and only 59% White, 6.5% Black and 2.9% Asian, and 2.6% mixed race. She also knows this because when establishing the new community engagement initiative that is scheduled to meet next week the only Latino person that they invited to represent the Latino community was her husband, a White passing recent immigrant from South America when 20% of the City of Bethlehem specifically identifies as Puerto Rican. If you do not see the problem with that then you should be educating yourself on Hispanic and Latino heritage and culture before trying to kick off an engagement initiative within a deeply Latino community. Ms. Smith continued to say that not only should the Administration not be in the position of leading the initiative but organization should not be the primary focus either. She personally as a former leader of an organization can tell stories of negative interactions with police in the City of Bethlehem but wouldn't you rather hear from the individuals who know what it is like to have obscenities screamed at you by in an officer in a language you do not understand, which was an incident she witnessed. Do you not want to hear directly from the homeless individual who was tracked down and searched by Lehigh and Bethlehem police and forced to sign a document saying he would never set foot on Lehigh's campus ever again for the simple crime of visiting campus in search of a psychology professor who could give him feedback on a mentoring proposal he developed for individuals with traumatic brain injuries. This is hard and requires a lot more time and effort than reaching out to a director of a non-profit and asking them to attend a meeting. Ms. Smith knows, she has been there and she has done it. One of the things she has learned through her work in the community is that if you do the hard work to build trust and relationships you truly can create an effective community engagement and the end result is always worth it. She is here at this meeting virtually because she believes we are at an important moment in our community's history and have an opportunity to do something truly momentous. But unless we focus on doing it the right way by relying on experts in our community to provide advice, supporting community members with deep neighborhood ties to lead the charge and taking time to build relationships not with other organizations or the usual suspects but with the folks that are marginalized then we are doomed to another series of community meetings where the same folks talk, listen and nothing changes. It takes courage to yield power to folks that might come up with ideas that you do not like or it might challenge you and your faith in the power structure. Ms. Smith knows, she has been there as a White woman working in the community where the majority of her members did not look like her. She often had to talk herself down from reacting defensively when folks were sharing their truths. The heart of the matter is for those of you who are White middle class sitting at this table, this is not about you and it is not about me either. But we are in a place to use our privilege to take real serious progressive action and she is confident that this Council is capable of doing it. Please think seriously about amending your resolution this evening to call for more specific concrete action. If she can be of any assistance throughout this process please do not hesitate to reach out to her.

Jenna Teague, 940 Cherokee Street, thanked everyone who called in before her and echoed everything that has already been said. This community engagement initiative is happening

already, we are already engaged and we already have initiative. We do not need to have discussions and we do not need the police getting more involved in what is going on already. She would also like to echo the demands of what others have said asking that the police acknowledge and apologize for the historical patterns of abuse in policing, demand that there be mandatory de-escalation training for police, demand that police misconduct records become public, and demand that there is a registry of police officers that have been fired for misconduct. We do not need another committee of white people talking about what people of color in our community need. We need people of color in our community actually engaged and there are plenty of them and we need to listen to them.

Al Wurth, 525 Sixth Avenue, related he is a Political Science Professor at Lehigh University. His colleague Holona Ochs that was mentioned by some other people has done extensive research on police community engagement and improvement in police and community relations. His standard model is to give a political science analysis to the City Council. They have a proposal before them and he has to say in light of what many of the others who have said the optics of the way that this program is proceeding the resolution that is proposed tonight looks like the same old, same old in the eyes of many. He cannot say that he has attended any of the rallies that occurred in Bethlehem as for the same reason he is not at City Hall tonight, he is in a high risk group and is sheltering at home and hoping that COVID does not deprive us of any more politics than it already has. The most important thing he would like to say is that it does not look like a real response to the young people who he saw marching down Broad Street from his home. He would have been with them were he not so afraid of the potential of contamination and COVID. Mr. Wurth thinks that they were looking for something more than a resolution that has been approved by 2 of the sort of white members of the City Council. The optics here are not good. We really need something that looks like it has bubbled up from the community and from the protestors that is responsive to their wishes and that is just not more of the same old, same old. He hopes that City Council will incorporate all of the members as co-sponsors of the resolution and particularly the members of the minority community who obviously have been the ones who represent the groups that are most disadvantaged by the current long term institutional racism that pervades American society. Mr. Wurth hopes that we can get something that has much more of the flavor and fervor of the response towards the George Floyd killing than something that just asks us to have a little more dialogue. He knows that City Council is capable of doing more and listening to experts like his colleague Professor Ochs and he thinks that should be something we try to take the lead and shine on rather than simply going through the motions of naming another commission or community engagement.

Glen Nelson, 711 W. Broad Street, informed he is calling for the reason everyone else has called tonight. It is time to seriously consider defunding the Bethlehem Police Department. We are in the middle of a pandemic and there are better ways to spend the money right now. As a community we had this conversation many times already. We do not need another conversation we need some real action. That money would be much better spent on housing the homeless in the Lehigh Valley. We are going to be starting evictions again soon and that is something that really needs to be addressed. Many people are out of work and many have housing problems. He knows that New Bethany just got a grant to try to alleviate some of that but \$200,000 dollars will only go so far to alleviate housing insecurity in the Lehigh Valley. This is an opportunity to look at how we can move some of the money out of the Police Department which is a big part of the city budget into social programs that can help some of the fallout from this pandemic.

Alicia Russo, 11 West Second Street, stated she does not believe this resolution is what we need in Bethlehem in order to improve the lives of black and other minority people. She believes that we need to reallocate funds from the police to community resources. The resolution talks about ways to change the way that police are engaging with our community and make it a more positive experience. She thinks that we do not need to do just that, we need to actually invest in removing the police from a lot of situations and instead take the money that would be allocated for that and invest it in resources for mental health crisis intervention, safe housing, and things like that. The community through the marches and through a lot of other things that we have already had a lot of discussion of what we can do.

Ed Gallagher, 49 West Greenwich Street, remarked he is calling on the community engagement initiative. He is excited about this community engagement initiative and he sees more potential here than lots of other things that have happened recently in the city for changing and improving the quality of life of people here. He is not sure what to say about the resolution. It is his usual practice to try to understand the motivation of the proposers of something like this before he makes a comment. Mr. Gallagher related he was expecting a Public Safety Committee Meeting where there would be a lot of discussion from Council and public comment coming after that like we had at the last Public Safety Committee Meeting on Marijuana in which the Committee spoke and then at the end Chairman Colón asked for public comment. He is uneasy about speaking about this resolution in specifics because he has not heard totally what the motivation is behind this exact resolution. Mr. Gallagher stated the resolution is not what he expected at all. It does not seem to have any teeth to it, he expected more from Council and that Council is top of the pyramid in the governance of Bethlehem with budget and legislation. This resolution seems soft to him. The image that comes to mind is that Council is on the deck waiting to a ship that is leaving hoping that people on the ship will follow the suggestions that they have made about where to travel and what to do. Where is Council in this resolution? Where is Council's role in setting it up, the community engagement initiative? Where is Council's role in membership? Those things are not mentioned at all. Mr. Gallagher will leave with that image. We can see people wanting to talk about details in regard to the police in the people who have spoken and why the resolution has this big splash, this big kind of vague net of ideas, he is not sure. Mr. Gallagher is willing to say that he might be convinced after hearing the proposers of the initiative talk about this. To him, this is really not worthy of Council, it does not have teeth and it does not have strength and people are looking for that at this moment.

Matty Fall, 1235 C Woodbine Street, remarked she is a Bethlehem resident and is 20 years old and graduated from Liberty High School and Northampton Community College. She is also an activist and organizer with Students for Abolition and we actually did the first protest in Bethlehem and then another. She is at this meeting to express her disappointment in the lack of action taken on behalf of Bethlehem officials. The community engagement initiative is problematic in even the first sentence when you decide to thank the police department and the Mayor in facilitating a peaceful protest and not the black members of the community who actually organized it. This entire document just seems like an effort to appease us instead of taking necessary action. Have you consulted black people in the creating of this coalition because even the only non-white members on City Council have not been consulted? Who are you to decide that the city has made significant advancement in racial issues as all of you sitting here today are white? Ms. Fall continued to say that you as white and non-black members of the city do not get to decide that you press in racial and social justice matters. In this document you mention protestors being in cooperation with the police. It seems that the entire message of these

protestors is lost on you. We are actually protesting the very existence of the police and the incarcerated state of all related race systems. How do you improve a system that is adversarial in nature that was initially designed to be them versus us? There needs to be the complete dismantling of policing as it stands and a complete investment in the community is needed to actually address the root problem. With that being said, we ask you to defund the police and invest significantly in our community and in the needs of black and other minority members. You need to read 8 to Abolition and consult qualified black members of this community and form such a coalition and frankly rewrite the entire thing. It has no substance; it was very vague and seems entirely a piece to silence us and just keep us quiet and to just say that you are doing something, which is not the case. Ms. Fall pointed out that Council needs to properly place your thanks and credit where it is due and that is not to the officials or the police department of the city but the young black and minority members of this community who are actually affected, live it, experience it, and are part of this every day and are actually the ones that are bringing about change in starting these dialogues. As a resident of Bethlehem she is demanding a public discussion so the community can help construct a city we all love and not pass this resolution.

Mike Henriquez, 537 4th Avenue, informed he is co-founder of Students for Abolition Lehigh Valley. He is a gender queer Latinx who has been living in Bethlehem for 16 years. He thanked Council for their service and in allowing an open forum amidst the Coronavirus pandemic. He is here to share his extreme confusion and dissatisfaction with the Bethlehem Community Engagement Initiative. In the initiative the City Council states that our community has come together to grieve, talk, mobilize, and peacefully protest racial injustice in cooperation with our Police Department. He then asked if Council has reached out to the organizers of the Black Lives Matter protest and their goal for protesting. He is guessing not due to the fact that Matty and I have been the first protestors to hold a protest here in the Lehigh Valley and we have not heard anything. At these protests everyone had discussed cutting ties with the Bethlehem Police Department and multiple facilities and programs and allocate funds towards community based services. Noting that the only two Latinx members of City Council were not consulted in constructing the community engagement initiative, are you actually listening to black and people of color community demands, the speeches and demands that are being discussed at these protests? Are you listening to the community and the black and people of color residents that will be dealing with the consequences of this initiative? Furthermore the initiative notes that Bethlehem City Council believes we must we must and can do better as a city to build stronger bridges and trust between our Police Department and our community, and that working together, we can avail ourselves of this opportunity to work collaboratively and self-reflectively to improve the relationship between our Police Department and our diverse ethnic and racial communities, that together, make up the city we all love. To make up the city that we love why are you not consulting the Latinx members of the City Council? Are you consulting and organizing with black organizers, leaders, etc. about constructing a city we all can love? Also, what do you believe that us, the community needs to do to better our relationship with the police? Do you believe a relationship with the police will eradicate systemic racism or just heal a symptom of injustice? We will not be forming relationships with the police; we will be forming relationships simply with workers in uniforms. You are asking the community to form a relationship with an evil and inanimate system that was not created to serve black or people of color. As a resident of Bethlehem he is demanding a public discussion so the community can help construct a city we all love before the resolution is voted on.

Julie Bradley, 214 West Broad Street, informed she is also a graduate of Liberty High School and is now a senior at Vassar College. What this resolution seems like to us to us who have been organizing for a few weeks now, was an attempt to pacify the movement towards defunding the police. We are not asking for a stronger relationship between the cops and the community, we are asking for a stronger community. We need you now to not just propose action such as forming a coalition to start a conversation; these conversations have been had for decades by black activists, black scholars, and by black abolitionists. You need to defund the police; you need to hire transformative justice workers. You need to address mental and physical health in schools and if you do not address these issues now this will be something you come back with decades in the future and many more families in this community will be let down by this oppressive systems. Ms. Bradley added that you need to make an effort to amplify black voices. She does not support the passing of this resolution; she thinks there needs to be direct action such as defunding the police and making a promise to defund the police and making plans to defund the police. We need to see that happening, the public needs to be a part of that. Like what was said before conversations have been had and there are solutions already proposed and Council is simply not listening. If you have been doing the work to understand systemic racism, the history of policing, the prison industrial complex and all related issues you would not be thanking the police and proposing roundabout solutions that disregard the suggestions of black activists. You would be listening to the conversations that are already being had and will happen regardless of the existence of a coalition. Ms. Bradley does not support the passing of this resolution, she supports concrete plans to defund the Bethlehem Police Department, cut ties between the school district and the police department and allocate funds to our school system, our healthcare system, mental health services, homelessness, and the like. We need more than a voice because we have had these conversations. We need money.

Zoe Cooper, 1360 Biafore Avenue, informed she is also a Liberty graduate and is speaking on behalf of the community engagement initiative which seems to be a band-aid of a solution to a much bigger issue. She believes we need to defund the Bethlehem Police Department and redistribute these funds to public services such as public health, social services, schools, etc. She had first hand witnessed the disparity and treatment of black and people of color students through the Bethlehem Area School District. Ms. Cooper thinks it would be beneficial to the community to redistribute police funding to the public schools. She pointed out that public schools should institute mental health professionals and counselors for the students. This would be a preventative resource for troubled students to de-escalate violence in the school community making the need for school officers obsolete. Instead of resorting to the 8 Can't Wait you need to refer to the 8 to Abolition. Number 6 goes into depth of the investing into community. Ms. Cooper stressed as a resident of Bethlehem that she demands a public discussion so the community can help construct a city we all love before the resolution is voted on.

Eric Statz, 523 E. 5th Street, explained he is a member of Lehigh Valley's DSA, Police in Prison Abolition Group. We should listen to all of these students because they put together this whole protest basically by themselves with just a little bit of help from local activists. Many people talk about proposed solutions and the need to defund police. He wanted to talk about what this community engagement initiative actually is. It is a public relations initiative for the Bethlehem Police Department that is all it is. It is not trying to change anything, it is trying to appease activists and make the police department look good. Under no circumstances do protestors actually like when there are a lot of cops at protests, it does not make us feel safe. The 8 Can't Wait Initiative even on their own website now, they have an apology for bad data science

and just taking the steam out of real abolitionist's movements, like 8toAbolition.com, if you want to look at that source. It explains everything that is wrong with 8 Can't Wait campaign. Mr. Statz remarked basically cop sponsored pizza parties and not going to appease us. That is basically what this is, it is a joke.

Annisa Amatul, a recent Moravian graduate and a resident of the City of Bethlehem up until March when she had to move back home in Easton because of COVID-19 stated she had the opportunity to work for Students of Abolition. She is also a part of Women of Justice which is a group of young women from the Lehigh Valley that organize protests as well as peaceful demonstrations. She is at this meeting and speaking because as someone who is part of the Lehigh Valley and Friends of the Lehigh Valley the resolution seemed much like a band-aid and when she attended the last Bethlehem protest there was a lot of condescending nature from the Bethlehem Police Department in how they spoke to us. They were saying they are on our side but yet it seems to be let's talk about how we can get along rather than why is 20% of your budget going towards the police and not going towards education. We should be looking at some mental health services, education, social services, Boys and Girls Club funding, different areas of the community to become better and not just try to make everyone get along so you can continue to police us. She finds it very disheartening and the same thing goes for where she currently lives now to see that there is a lack of diversity within the community Council. As someone who attended Moravian College and graduated recently and attended Northampton County Community College and graduated two years ago there was an issue with Bethlehem Police Department being called every night on students of color and creating issue among them, even in the way that they would send emails to us describing students of color and making them out in a negative light. She thinks this resolution is not that, it is not a resolution and you are not listening by having blinders on and trying to give us something that maybe we will take into consideration and think it will do. We are not ignorant, we know exactly what is going on and we are here to speak up against it. She also finds it very offensive that as her peers are speaking about something that is very important that two of the most important people, so called in the room are on their cellphones.

Alex Colón, 1206 Ronca Street, Fountain Hill, thanked Council for the opportunity to speak tonight. He would like to thank everyone before him who spoke and reminded everyone that this is the only way we will see change. He will echo what everyone else has said and our push in this community to reallocate funds and potentially defund the police. But he would like to bring some focus to why we are here in the first place. After speaking with many different residents of many different views it seems to be the common denominator is fear. We cannot continue to let fear drive our policies and that is what this is. He noted way we push the police to solve our issues as a society just points to the fact that we are ignoring the problems we could be solving. The way we police currently is a reactive mindset and he believes as a community we are ready to start facing these issues from a proactive mindset. That includes looking at the issues and data that is very clearly available and presented with getting to these root issues, whether it is mental health, homelessness or all of the others we cannot continue to fund police in response to our failure as a society and community for these individuals. The way we approach everything is our answer to everything that we fear whether it is breaking laws or violence, you continue to answer with police but police are not the answer to our fears. The answer is to uproot these issues from the root causes and address it from the very root, not to continue to act in a reactive mindset the way we are not. He fully supports defunding the police and he believes we have

everything we need to make that happen today and create a more successful involved and diverse community moving forward.

5. OLD BUSINESS

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

6. COMMUNICATIONS

- A. *Councilman Reynolds/Councilwoman Crampsie Smith – Resolution urging the creation of a Community Engagement Initiative in the City of Bethlehem*

The Clerk read a memorandum and proposed resolution dated June 29, 2020 from Councilman J. William Reynolds and Councilwoman Grace Crampsie Smith proposing the creation of a citywide Community Engagement Initiative to include a broad coalition of residents, police officers, representatives from our schools, social justice and community organizations, medical organizations, and other stakeholders, individuals, and entities.

President Waldron stated Resolution 10 A is on the agenda.

- B. *Director of Public Works – Recommendation of Award – Keiko Tsuruta Cramer, ASLA, Principal WRT Design – S. New Street Streetscape Enhancement*

The Clerk read a memorandum dated May 8, 2020 from Michael Alkhal, Director of Public Works recommending a contract with Keiko Tsuruta Cramer, ASLA, Principal WRT Design for professional services related to the South New Street Streetscape Enhancement Project. The term of the contract runs through December 31, 2020. The fee for the contract is \$65,820 with no renewals.

President Waldron stated Resolution 10 C is on the agenda.

- C. *Penn Technology Consulting, LLC – Zoning Text Amendment Petition – 1838 Center Street*

The Clerk read a zoning text amendment petition dated June 22, 2020 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 potentially constructing a grocery store at 1838 Center Street in the City of Bethlehem.

Scheduling Public Hearing

President Waldron stated he will accept a motion and a second to schedule a Public Hearing on the proposed zoning text amendment for Tuesday, September 1, 2020 at 7:00 PM in Town Hall.

Mr. Reynolds and Ms. Negrón moved to schedule a Public Hearing on Tuesday, September 1, 2020 at 7:00 PM in Town Hall.

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

President Waldron stated a public hearing has been scheduled for Tuesday, September 1, 2020 at 7:00 PM in Town Hall. This zoning text amendment petition will be referred to the City Planning Commission and the Lehigh Valley Planning Commission for review and comment before our public hearing.

D. Director of Public Works – Recommendation of Award – ArborPro Inc. – Urban Forestry GIS Database Development

The Clerk read a memorandum dated July 7, 2020 from Michael Alkhal, Director of Public Works recommending a contract with ArborPro Inc. for professional services related to development of an Urban Forestry GIS Database Development. The term of the contract runs 8 weeks from Notice to Proceed. The fee for the contract is \$44,250 with no renewals.

President Waldron stated Resolution 10 D is on the agenda.

E. Director of Water and Sewer Resources – Recommendation of Award – Brendan Stanton, Inc. t/a BSI Electrical Contractors – WWTP Bar Screen and Detritor Replacement – Electrical Construction

The Clerk read a memorandum dated June 29, 2020 from Edward Boscola, Director of Water and Sewer Resources recommending a contract with Brendan Stanton, Inc. t/a BSI Electrical Contractors for the WWTP Bar Screen and Detritor Replacement – Electrical Construction. The term of the contract runs 390 days from the Notice to Proceed. The fee for the new contract is \$318,756.25 with no renewals.

President Waldron stated Resolution 10 E is on the agenda.

F. Director of Public Works – Recommendation of Award – Tri-Vet Contracting Company, Inc. – Bethlehem Dog Kennel – General Construction Contract

The Clerk read a memorandum dated June 20, 2020 from Michael Alkhal, Director of Public Works recommending a contract with Tri-Vet Contracting Company, Inc. for work related to the Bethlehem Dog Kennel – General Construction. The term of the contract runs 180 days from Notice to Proceed. The fee for the contract is \$59,340 with no renewals.

President Waldron stated Resolution 10 F is on the agenda.

G. Director of Water and Sewer Resources – Records Destruction

The Clerk read a memorandum dated June 30, 2020 from Edward Boscola, Director of Water and Sewer Resources requesting Council to consider a resolution for the Destruction of Water and Sewer Records from what is listed on the attached exhibit. The director has reviewed the Municipal Records Retention Act and the records fall within categories where destruction is permitted.

President Waldron stated the Resolution can be placed on the July 21, 2020 Council agenda.

H. Director of Public Works – Recommendation of Award – Clark Contractors, Inc. – Park Bathroom Upgrades

The Clerk read a memorandum dated June 30, 2020 from Michael Alkhal, Director of Public Works recommending a contract with Clark Contractors, Inc. for work related to Park Bathroom Upgrades. The estimated completion date of the contract is September 30, 2020. The fee for the contract is \$111,750.43 with no renewals.

President Waldron stated Resolution 10 G is on the agenda.

I. Housing & Community Development Administrator – 2019 Substantial Amendment CDBG – Exterior Improvement Loan Program

The Clerk read a memorandum dated July 1, 2020 from Michael Brett, Housing & Community Development Administrator stating that the Department of Community and Economic Development is recommending a Substantial Amendment to the 2019 CDBG Action Plan to incorporate the Exterior Improvement Loan Program as an additional activity.

President Waldron stated Resolution 10 H is on the agenda.

J. Councilman Reynolds – Memorandum to Mayor regarding fireworks nuisance

The Clerk read a memorandum with a proposed resolution dated July 6, 2020 from Councilman J. William Reynolds urging our state legislators to repeal or amend the 2017 Fireworks Law to address the widespread and disruptive fireworks nuisance and asks the Mayor and his Administration to investigate possible solutions to the nuisance of consumer fireworks in the city.

President Waldron stated Resolution 10 J is on the agenda.

K. Mayor Donchez – Memorandum urging Repeal of 2017 Fireworks Law

The Clerk read a memorandum dated July 6, 2020 from Mayor Robert J. Donchez with a proposed resolution urging our state legislators to repeal the 2017 Fireworks Law in connection with the serious fireworks nuisance problem in the city.

President Waldron stated Resolution 10 K is on the agenda.

7. REPORTS

A. President of Council

B. Mayor

1. Administrative Order – Alison Pilorz – Sister City Commission

Eric Evans, Business Administrator, read Mayor Donchez' reappointment of Alison Pilorz to membership on the Sister City Commission effective through July, 2023. Ms. Crampsie Smith and Ms. Negrón sponsored Resolution No. 2020-103 to confirm the reappointment.

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

2. *Administrative Order – Ellen C. Bearn – Ellen C. Bearn – Sister City Commission*

Eric Evans, Business Administrator, read Mayor Donchez' reappointment of Ellen C. Bearn to membership on the Sister City Commission effective through October, 2023. sponsored Resolution No. 2020-104 to confirm the reappointment.

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

COVID-19 update

Mr. Evans began with an update from Health Director Kristen Wenrich. For the City of Bethlehem with regards to COVID-19 there were 76 deaths accumulated throughout the City as well as 1,076 positive cases.

Bethlehem-one of the best cities to retire

Mr. Evans mentioned of note Msn.com listed Bethlehem as one of the best cities to retire and that was recently noted on Msn.com.

2019 Police Report

Mr. Evans remarked that Chief Mark DiLuzio is with us this evening and he will give a short summary of the 2019 Police Report which was provided to Council and will be on the webpage posted tomorrow morning.

Bethlehem Rose Garden

Mr. Evans noted today there was a press release outlining the plans for the Bethlehem Rose Garden. This is something that has great support from Council when we go back to the budget hearings from last year. The total project is a \$400,000 dollar project and to date Council has approved in the budget \$100,000, which was \$50,000 through bond and \$50,000 through cash and that was matched through a state grant. The plans for that garden were outlined in the press release. We would also like to thank the volunteers that have been assisting with renovating the Rose Garden. There is a lot of work because it is a large area. He mentioned that Members of Council were also helping out and they wanted to say thanks for that.

Fireworks Resolutions

Mr. Evans pointed out that Mayor Donchez supports both resolutions with regards to fireworks this evening. The one submitted from the Administration is from the PML,

Pennsylvania Municipal League. It was from the order of the Mayor's and they are lobbying in that resolution for repeal of the state law that allows the sale of fireworks inside the state.

Rental Assistance

Mr. Evans added that the Community Development Department released a plan for rental assistance and it is a \$200,000 dollar plan. They are now working with New Bethany Ministries and Lehigh Valley Regional Homeless Board to implement that plan.

Community Advisory Board

Mr. Evans noted that the Mayor has been working hard and has developed a Community Advisory Board with the NAACP and has had numerous meetings with officials of the NAACP led by Esther Lee, a long-time leader of the group. This advisory board is looking at 21 members at this time from across the community from education, locals of the state, and this involves youth as well as Council. We are looking for support across the city. There will be a number of meetings that will meet monthly. Mr. Evans pointed out this is still in the infancy stages. They will tackle a number of issues in the summer, in the coming weeks and the coming months and into the years regarding police matters, the use of force policies, education, homelessness, and anything from healthcare to racism, housing opioid issue among others. Mr. Evans explained the Mayor will have much more on this in the coming days and weeks.

8. ORDINANCES FOR FINAL PASSAGE

A. *Bill No. 14-2020 – Amending Article 121.12 – Relating to Finance – Bond Issues, General Obligation Notes, and Lines of Credit*

The Clerk read Bill No. 14-2020 – Amending Article 121.12 – Relating to Finance – Bond Issues, General Obligation Notes, and Lines of Credit, on Final Reading.

Voting AYE: Mr. Callahan, Mr. Colón, Ms. Crampsie Smith, Ms. Negrón, Mr. Reynolds, Dr. Van Wirt, and Mr. Waldron, 7. Bill No. 14-2020 now known as Ordinance No. 2020-14 was passed on Final Reading.

9. NEW ORDINANCES

A. *Bill No. 16-2020 – Authorizing Refunding of 2012 PennVest Note*

The Clerk read Bill No. 16-2020 Authorizing Refunding of 2012 PennVest Note sponsored by Ms. Negrón and Ms. Crampsie Smith and titled:

AN ORDINANCE

OF THE COUNCIL OF THE CITY OF BETHLEHEM, LEHIGH AND NORTHAMPTON COUNTIES, PENNSYLVANIA, AUTHORIZING AND DIRECTING THE ISSUANCE OF GENERAL OBLIGATION BONDS, SERIES OF 2020 ("2020 BONDS") IN THE MAXIMUM AGGREGATE PRINCIPAL AMOUNT OF \$ 8,500,000; PROVIDING THE PROCEEDS OF THE 2020 BONDS SHALL BE APPLIED TO CARRY OUT THE REFUNDING OF THE GUARANTEED

REVENUE NOTE, SERIES OF 2012 (THE "2012 NOTE") PURSUANT TO A REFUNDING PROGRAM; DETERMINING THAT SALE OF THE BONDS SHALL BE A PRIVATE SALE UNDER THE ACT, AND DETERMINING THAT THE BONDS SHALL BE NONELECTORAL DEBT OF THE CITY; FIXING THE INTEREST PAYMENT DATES, DENOMINATIONS AND REGISTRATION, TRANSFER AND EXCHANGE PRIVILEGES OF THE BONDS AND PROVIDING FOR BOOK ENTRY BONDS; SETTING FORTH THE MATURITY DATES, PRINCIPAL MATURITIES AND CURRENT INTEREST RATES OF THE BONDS AND ESTABLISHING A REQUIRED SCHEDULE OF PAYMENTS WITH RESPECT TO THE SINKING FUND, AS HEREINAFTER ESTABLISHED, IN ORDER TO AMORTIZE THE BONDS; ESTABLISHING THE REDEMPTION PROVISIONS OF THE BONDS; ACCEPTING A BID FOR PURCHASE OF THE BONDS AND AUTHORIZING EXECUTION OF THE BOND PURCHASE AGREEMENT; DESIGNATING A PAYING AGENT AND REGISTRAR; DESIGNATING A PLACE AND METHOD OF PAYMENT OF THE BONDS AND INTEREST THEREON AND MAKING CERTAIN COVENANTS WITH RESPECT TO THE TAX FREE STATUS OF THE 2020 BONDS; ESTABLISHING THE SUBSTANTIAL FORMS OF THE BONDS; DESIGNATING A SINKING FUND DEPOSITORY; COVENANTING TO PAY THE PRINCIPAL OF AND INTEREST ON THE BONDS AND PLEDGING THE FULL FAITH, CREDIT AND TAXING POWER OF THE CITY TO SUCH PURPOSE; ESTABLISHING A SINKING FUND FOR THE BONDS AND AUTHORIZING AND DIRECTING PAYMENT THEREFROM; SETTING FORTH CERTAIN RIGHTS OF THE PAYING AGENT AND BONDHOLDERS IN THE EVENT OF DEFAULT AND OTHER RIGHTS OF THE PARTIES WITH RESPECT TO THE BONDS; PROVIDING FOR THE CIRCUMSTANCES UNDER WHICH THE ORDINANCE MAY BE AMENDED OR MODIFIED; PROVIDING FOR THE TERMS, CONDITIONS AND COVENANTS WITH RESPECT TO THE BOND INSURER, IF ANY, FOR THE BONDS; AUTHORIZING AND DIRECTING SPECIFIED OFFICERS OF THE CITY TO DO AND PERFORM CERTAIN SPECIFIED, REQUIRED OR APPROPRIATE ACTS; DECLARING THAT THE DEBT TO BE INCURRED IS WITHIN THE LIMITATION IMPOSED BY THE ACT UPON INCURRING OF SUCH DEBT BY THE CITY; AUTHORIZING AND DIRECTING PROPER OFFICERS OF THE CITY TO DELIVER THE BONDS UPON EXECUTION AND AUTHENTICATION THEREOF, UPON RECEIPT OF PROPER PAYMENT OF THE BALANCE DUE THEREFOR, AND ONLY AFTER SPECIFIED APPROVAL, AS REQUIRED, OF THE DEPARTMENT OF COMMUNITY AND ECONOMIC DEVELOPMENT OF THE COMMONWEALTH OF PENNSYLVANIA; SETTING FORTH CERTAIN COVENANTS RELATING TO THE FEDERAL TAX STATUS OF THE BONDS; PROVIDING FOR COMPLIANCE WITH SECURITIES AND EXCHANGE COMMISSION RULE 15c2-12; COVENANTING TO PAY OVER AT SETTLEMENT SUFFICIENT MONIES TO PROVIDE FOR THE PAYMENT OF THE 2012 NOTE, (REFERRED TO AS "PRIOR NOTE") IN ACCORDANCE WITH THE REFUNDING PROGRAM AUTHORIZING AND DIRECTING CERTAIN OTHER ACTIONS AND APPROVING DOCUMENTATION WITH REGARD TO THE REFUNDING PROGRAM, PROVIDING FOR THE ISSUANCE OF IRREVOCABLE INSTRUCTIONS TO THE PAYING AGENT FOR THE PRIOR NOTE TO CALL SAID PRIOR NOTE FOR REDEMPTION, AND ESTABLISHING THE FORM OF SUCH IRREVOCABLE INSTRUCTIONS AND THE NOTICE OF REDEMPTION; PROVIDING FOR SEVERABILITY OF PROVISIONS OF THE ORDINANCE; PROVIDING FOR REPEAL OF ALL ORDINANCES OR PARTS OF ORDINANCES SO FAR AS THE SAME SHALL BE INCONSISTENT; PROVIDING WHEN THIS ORDINANCE SHALL BECOME EFFECTIVE.

Voting AYE: Mr. Callahan, Mr. Colón, Ms. Crampsie Smith, Ms. Negrón, Mr. Reynolds, Dr. Van Wirt and Mr. Waldron, 7. Bill No. 16-2020 was passed on First Reading.

B. *Bill No. 17-2020 – Amending Non-Utility Capital Improvement Fund - Adjustments*

The Clerk read Bill No. 17-2020 – Amending Non-Utility Capital Improvement Fund - Adjustments sponsored by Ms. Crampsie Smith and Ms. Negrón 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. Callahan, Mr. Colón, Ms. Crampsie Smith, Ms. Negrón, Mr. Reynolds, Dr. Van Wirt and Mr. Waldron, 7. Bill No. 17-2020 was passed on First Reading.

C. *Bill No. 18-2020 – Amending Community Development Block Grant/HOME Fund - Adjustments*

The Clerk read Bill No. 18-2020 – Amending Community Development Block Grant/HOME Fund - Adjustments sponsored by Crampsie Smith and Ms. Negrón and titled:

AN ORDINANCE OF THE CITY OF BETHLEHEM,
COUNTIES OF LEHIGH AND NORTHAMPTON,
COMMONWEALTH OF PENNSYLVANIA, AMENDING
THE 2020 COMMUNITY DEVELOPMENT BLOCK GRANT
BUDGET

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

10. RESOLUTIONS

A. *Approve Resolution urging creation of a Community Engagement Initiative in the City of Bethlehem*

Mr. Reynolds and Ms. Crampsie Smith sponsored Resolution No. 2020-105 that urges the Mayor and his Administration to collaborate with the City of Bethlehem Police Department to create a public space and forum for the long-term discussion of issues surrounding systematic racism, discrimination, race-based inequities, social justice, mental health, addiction, poverty eradication, inclusionary housing, education, and fair policing practices (“Community Engagement Initiative”). The Community Engagement Initiative might include and/or interface with any individuals or entities that the Mayor and his Administration think appropriate such as citizens, human service organizations, medical community, school leaders, social justice organizations, police officers, and Police Department leaders.

Mr. Reynolds remarked he first wanted to thank everyone for coming out today and for everything that was said. He agrees with a lot of it. For his full-time job he teaches at Allen High School and he knows that the best classes he has ever taught and the classes where he feels the most learning goes on are the ones where there is the most amount of discomfort, disagreement, the class going in a direction that maybe was not where they thought it was going at the beginning. What is in front of us here is really a concept. He attended and marched in every one

of the rallies that have gone on in Bethlehem in the last several weeks. The energy and the action there has been unbelievable and the people in this room deserve a ton of credit for that as did a lot of the speakers. Mr. Reynolds explained what he was trying to do here and what he is still trying to do is to try to find a public open structure by which that energy is able to continue. This is not about him saying he has the solutions. This is not about him saying he thinks we should do A, B or C. Mr. Reynolds of course has his ideas but he kept the resolution vague for that exact reason. It is a catch-22 that if you put in everything that you think you want to do and everything you think needs to be in there it would be very easy for people to come back and say you have not had public conversation, you have not listened to people, you have not heard from people. As will be explained in a little bit there has been a lot of attempt to try to get a Public Safety Committee Meeting together. Mr. Reynolds explained when he first came up with this idea over a month ago he thought the perfect place to do it was at Liberty High School. He reached out to Dr. Roy because he wanted a public spot. Obviously we are limited here in Town Hall as far as how many people can get in here. Trying to work out having a Public Safety Meeting during the pandemic as will be explained in a little bit has been impossible. So then it became a situation where we were looking at having a Public Safety Committee Meeting maybe at the end of August or the beginning of September and that was unacceptable to him to do nothing until then. Because of the energy, because of the amount of feedback has received both at the rallies and through phone calls and communications and with neighbors he did not want to just say we are going to consider this in September. Mr. Reynolds felt that was unfair. What is in front of us here is what he had put together with Councilwoman Crampsie Smith but he is open to changes. He agrees with a lot of what people said and noted that multiple callers referenced Professor Ochs at Lehigh. Mr. Reynolds had an hour and a half conversation with her last Monday or Tuesday and she is the type of person that comes up with this research that needs to be at the central focus of what we are looking at going forward. In order for this to work it cannot just be a resolution that we will pass. He disagrees with the idea that everything he is involved in was ever a band-aid and his record of public service shows that he does not usually get involved in things that he does not think will lead to real change. This is about being productive, it is about being uncomfortable, it is about being energetic and it is about creating real change. It is not about creating real change in 24 hours but the energy we have in the city about making change and taking the way we view authority and the way we view culture and the way we review historic systemic racism does extend beyond the police department. Yes, it does involve police but it also involves schools, it also involves human services, zoning codes, where people send their kids to school, how do you draw bus lines, where you put bus routes, all of those things. Mr. Reynolds believes all of those things need to be involved in the same conversation. That has come from conversations he has had with other people. Those are his personal beliefs. The reason he came up with this idea to come forward now is to start the conversation. The structure is designed to create public pressure such has been brought to us tonight to create change within the city and within our police department. It is important that we get our police officers and we get the City of Bethlehem elected officials, City Council people, every organization, and every person as the speakers have said that have not had the opportunity and the ear of the Mayor and the ear of the police department and the ear of City Council. It is a situation where he is trying to create something here that will allow for permanent access for these conversations, these actions, and this change. Yes, we need people in the police department to run this effectively. Yes, we need to look at how we allocate resources within our police department. Mr. Reynolds informed he has had this conversation with the Police Chief and with almost every member of City Council. What he wanted to do here was to create an organic structure that does not have a lot of direction that does not say no votes, no official members but it is about transparency and accountability. Mr.

Reynolds remarked that he has been on City Council for a while and for a long time we get reports, we get budgets but there is not a lot of conversation about how do we utilize our resources within the public safety departments. He has been doing a lot of research looking around throughout the country about how other cities and other communities are trying to work on this. Mr. Reynolds works at Allen High School and if we have issues at Allen High School we do not just hire more teachers, we have school psychologists, we have guidance counselors, we have home school visitors, and we have parent liaisons. That is what he believes our police department needs to look at. We need to look like a department that understands that not every police call needs to be a police officer. He is in agreement 110%. One of the things that this will allow for especially in the short term, before we can have Public Safety Committee Meetings and before we can come up with every line we want in a resolution is that our community deserves to understand next week or as soon as possible what de-escalation forces do we use. He added what de-escalation training do we have? How do we utilize use of force? People have questions about that and we should have the opportunity to hear from our police department about what we currently use. It is a situation where he believes that we need to allow for conversation from all different corners of the city. What he was foreseeing and he is open to change, he was just trying to create a space, not an agenda, a space that would have one month where we are hearing from whatever organization wants to speak as far as interaction with our police department. Whether or not it is our Black Lives Matter organizations in our schools or our community, whether or not it is anti-poverty organizations, whether or not it is social justice organizations, people deserve to have a voice. He pointed out it is important that the right people are in that room to hear about those topics and it is not just us. Mr. Reynolds could not agree more with a few of the callers that said a lot of times when we have these conversations it is the same people, it is the same organizations, it is the same people sitting around the table that do look like me and that is unacceptable. He completely agrees with that. What he is trying to do here is create a permanent structure that will change the face of that conversation going forward. Whether or not it is next month or the month after or the month after it is not a question of do we need to find a seat at the table but rather it is what is it that we are talking about this week or next week having to do with these issues that did not happen overnight. He completely agrees, we are living in 2020 and some of the numbers people have talked about before about how the percentage of African Americans in the City of Bethlehem is 6 or 7% and much of that goes back to the fact that Bethlehem Steel would not hire African Americans and that was 60, 70, 80, 90 years ago. The legacy of that has been that our African American Community in Bethlehem is not been supported the way that other communities have been. It does need to be said and acknowledged and we need to connect those. He teaches History, Government, and Psychology and we need to draw those lines between what happened 400 years ago, 300 years ago, 200 years ago, 100 years ago and talk about what we need to do today. Mr. Reynolds stressed he talks about this every day with his students. What this was to him was an opportunity just to create that space. Sometimes the way these meetings are structured as they should be is that people have an opportunity to speak and if he just read this piece of paper he would see there are no details in here and would wonder what is supposed to happen here. It was designed that way. Mr. Reynolds is open to meeting with anybody having any conversation about any ideas about what we need to do. He does not always agree with people but that is not the way this is supposed to work. It was never about, we need to do this, and this, and this, he felt that would be disrespectful to people that have other ideas. The best thing we can do is give people that have ideas about what we need to do to change, access to power and a voice in being able to have these conversations. Mr. Reynolds added this is an opportunity for all of us to create real change but it only happens if we get buy in from the City and if we get buy in from the community. He will be

the first person to say that this piece of paper does not mean anything, the only way it means something is if we have made progress a month from now, 6 months from now, a year from now, or 2 years from now. That is where he was coming from. Once again, he agrees with much of what was said and he has the same goals in a lot of ways in what was said today. That was his idea here, behind his resolution and this might be a good time if someone might be able to explain the mechanics behind the Public Safety Committee Meeting.

President Waldron stated he would be happy to do that but he knows that Ms. Crampsie Smith as the co-sponsor of this resolution also wants to make comments. She wanted to cut out of our meeting a little bit early this evening so he wanted to give her that opportunity to make comments on the resolution and then he will be happy to have a larger discussion about the Public Safety Committee Meeting that will happen with Chairman Colón.

Ms. Crampsie Smith reiterated what Mr. Reynolds stated thanking everyone who came out and who called tonight to give input on this Community Engagement Initiative. She also agreed with many things that were said. There is some misconception about what our vision was with this initiative. She also attended all the rallies and marches in the City after the murder of George Floyd and it was after one of the rallies that she saw Mr. Reynolds and she was thinking that we need to give the citizens of this city a voice beyond the rallies. We need to give the citizens a legitimate voice where they can come to the table and affect change within our city regarding the police department. That is when in her mind she thought of the community engagement initiative. Ms. Crampsie Smith did not think she was going to write what it was going to entail nor Mr. Reynolds, her thought was that it is a voice and it is a mechanism for the citizens of this city. They are the ones who will navigate this process. Our plan was to have a Public Safety Committee Meeting open to the public but unfortunately this virus seems to be getting the better of us and it is very logistically challenging to try to have a public meeting. She is hoping that we can have a virtual meeting at some point. It is imperative that we do something sooner than later. This initiative is not the be all and end all, it is only a step. She feels it is imperative that we take some steps toward giving the people of this community a voice to look at the police department and also to look at systemic racism over all. She has had almost 40 years of experience in working with mental health, drug and alcohol, victims of sexual abuse, victims of domestic violence, and the majority of the people and students she has worked with have and are people of color. She has learned a great deal from them. Ms. Crampsie Smith said she owns her white privilege and certainly does not know everything but she can speak from experiences that her students and clients and friends of color speak to. She has tried to open her mind. Even looking into this initiative she has solicited the input of many of her friends who are black and are lifelong citizens of Bethlehem and who have been involved in the NAACP at the national level for many years. She has tried to give some regard to the people of color and what they feel is going to be important. She hopes that we get support for this initiative because we need to do something and this is a vehicle where citizens can come and express their concerns and we can work together to try to make changes that are necessary within our police department. Also, we need to address systemic racism in all areas, inclusionary housing, education, economic disparities, and others. Ms. Crampsie Smith just wanted to say thank you and hopes that everyone will support this initiative and resolution. Even though she does have white privilege she will say she has and will continue to advocate for people of color, people living in poverty, people that have mental illness and addictions. She will continue to advocate until the day she dies and she hopes people will work together with her.

President Waldron remarked that he wanted to turn the conversation to the Public Safety Committee Meeting that has been much talked and rumored about. He noted that Mr. Colón is the Chair of the Public Safety Committee at which our intention was to have a meeting as soon as possible at Liberty High School as Mr. Reynolds said which is a larger venue. If you look at the space of this room, he thinks it can hold 130 people by fire code and right now we have something like 15 people in here and 20 would be a maximum and then we would start to be violating social distancing rules set by the state. Even within a room of a capacity of 130 people you would have to take a small fraction of what that is to safely run a meeting and be respectful and follow the state guidelines. He wanted to turn over to Mr. Colón to talk a bit about that and probably also include Mr. Vidoni, our Clerk who has been involved in those discussions as well of the meetings at Liberty High School as well as the meetings that have happened here in City Hall.

Mr. Colón remarked he wanted to address the Public Safety Committee Meeting which we have been trying to schedule for a couple of weeks now. He thanks Mr. Vidoni for his work during the day in helping to try to schedule this. If it were not for COVID-19 and these restrictions that have been put on Council and all of us as a community in how we gather and what the regulations are that he is confident that we could have had this committee meeting already. It is very important to have this review of our use of force policy for the police department and information with this Community Engagement Initiative at committee and in a public setting. Mr. Colón added that Mr. Reynolds had reached out to him a few weeks ago with the suggestion of Liberty High School. He like all of us are familiar with Liberty and thought the auditorium would be an ideal place to have the meeting. As President Waldron had alluded to just looking around Town Hall it is really not the right kind of setting or forum to have a meeting like that. We are expecting a large crowd and he would like to see a large crowd but he would also like to see everyone who wants to attend be able to attend. With all the energy that has been behind the recent protests and the number of people coming out one of the initial questions was this 250 person limit. The high school itself had reached out to the City about having some graduation type ceremonies that they were not able to have and just trying to respect that, the state mandate to keep public gatherings to 250 people when the potential there is to have more than 250 people. We had the conversation with Mr. Vidoni, President Waldron, members of the City Administration in how do we limit those numbers and when you look at a 250 max the Members of Council and the Clerk's Office and other city support, now you are bringing that number already from 250 down to 230 or so. Then is it really then a public meeting and how do you control who gets to come into the meeting and who does not. Mr. Colón noted that Councilwoman Crampsie Smith had reached out to him earlier about the potential for having a virtual Public Safety Committee Meeting which he is in support of but had hesitation with that. Nothing is going to be perfect because of the constraints we have to follow due to COVID-19; it is just again that digital divide. If we have it in a virtual type forum or we could have people sign in to a Zoom or GoToMeeting type of application where people can give their comment and feedback and everyone who wants to be an active participant has that opportunity. Does he think some of it is going to be lost if we do it virtually? Yes, he is someone who favors doing things in person but that being said he has not physically be to a Council Meeting in months due to COVID-19. The situation is unique; he is open to feedback from Members of Council. Every Member of Council has expressed interest in wanted to be in attendance at the committee meetings, whether they are a member of the committee or not. He wants to make this as accessible to members of the public as possible. To Mr. Reynolds point earlier, he does not want this to be something where we cannot have a meeting until September necessarily but seeing

what is the best way to have this meeting, capture the comments and attendance by as many people in the community as possible. Having it at Town Hall and open to the public that will immediately disqualify Town Hall as a site and then looking at Liberty High School, how do we have this public meeting where we are limiting who can come in, who can observe, who can comment. Even creating a hybrid of the two would be complicated.

President Waldron remarked that there is a lot that goes into a meeting and when we are in our home court in this room we have a lot more control of how things go with our technology within this room. To the point we do have some background noise when the attendants in the GoToMeeting keep their microphones on at home. So it is a very imperfect system. For something that is as important as conversations we will be having in the near future regarding policing and public safety in the city he is hesitant to rely on that infrastructure especially if we go to another venue where we would not have as much control and will not be able to guarantee the accessibility for folks who are online and want to listen in or make comments remotely. It is his intention with these City Council Meetings to have as much interaction and allow for as much comment as possible until we get to a point where people feel comfortable coming back into this room. Even though we are starting to open up a little bit clearly we are not at the point where we can have full open meetings in this room or at Liberty. Our restriction that we got hung up on was that 250 number. Do we think we will have more than 250 people? Possibly, it could be a substantial amount less if people do not feel comfortable coming in and they want to watch remotely, that would be encouraged. To the point of Mr. Colón there is a lot lost on having a remote meeting versus an in person meeting. President Waldron noted a lot of the body language can be lost as well as some of the non-verbal cues clearly and some of the energy is not translated as well when it is over the computer. We really wanted to find a way to have an in person meeting and with our restriction of 250 people we talked through many different scenarios of how we could get to that. Possibly we could have a sign-up sheet ahead of time and whichever way we came to people were going to be excluded and we did not want to do that. We did not think that was fair. We temporarily are putting the Public Safety Committee Meeting on hold until we can find a work around. That is because it was not just about that 250 number it was also about making sure people are maintaining social distancing, make sure people are wearing masks when they are in Liberty High School. There was also the issue of how do we physically get people into the building so that they are keeping their space as well as other things like disinfecting the building afterwards or also using the restrooms. These are all things that you may not think about being an issue but all those things adding up were enough to make us feel that it was not safe or prudent to move forward with scheduling a meeting until we had more guidance from the state and the school district and we had a better vision of what COVID was going to be doing in the next few months in Bethlehem. President Waldron stressed by no means are we trying to avoid this meeting and everyone would agree that if it was not for this pandemic that we are in right now we would have had this Public Safety Committee Meeting before tonight's Council Meeting. We would have been able to have a larger conversation in person and we would likely probably still have had that meeting at Liberty High School in order to get as many people on sight and be part of that conversation as we would like to. President Waldron wanted to now turn to other Members of Council on that Public Safety Committee Meeting and then we will get back to the resolution at hand.

Mr. Reynolds remarked that our budget is generally discussed in November and December and part of the reason why he did not want to wait to do this resolution was because the biggest part of this in his mind is creating the public pressure on the city to change. Those

public conversations have been going on but they need continue to be going on and they need to at some point intersect with city government. If we waited until two months from now or even longer who knows about the public access for Liberty High School once school starts. Or who knows about using Lehigh or Moravian or anywhere else that allows for 250 people if that continues. Part of the reason why he thought it was a good idea just to bring the concept forward, the idea forward was because of that amount of uncertainty and the fact that potential changes to our budget which would occur in meetings in November and December should not then start in October. Those conversations should start as soon as possible. Mr. Reynolds added in order to do that we need to somehow have a structural conversation within the City.

Mr. Callahan thanked Councilwoman Crampsie Smith and Councilman Reynolds for bringing this forth. He does not know what the will is of the rest of Council and if they maybe want to table this and get more feedback from some of the people that spoke tonight. He had an incident probably around 1984 that changed his life. Like many white people we just walk around and think there is no racism in the world and we do not know that it can be felt without even a word being said or an act. His oldest brother was a basketball coach at Syracuse University and he went there when he was in college and he had been at parties and meetings up until that point in his life many times with one African American person or one Hispanic person but never in his mind did he think that there was any racism in the room. After there was a basketball game someone took him to a party that night and he told his brother that he was going to take him out because they were the same age and they were going to a few parties. Before the party they stopped by another party in a little condo and when we walked in he was overwhelmed with an uncomfortable feeling, not because anything was said or anything was done to him, we walked into an all-black party. Mr. Callahan noted that was the first time in his life that he was the only white person in a room with all minorities. There were some really nice people who came up to him and introduced themselves and offered him a beverage. But there were some who just gave him a look, there was nothing said but there was the feeling that maybe he was not really supposed to be there. His friend went upstairs and he was basically left alone in this place for 15-20 minutes. He knew no one in the room and they were all African-American but that changed his life forever because he never will forget that feeling he had or just feeling that there are feelings of racism out there. From that point forward anytime he is in a room with anybody that is not of the majority, whether they are African American or Hispanic or Asian, he always tries to go out of his way to welcome them and make them feel as comfortable as possible. He again wanted to congratulate the Council Members that brought this forward. He does not know if anyone would be willing to table it at this point to get more feedback from the two minority Council Members, Councilwoman Negrón and Councilman Colón and to also get more feedback from the people that spoke tonight and from some of the people who have been marching. Mr. Callahan agrees with Mr. Reynolds and he understands that he wants to get something done as soon as possible and not let it wait but as everyone has stated we do have a major problem in trying to organize a Public Safety Meeting. It comes to what do we do and as was said he is not sure that we go to a GoToMeeting or Zoom meeting on this topic, it might not be the right thing to do at this point. The other question is how long is this COVID going to last and how long do we wait. He does not know the will of everyone else but this virus has made this a very difficult issue in getting everyone together. He also does not want the feeling that many people were left out whether it was a GoToMeeting, whether they were left out of coming to the facility. He is all ears but he does not know what Ms. Crampsie Smith or Mr. Reynolds wants to do because it is their proposal. He does support it in whole and he does also appreciate and support all of the people that showed up tonight and spoke also on the phone and called in.

He definitely hears what they are saying and if there is anything he can do to help move this along he is all for it.

Ms. Negrón mentioned someone mentioned to her that Liberty High School has a stadium that can be used. This could be an opportunity for us to allow more people and be in an open space and it would be appropriate. We will have the opportunity to do something in a bigger scale including everybody and allow as many people as we can, that is just an idea.

President Waldron remarked that is something they had considered, having the meeting outside in the stadium but he believes we are still restricted to the 250 number for outside gatherings. So we would have a lot of the same problems again but we would also be victims to the weather and any other outdoor issues. He cannot imagine we would have a better audio or video connection outside than we would in a gymnasium or auditorium. The guidelines tend to change by the week if not the day, so that is something that might change, the 250 number which is the big thing that is holding us up on scheduling this committee meeting.

Ms. Crampsie Smith agrees and noted it is logistically tough with this virus. The only thing is she thought of a Zoom meeting where you can get up to 500 people. She has been in meetings like that but it is logistically challenging because it is a matter where people can raise their hands and speak and then we have to mute them. She does not know because it depends on the numbers, that is one possibility.

Mr. Colón noted that another scenario that can be visited is that we can have the Public Safety Committee Meeting no different than we have this City Council Meeting right now and have people call in who want to make comments. Again, some things are lost in terms of having it remotely instead of having it in person but then we circle back with the same issue of not really having meetings in person but then with the speaking with the larger Zoom type meeting there would be that digital divide and would some people not be able to participate that would otherwise just simply come out to the meeting. He appreciates the input Ms. Negrón had about Liberty stadium, that is something that we looked at and what the infrastructure would support at some of these sites. Also would we get tied up with aside from the cleaning and ask of us to provide some staff with just helping guide people in, it is that 250 person capacity. Echoing what President Waldron said, might we have 250 people he would venture yes that there at least 250 people in the City of Bethlehem and the surrounding areas that want to come out and should be able to come out to observe, engage or participate in this meetings. He pointed out with this COVID-19 restrictions, he does not know how feasible that would be. He appreciates hearing everyone's feedback and he will continue to have conversations with Members of Council beyond tonight and with the City Clerk as we keep an eye on what is going on with the restrictions and as the COVID numbers either plateau, trend down or trend upwards and as things change for the first opportunity that would make it easier for us to gather together and maybe schedule something. He appreciates everyone's feedback and the conversation does not have to end here tonight we will continue to look at what our opportunities are.

Ms. Negrón informed she also thought about doing small meetings, there is the advantage of having smaller groups where people could feel even more comfortable to talk. As we mentioned 250 it made her think why are we sticking with just doing one huge meeting when we can have smaller meetings where those of us who cannot make one meeting can be there for another meeting. She would make it a point to be at every one of those meetings that she can. We

should really think about having smaller opportunities of meetings maybe some even during the daytime and nighttime. There have been other structures where we have had that and had community meetings on smaller scales with different meetings at different times of the day. That might be an opportunity for us to do that.

Mr. Callahan is not sure if there is a way but are the members of the audience still there.

President Waldron stated yes.

Mr. Callahan does not know if there is a way that Mr. Vidoni could give them a phone number for everybody who called in tonight and everyone that showed up tonight. Maybe we ask them for their opinions on what their preferences are, whether we go to a Zoom meeting which is less personal and not as impactful. We do not want to wait until October, November, or December. He added that they may have the preference to have smaller group meetings as Councilwoman Negrón said or do we try to postpone this until a later date which he does not think is the right thing to do. He is just asking if there is a process or phone number or email address that we could have everybody that spoke tonight give their opinion on what they feel the process should be going forward as far as when and where or how we do this.

President Waldron noted that this is one of the better ideas Mr. Callahan has had in a long time. Since this meeting is not about Council and it is not about the Administration, it is about the public; we should hear from the public and reach out to the City Clerk with their thoughts on what is the best way to proceed. We start to hear conversations and comments but he does not mean at this exact moment as the public has had their opportunity to speak before. It is a good option to have anyone in the room or anyone who called in or anyone who would like to be part of this conversation to reach out to the City Clerk and give us their opinion. We could end up with paralysis by analysis if we keep waiting and waiting. We could get into our budget season and not get a chance to schedule this Public Safety Committee Meeting. Whereas there are alternatives that may not be perfect but they might be the best that we can do. So he thinks he would ask anyone who wants to be part of this conversation about what we should do because we are kind of at a stopping point here with our abilities. So reach out to the City Clerk and cast your vote if you will on how you would like to proceed in scheduling a Public Safety Committee Meeting. We could have something at Liberty and limit the capacity or we could have it here at City Hall and have a much smaller physical capacity but have an infrastructure that we are more comfortable with and we can rely on to allow people to make comments. The other really strong possibility is that we schedule a 6:00 pm committee meeting that could turn into a 5 hour conversation that does not necessarily get us to the end of that conversation. This could be a series of meetings that are ongoing for months to come as this is a very nuance complicated conversation that we will have moving into the future. We typically do not allow for public comment but he under the circumstances if you are able to give a short comment he will accept that.

Ms. Bradley informed Council that given that all of us have really reiterated that these conversations are happening and have been happening there is a meeting with Lehigh Valley Stands Up this Thursday from 6:00 to 7:30 pm. You could attend and listen to our conversations that have been happening without having to go through the process of figuring out COVID things. It would just be easier if you could attend our meeting instead of bringing us to an official

setting which is not possible with these circumstances. If you want to attend our meeting we will have conversations and talk about what the community is demanding right now.

President Waldron asked who is hosting that meeting.

Ms. Bradley stated Lehigh Valley Stands Up meeting with Pennsylvania Stands Up. We can send you the link to that.

President Waldron asked if that is a physical meeting.

Ms. Bradley stated it is a Zoom meeting.

President Waldron thanked her for her comments. He pointed out that there are conversations happening that we can be listening to as opposed to asking everyone to come to us. But at some point we will have to have an official meeting if we are going to talk about what is happening within our police department and our budget and our city. If action is going to be taken we need an official meeting to do that.

President Waldron asked if Mr. Reynolds or Ms. Crampsie Smith have any more comments.

Mr. Reynolds noted that the decision to bring forth the resolution was about creating pressure as soon as possible to create the conversation for the change and to create action that people he believes are looking for including us. It was his strategy with all of the other public safety committee stuff and things going on; the best thing to do was to create that space as quickly as possible. He certainly understands everybody's comments as far as their concerns about the committee meeting. He does not know when that will be solved because it will be hard to have this meeting. Thank you for letting us know about that meeting, he will sign in and certainly be a part of it. Like he said, he is very flexible. He thought that it was the best strategy to create this structure that was going to be very open and very organic in nature. It was to do this as quickly as we could with the Public Safety Committee Meeting but he would defer to his other members of Council if they have a better idea to do something quicker than that.

President Waldron stated he cannot speak to where this will end up but he can speak to Mr. Reynolds' history and his efforts on Council and what he has done. He does not believe that this is window dressing, or an attempt to appease people who are calling for change. If you look at the track record of Mr. Reynolds' with his work on the Environmental Advisory Committee, Open Data, Financial Accountability, Northside 2020, he has consistently brought forth legislation and followed through on it and has created change in the City of Bethlehem. This is another example of that so when something comes forward to Council with Mr. Reynolds' name on it he takes it very seriously. He believes and trusts that this is something that will be followed up on and will be seen through its logical conclusion. He also understands that this is a resolution does not have a lot of teeth because it is an open resolution and part of a conversation calling on the Administration who are the full time facilitators of the City of Bethlehem to start the dialogue working with Members of the Community, Members of Council and the Police Department on what is the path forward. President Waldron informed he thinks this is the beginning of Council's work and at the same time we are in a really tricky situation because of COVID with what we can do at this point. But this is a good starting point for this conversation.

Ms. Crampsie Smith stated that her idea of the community engagement initiative is exactly what it says. It is engaging the community so in her mind it is owned by the community. The community is the one giving the input and navigating the direction it goes. It was never in her mind the thought that she or Mr. Reynolds or Council or the Police Department or the Administration would be the ones piloting these initiatives. It is more the community to give them a voice.

Mr. Colón stated he will be supporting this resolution tonight. When he saw it come forward and when you talk about City Council we are a body of 7 people with 7 ideas, 7 people who have different initiatives, 7 people with a different view of things. When this came forward he was glad to see it come forward from Councilman Reynolds and Councilwoman Crampsie Smith. He is not necessarily married to the words but more the concept of this resolution. This being a resolution, this is not binding the Administration to something but getting something started. Even in the language it urges the Mayor and the Administration to collaborate with the police department. It talks about what some of the primary functions might include. This does not prescribe the exact role of what this will do. It will become clearer as we are able to move forward in these conversations. Some things have been mentioned by the members of the public who are there with some of the conversations and to bring them to a public forum. What is important is tying in City Hall, whether it is the Police Department, the Mayor or City Council. In order for change to happen nothing will happen unless these conversations continue to happen with Members of Council, the Administration, and the City being a part of them. He sees this as a catalyst to some of that, hearing what people's thoughts are. He appreciates all members from the public who came out today but that captures only a portion of some of the thoughts of the members of the community as we keep getting feedback and different ideas and see where there is a consensus among Council, the Administration, the public and see what kind of changes we can implement. He has said before that change is incremental, change takes time, and change takes effort. But again without having these conversations nothing happens. So he will be supporting this resolution tonight in terms of the actual language of the resolution he supports what the intent is and really we do not know what it will look like and if it reaches its designed goal that Council Members Reynolds and Crampsie Smith intended is that change will be continuous and this Community Engagement Initiative is intended to continue into perpetuity with continuing to have these conversations and to bring voices in to the mix and see where the city could implement some of those changes. He will be supporting this resolution.

Mr. Callahan agrees with Councilman Colón's remarks and also Grace Crampsie Smith's remarks just a few minutes ago. If Councilman Colón and Councilwoman Negrón are comfortable with this being moved forward he would be in favor and support it.

Dr. Van Wirt thanked the people who emailed Council and who spoke tonight and took the time to come down to City Hall tonight. She remembers when she would come to Council Meetings and feeling that she was not being heard or that the citizens were not being heard. She can say that you were heard tonight and it made a difference that you came down tonight and she hopes that they continue to speak as they did tonight with courage. It is important. When she started thinking about how this is all getting organized she was overwhelmed by the different committees and commissions. She had to keep it straight in her mind. We have a Latino Advisory Committee that Ms. Negrón and Mr. Colón are on that was established in 2015. Today the Mayor announced a community advisory committee with key members and then we have this Community Engagement Initiative being put out today. We have our Public Safety Committee

within City Council and on top of that we have a few other boards and commissions that are kind of in the wings. She noted that the Human Relations Committee is kind of a social justice committee that has to do with housing, education and employment but it does not have to be. We could look at the charter of that commission and could it incorporate the view of allegations of police brutality. We also have our Civil Service Board and she went through their charter and it is vague as to their engagement with the police in terms of potential abuse. She thinks that we could look at what that charter looks like. But when she thought about the different committees it seems like we are a bunch of brooms trying to clean things up and not really organizing enough to sweep it up. It is unfortunate that we cannot have the Public Safety Committee Meeting first but this Council has 3 powers, we have the power of ordinances, the power of appointments to our (ABC's) Authorities, Boards, and Commission's and she has said before and will say again that our ABC's should look like the city itself and they do not. She hopes that the Mayor will put forward names and we will help find names and citizens will volunteer who look like our community. That gives power to the citizens themselves. Our ABC's are not elected people they are people who come from the city and can do a really good job at helping address some of the institutionalized racism that exists. Dr. Van Wirt added that before she was elected to Council she came down one night to speak here and before she got up to the podium a citizen spoke before her and he was outraged at the police. She listened to him and he told the tale of his son and his son's interaction with the police. His outrage was palpable, he was crying and ultimately the end of his story is that the police came and through the interaction his son ended up shooting himself that night. It was such a profound thing for her and she has to say until she really started listening throughout this whole engagement with Black Lives Matter and understanding what people of color go through she did not understand what defund the police means. Of course we all know it does not mean exactly that but it means looking at where we are spending our money and how can we do things better. What she took away from that one instance, imagine what the outcome could have been if a professionally trained person who knows how to talk to people in trouble and who knows how to deal with people with a firearm could have been there and they could have deescalated the situation. How many times does this happen in our City every year and how many other instances of violence happen because there are not the appropriately trained people there. She is sorry that it took her so long for this to click because it did. But she thinks we have a lot of work in front of us to do, the community engagement initiative is what Mr. Reynolds said. It is meaningless but it is what we do with this and what the citizens do with this. Our power of the budget is huge here. We start our budget talks in the fall and for us to have any impact to what happens, we are the people who approve the police budget, we say yes put your money towards yet another gun or we could say we would like to scale back on that funding and put some social workers in here. We have to start doing that now. This will not materialize in two weeks in September. She supports this resolution now because she thinks if we are going to have meaningful change and that includes how do we budget the money for the police that will need to happen now. She will support this tonight but we have an enormous amount of work to do in the next months and years and she is ready to do it. Thanks for all your words tonight, you were really heard.

Ms. Negrón stated she appreciates what Dr. Van Wirt shared tonight because she does feel that she was really touched and she was listening to what people were saying. It is funny because one question that was asked just a few minutes ago, what do you want to say but they said they do not want to talk, they have been talking but you are not listening. She heard that a few times. She heard a lot of feedback on this resolution that when she first read it personally the first three paragraphs she finds incredibly disturbing. There is no need to include none of that in there,

maybe beginning on paragraph four. She added that she sent an email to all of Council, it was late today but a few people have mentioned Professor Ochs and the group that Lehigh has where they do research on policing in the Lehigh Valley. They have incredible valuable information that we need to consider. We do not need another band-aid or another task force. We need to listen to what is going on already, people have been speaking up and we are not listening. Especially from the fourth paragraph down and especially the end of this resolution, she is okay with that but it needs to have more teeth and that is what she suggested with the email she sent all of Council earlier about including the research and the suggestion of perhaps to have the City Administration and the police department make sure that they are utilizing this suggested research that it clearly is the best example. The way this resolution is she just cannot support something that is just going to have another window dressing. She heard people talking tonight and she talked with Councilman Reynolds earlier today. Again, she is glad that he agreed that Professor Ochs research and the team that was put together is valuable and should be taken in to consideration. But after listening to the voices tonight she believes this is just another resolution we pass that will not do anything like the Marijuana Ordinance. She said at the last meeting we do not need another resolution, we need action, people are telling us what they want and what they need. We are the representatives and we have to listen and we have to do what they are asking us to do. Therefore she cannot support this; we need to put some more teeth into it. She cannot support it the way it is.

Mr. Reynolds had a conversation with Ms. Negrón earlier today following her email referencing the research of Professor Ochs that several people talked about tonight. He was looking to possibly add a sentence in here as an amendment to the resolution to include those ideas that we had talked about. He is not sure if that would be germane at this time or not.

President Waldron stated it would be because everyone has had the opportunity to speak.

Mr. Reynolds would then add on the back of the resolution and propose to add the sentence under the paragraph that begins with NOW THEREFORE BE IT:

"The City of Bethlehem will work with and incorporate recommendations by research experts including Lehigh University's Collaborative Research Opportunity (CORE) grant team who recently conducted a large research project on policing in the Lehigh Valley."

President Waldron asked if that is the text that Mr. Reynolds wrote.

Mr. Reynolds stated yes and reiterated "The City of Bethlehem will work with and incorporate recommendations by research experts including Lehigh University's Collaborative Research Opportunity (CORE) grant team who recently conducted a large research project on policing in the Lehigh Valley." Some Bethlehem police officers were involved in this and he believes that Ms. Smith and Dr. Wurth referenced this also on their calls in.

President Waldron asked if there is a specific line where you think that would fit best.

Mr. Reynolds thinks we can add it after THEREFORE BE IT RESOLVED and we can add it in that paragraph on the end.

Mr. Vidoni asked if it would be another bullet on the end.

Mr. Reynolds said he wants it after the resolved part.

Mr. Reynolds reiterated, "THEREFORE BE IT RESOLVED The City of Bethlehem will work with and incorporate recommendations by research experts including Lehigh University's Collaborative Research Opportunity (CORE) grant team who recently conducted a large research project on policing in the Lehigh Valley."

Mr. Vidoni noted it could be a separate THEREFORE BE IT RESOLVED paragraph or we could add it at the end of that paragraph.

Mr. Reynolds stated to add it at the end of that paragraph.

President Waldron asked for comments from Solicitor Spirk about adding that full sentence at the end of that paragraph.

President Waldron noted we need a motion.

Solicitor Spirk stated a second is needed because Mr. Reynolds made the motion.

Mr. Reynolds remarked that was language that Ms. Negrón sent over earlier.

Ms. Crampsie Smith seconded the motion.

President Waldron asked if there is discussion on the motion.

Ms. Negrón stated she appreciates this because it looks like it will pass and that line is included because that shows that you do recognize the value of this data and research. She just feels that this might be a good start. But she feels that we still need to listen to the people that spoke and not just the many emails that we got but the people that we heard from tonight. She thinks we should take a pause and think about what we are writing and passing.

Mr. Callahan asked if we do not pass this what does Ms. Negrón recommend we do from this point on.

Ms. Negrón noted if you heard what people said they have been talking about specific items. The first thing she heard is people say and it bothered her too, she was feeling that she was not the only one that was appalled by the first three paragraphs, she does not think they belong in here. We want to try to make the Administration accountable and push an agenda that we believe the community wants. The first three paragraphs should not be in there according to what she heard people say tonight. Even via the emails we got, they said that. She thinks that something that was said again and again just do not pass something that is not going to have any teeth.

Voting AYE on the amendment to add the sentence at the end of that paragraph: Mr. Callahan, Mr. Colón, Ms. Crampsie Smith, Ms. Negrón, Mr. Reynolds, Dr. Van Wirt, and Mr. Waldron, 7. The Amendment passed.

Mr. Reynolds remarked as he stated earlier this resolution is about a concept and idea so if Ms. Negrón feels strongly about the first three paragraphs to take those out it is really about starting a conversation and he has no problem with that. He thinks that like he said the goal here is not about what is going to be on this piece of paper as much as what today represents going forward. If it is her desire to take out those three paragraphs he does not have an issue with it.

Ms. Negrón thanked Mr. Reynolds and added that this is very honorable. So you were not just listening to her and respecting her voice but the voices of all of the individuals that have talked to us tonight. Yes, she will definitely feel better to pass this resolution if it does not have the first three paragraphs and it begins on the fourth, especially after including that amendment. She will make an amendment if there is a second.

President Waldron wanted to be clear; we are talking about moving the first, second, and third paragraphs and just double check that is in fact what she wants. He noted the second and third might make her feel a little uncomfortable.

Ms. Negrón stated that is correct, just eliminating the second and third paragraph and she made the motion.

Dr. Van Wirt seconded the motion.

President Waldron asked if there is any discussion about removing the second and third paragraphs from the resolution.

Ms. Negrón stated if this is the conversation, people have spoken and Dr. Van Wirt said at the beginning a few times before she was on Council when she attended meetings and felt that the people at the table were not listening to the people and that is a sad thing. Ms. Negrón stated that is why she ran for Council. Way to many times she has sat at that table and she felt like we were repeating the record so this is a conversation where you are recognizing voices and making people aware you are recognizing them and that they are not invisible, you heard their voices.

Voting AYE on the Amendment to remove the second and third paragraphs of the resolution: Mr. Callahan, Mr. Colón, Ms. Crampsie Smith, Ms. Negrón, Mr. Reynolds, Dr. Van Wirt, and Mr. Waldron, 7. The Amendment passed.

President Waldron asked Solicitor Spirk if we were good to proceed on the vote for this resolution that was twice amended.

Solicitor Spirk replied yes.

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

B. Approve Records Destruction – Financial Services

Ms. Negrón and Ms. Crampsie Smith sponsored Resolution No. 2020-106 that authorized the disposition of the public records held by the Department of Financial Services, as stated in Exhibit A.

Voting AYE: Mr. Callahan, Mr. Colón, Ms. Negrón, Mr. Reynolds, Dr. Van Wirt, and Mr. Waldron, 6. The Resolution passed.

C. *Approve Contract – Keiko Tsuruta Cramer, ASLA, Principal WRT Design – S. New Street Streetscape Enhancement Project*

Ms. Negrón and Ms. Crampsie Smith sponsored Resolution No. 2020-107 that authorized to execute an agreement with Keiko Tsuruta Cramer, ASLA, Principal WRT Design for the South New Street Streetscape Enhancement Project.

Voting AYE: Mr. Callahan, Mr. Colón, Ms. Negrón, Mr. Reynolds, Dr. Van Wirt, and Mr. Waldron, 6. The Resolution passed.

D. *Approve Contract – ArborPro Inc. – Urban Forestry GIS Database Development*

Ms. Negrón and Ms. Crampsie Smith sponsored Resolution No. 2020-108 that authorized to execute an agreement with ArborPro Inc. for work related to Urban Forestry GIS Database Development.

Dr. Van Wirt queried if Mr. Alkhal was still at this meeting.

President Waldron noted that Mr. Alkhal is not in attendance.

Dr. Van Wirt remarked we had talked about this once before and she asked Mr. Evans to confirm that the Database will be publicly available and searchable, and will it contain an inventory of our City's trees so the citizens can use it as well.

Mr. Evans cannot confirm that. We talked about this before but he cannot be 100% certain that it would be available immediately to the public. He can check and get a response to that question.

Dr. Van Wirt thinks that it is an important thing for our citizens to have and be able to access the database and that they could access to this.

Mr. Evans informed he will check with Mr. Alkhal and get an answer for Dr. Van Wirt.

Voting AYE: Mr. Callahan, Mr. Colón, Ms. Negrón, Mr. Reynolds, Dr. Van Wirt, and Mr. Waldron, 6. The Resolution passed.

E. *Approve Contract – Brendan Stanton, Inc. t/a BSI Electrical Contractors – WWTP Bar Screen and Detritor Replacement – Electrical Construction*

Ms. Negrón and Ms. Crampsie Smith sponsored Resolution No. 2020-109 that authorized to execute an agreement with the Brendan Stanton, Inc. t/a BSI Electrical Contractors for work related to the WWTP Bar Screen and Detritor Replacement – Electrical Construction.

Voting AYE: Mr. Callahan, Mr. Colón, Ms. Negrón, Mr. Reynolds, Dr. Van Wirt, and Mr. Waldron, 6. The Resolution passed.

F. *Approve Contract – Tri-Vet Contracting Company – Bethlehem Dog Kennel – General Construction Contract*

Ms. Negrón and Ms. Crampsie Smith sponsored Resolution No. 2020-110 that authorized to execute an agreement with Tri-Vet Contracting Company for work related to the Bethlehem Dog Kennel – General Construction Contract.

President Waldron remarked he can say that Martin Tower was built faster than this dog kennel.

Voting AYE: Mr. Callahan, Mr. Colón, Ms. Negrón, Mr. Reynolds, Dr. Van Wirt, and Mr. Waldron, 6. The Resolution passed.

G. *Approve Contract – Clark Contractors, Inc. – Park Bathroom Upgrades*

Ms. Negrón and Ms. Crampsie Smith sponsored Resolution No. 2020-111 that authorized to execute an agreement with Clark Contractors, Inc. for work related to Park Bathroom Upgrades.

Voting AYE: Mr. Callahan, Mr. Colón, Ms. Negrón, Mr. Reynolds, Dr. Van Wirt, and Mr. Waldron, 6. The Resolution passed.

H. *Approve 2019 Substantial Amendment CDBG – Exterior Improvement Loan Program*

Ms. Negrón and Ms. Crampsie Smith sponsored Resolution No. 2020-112 that authorized the Action plan for FY 2019 for the City of Bethlehem for the period from January 1, 2019 to December 31, 2019, and to provide the necessary assurances and certifications to the U. S. Department of Housing and Urban Development and to submit the FY 2019 Action Plan for HUD approval.

Voting AYE: Mr. Callahan, Mr. Colón, Ms. Negrón, Mr. Reynolds, Dr. Van Wirt, and Mr. Waldron, 6. The Resolution passed.

I. *Certificate of Appropriateness – 201 East Third Street (The FLYING V Poutinerie)*

Ms. Negrón and Ms. Crampsie Smith sponsored Resolution No. 2020-113 that granted a Certificate of Appropriateness to repaint the existing stucco, paint a sign with logo and install gooseneck lamps to illuminate the sign at 201 East Third Street (The FLYING V Poutinerie).

Voting AYE: Mr. Callahan, Mr. Colón, Ms. Negrón, Mr. Reynolds, Dr. Van Wirt, and Mr. Waldron, 6. The Resolution passed.

J. *Approve Council Resolution regarding fireworks nuisance*

Mr. Reynolds and Ms. Negrón sponsored Resolution No. 2020-114 that urges the state legislators to work in the Pennsylvania General Assembly to repeal the Fireworks Law, Act 43 of 2017 or to amend the law to allow for appropriate municipal regulation of Consumer Fireworks or otherwise address the problem. City Council asks the Mayor and his Administration to

investigate possible solutions to the widespread nuisance of Consumer Fireworks in the City of Bethlehem.

Mr. Reynolds remarked that he probably speaks for everyone when he says we have heard enough fireworks for the rest of our lives. We have all gotten emails and texts; this has been in almost every neighborhood in the city. Part of the conversation and the most important thing is that the state looks to repeal but at the same time a lot of the bills that are currently in Harrisburg about this involve allowing cities over certain population to ban these fireworks themselves. That would stop someone from buying something 20 miles or 5 miles away. We need to as a city come up with some type of plan; a creative plan to try to do something with what is has just been tough. Everyone on Council has been contacted by people complaining about fireworks. He knows that it is tough to catch people shooting off fireworks. If it gets so the fact that someone is calling to say someone is shooting off fireworks it is hard for the police officers to cite someone. A few of his ideas were if we know at least a few places they are sold in the City of Bethlehem, can we get them information by the time this rolls around next year to say this is what the City of Bethlehem's rules are. One of those things might be a color coded map that shows where you are supposed to be setting them off within 150 feet of a structure. The thing is that there are not too many places in Bethlehem within 150 feet of a structure that is 50 yards. It is a tough one because it is an issue for about a month but not the other months of the year. It is a situation where we have to do something and then it fades away but then it becomes a huge problem again. He wanted to bring this resolution forward to encourage state legislators and to have a conversation. We have been here a while tonight but he just wanted to have a conversation about what our ideas are, even if we are able to ban them 24 hours a day. I think that everyone is kind of at a loss as to how to improve the situations in our neighborhoods.

Police Chief Mark DiLuzio informed he wanted to give a few numbers. We had 215 dispatch calls that does not mean 215 people called; most of these calls are 6, 7, and 8 people who call for fireworks. These are the ones that made it to the cop in the police cars and we made about 10 arrests. If you consider some ideas, get those tents where they sell fireworks out of the city. If they have to buy them, let them buy them outside the city, at least you cut that out. None of these fireworks should be the ones that shoot up into the sky, the ones that look like professional fireworks. We do not need that in our neighborhoods. We always had fireworks years ago but it seems like when they made this law people went wild, it is like drugs people will get them. People will use the fireworks but it is a noise and nuisance that can be handled but right now it is out of control. He was woken up at 3:00 am with fireworks in his neighborhood but he does not know who shoots off fireworks at 3:00 am.

Mr. Reynolds stated whatever ideas Chief DiLuzio brings forth we will do and anything our legal department says we can do like banning the firework tents, whatever it is we are going to say yes to. He is sure it has been difficult for the police department on top of all the other calls to have to deal with the constant calls about fireworks. Mr. Reynolds has heard from people he has not heard from in years calling him to complain about the loud fireworks.

Chief DiLuzio informed they get an average of 10-12 emails a day plus phone calls so he knows what Council is going through. He noted there were 12 small fires that were responded to from fireworks that include branches, trees, leaves, and mulch that were on fire.

President Waldron remarked if you look ahead to the next resolution 10 K, that is a resolution from the Mayor urging the repeal of the fireworks law so clearly there is some overlap here with these two resolutions. He was not sure if they are doing the same thing but they are different. It is atypical that we see a similar resolution from Council and the Mayor at the same time. The Mayor's resolution, although he does not want to speak for him, has the intention to let Harrisburg know that the City of Bethlehem is not happy, which is a bit different than the intention of the resolution of Mr. Reynolds.

Mr. Evans noted that is correct. It is the removal of the ordinance that allows the sale of fireworks.

President Waldron asked if the Administration has an opinion on Mr. Reynold's resolution.

Mr. Evans stated what he read in the Mayor's report is that he supports both and that resolutions are different than ordinances where we might have competing laws against each other. These resolutions both show support in different ways. He does not see the damage in voting and supporting both resolutions. There is no issue with that.

Mr. Callahan remarked to Solicitor Spirk that we are not legally allowed to create an ordinance that bans something that the state of Pennsylvania has approved, is that correct?

Solicitor Spirk stated that is correct.

Mr. Callahan supports both the resolutions and does not have a preference as to whether we just take the Mayor's because it might have more weight because he represents the whole city or if we do Mr. Reynolds resolution. He supports both as written and hopes they both get approved.

Mr. Reynolds related we cannot ban them completely but as with many things we have in the city we come up with different ways to license them and put different regulations on them. There is a part of him that says to ban them 24 hours a day and let someone sue and then we could have that fight and are able to put a name to a face. But he thinks that taking a look at a licensing program or whatever might be one of our things we are able to do that is to completely banning but says because of health and safety we are asking you to do A, B, and C.

Voting AYE: Mr. Callahan, Mr. Colón, Ms. Negrón, Mr. Reynolds, Dr. Van Wirt, and Mr. Waldron, 6. The Resolution passed.

K. *Approve Mayor's Resolution urging Repeal of 2017 Fireworks Law*

Ms. Negrón and Ms. Crampsie sponsored Resolution No. 2020-115 that states the Commonwealth of Pennsylvania should enact legislation reversing the 2017 legislation, reinstating a ban on the sale and use of the consumer grade fireworks which are causing the dangerous and harmful nuisances described in this Resolution throughout the City of Bethlehem, in nearby municipalities and in the entire Commonwealth; effectively banning firecrackers, Roman Candles, bottle rockets, and similar products and that this resolution be sent to the City's local state government representatives, to the Governor and to the Commonwealth House of

Representatives and the Senate so that the findings and wishes of the City are made clear to all those in association with the Commonwealth's government who are empowered to grant the necessary relief to the Pennsylvania's residents and pets.

Ms. Negrón mentioned as goes with the resolution before she thinks that having the two resolutions sends a stronger message and she also believes that the legislation in Harrisburg are already talking about making changes to the Bill. So sending two resolutions from Council and the Administration will provide our elected officials in Harrisburg the word that this is the way you need to go.

President Waldron remarked to clarify, the different is that Mr. Reynold's asks to repeal or amend the law where Mayor Donchez' resolution is to repeal only. That is the difference between the two.

Mr. Reynolds added that he is asking the Administration to look into this.

Voting AYE: Mr. Callahan, Mr. Colón, Ms. Negrón, Mr. Reynolds, Dr. Van Wirt, and Mr. Waldron, 6. The Resolution passed.

11. NEW BUSINESS

Police Department Recruitment Video

Dr. Van Wirt informed she wanted to address one thing she thinks is important. There was a video that was widely shared from the Bethlehem Police Department, a recruitment video that was since taken down and she is glad about that. She just would ask the Chief when you are creating a new video she would urge him to please consider the way that the Allentown Police Department did their video in terms of how we speak to our community and how we relate to our community and the message we send to our community. In this setting unfortunately harm was done when people saw that and it created that with our police department. It may not be the entire face of the police department but it said a lot. She hopes that when however the new video is done that Police Chief would refer to the Allentown Police Department video because she thinks it did a good job speaking to the community and relating to the community and it showed the type of police we want in our community.

Authorities, Boards, and Commissions

Ms. Negrón remarked she would like to read an email that was sent to her by a constituent regarding the Authorities, Boards, and Commissions'. This is a conversation we have had for the past year and a half. This is something that happened to her personally. This is a good example and it was sent to us by a member of the Fine Arts Commission. The Bethlehem Fine Arts Commission changed the process for the appointments to the commission about 12 years ago. For many years the Mayor would submit names to Council for approval without any input from the commission. This produced a commission which had members who were not all engaged and worse were acting in their own self-interest. We recognized that we could improve that process so we revised our nomination procedures. We evaluate the need of the commission in terms of diversity, skills, and commitment to the arts actively seeking nominees. The nomination committee interviews potential nominees before sending our recommendation to the

Mayor who will send it to Council. This process is to have vested power in the arts commission to develop a strong engaged and productive 25 member commission. This could be a model for improving the recruiting and retention of ABC boards. She thinks that this is a good example and this happened when Mayor Callahan was in office and the conversation happened with the Mayor and he was welcoming to that idea. She mentioned her experience because she will never forget when she was on vacation in Puerto Rico when she was in her parents sitting in their living room getting a phone call from Mayor Callahan asking her if she wanted to be a part of the Planning Commission. She wondered how this happened because she does not even know where they meet. Ms. Negrón informed that he gave her a brief of what it is and she was very excited and said of course she would do it. That is how she became a member of the Planning Commission; she did not even send in a resume but became a member and was honored. Something else that happened was when she worked on the Commission and she knows that Bryan Callahan mentioned with the ABC's that it is important to have individuals on the commissions that are knowledgeable of what will be in front of them. As soon as she became a member of the Planning Commission she was introduced to the classes that the Planning Commission offers. It was mentioned that you have to pay for these classes but she received an email from Louise Kelchner who was the Assistant to Mayor Callahan then and was told that the classes would be paid for by the city so she could learn about planning. It was meant for members on the Planning Commission. She of course said yes and she took many classes that really helped her be a better member of the Planning Commission. She thinks that nobody out of the blue will pay for a class if they were not going to be on the Planning Commission but this worked for her. That is why it is so important that we keep on insisting that we do not keep reappointing individuals that serve committees or 8, 10, 20 years. The only way we will be able to have more members of our community be willing is if they see that there are opportunities for them to be a part of these boards.

Wage Equality Ordinance

Mr. Callahan asked Mr. Vidoni if we could please try to get some date for the Human Resources and Environment Meeting to discuss the Wage Equality Ordinance.

Mr. Vidoni stated he will come up with more dates to schedule this meeting and get back to Mr. Callahan.

12. ADJOURNMENT

The meeting was adjourned at 10:00 pm.

ATTEST:

Robert G. Vidoni, Esq.
City Clerk