



**WEST WHITELAND TOWNSHIP  
BOARD OF SUPERVISORS  
ORGANIZATION MEETING**

Minutes of the Organization Meeting

January 3, 2022

**1. Call to Order**

Rajesh Kumbhardare called to order the January Organization meeting at 6:45 p.m. The meeting was a hybrid with participants attending both in person and via Zoom.

Those in attendance in addition to Mr. Kumbhardare were:

Theresa Santalucia, Supervisor  
Brian Dunn, newly elected Supervisor  
Pam Gural-Bear, Assistant Township Manager  
Lee Benson – Police Chief  
Ted Otteni – Director of Engineering  
John Weller – Planning Director  
Beth Jones – Finance Director  
Marie Guarnere, Codes Director  
Pat Layman – Minutes

**SWEARING IN:**

The Honorable John R. Bailey administered the oath of office to newly-elected Supervisor Brian Dunn and Tax Collector Erin Bruno.

**ORGANIZATION:**

**1. Election of Chair and Vice-Chair of Board of Supervisors**

Mr. Dunn made a motion, seconded by Ms. Santalucia, to nominate Rajesh Kumbhardare as Chair of the Board of Supervisors. The motion was unanimously approved.

Mr. Kumbhardare made a motion, seconded by Mr. Dunn, to nominate Theresa Santalucia as Vice-Chair of the Board of Supervisors. The motion was unanimously approved.

**2. Appointments**

**A. Manager**

**(1) Interim Manager**

Mr. Kumbhardare said the proposed motion was not the actual appointment of Interim Manager, but merely authorizing a proposal to receive rates, experience, etc. for the position. He further stated that once a proposal is received, the Board will weigh pros and cons and make a decision at that time.

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Mr. Dunn made a motion, seconded by Mr. Kumbhardare, to authorize the submission of a proposal to appoint Gregg Schuster as interim township manager. The vote was 2-1 (Santalucia opposed).

Ms. Santalucia requested that the RFP be open to a larger audience – open to anyone who wished to submit a proposal for the position. Mr. Kumbhardare was in agreement. Initially, Mr. Dunn was not, but then he agreed to open the proposal to anyone interested. Ms. Santalucia then amended the motion to read “to authorize the submission of proposals for interim township manager,” deleting the name of Gregg Schuster from the motion. Mr. Kumbhardare called for public comment.

A motion was made, it was seconded, there was no discussion, and it was approved by a vote of 2-1.” Then you can add language that states “a subsequent discussion occurred among the supervisors where it was announced that the Board would be accepting proposals from any persons interested in being appointed to the manager position”.

Joe Altimari, resident of Bristol Circle, asked what happened to the previous township manager, Mimi Gleason. Mr. Kumbhardare said a statement will be released from the Solicitor at a later time. Mr. Kumbhardare said the appointment of Township Manager is done by a majority of votes by the Board of Supervisors. He said that Ms. Gleason did not have a majority of votes. He said as of today, Ms. Gleason was still the Manager, but that decision changes (becomes official) at this meeting. Mr. Altimari asked what procedure was followed in making the decision to terminate the Manager. Ms. Santalucia maintained that a unilateral decision was made by Mr. Kumbhardare to terminate Ms. Gleason. She said the Board last met publicly and in executive session on December 8. She stated that no other meetings of the Board were held before December 29 when Mr. Kumbhardare notified Ms. Gleason of her termination. Mr. Kumbhardare said it did not happen that way. He maintained that during an informal conversation with Mr. Dunn, it was determined that neither Mr. Dunn nor Mr. Kumbhardare would vote to retain Ms. Gleason. Mr. Kumbhardare said Mr. Dunn then spoke with Ms. Santalucia and she agreed with the decision not to reappoint Ms. Gleason. In an effort to spare Ms. Gleason a public termination at tonight’s meeting, Mr. Kumbhardare informed her previously, that she did not have the votes to be reappointed.

Virginia Kerslake, resident of Shoen Road, commended the Board on the decision to terminate Ms. Gleason as Township Manager, stating that she felt Ms. Gleason did not always have the interests of the residents first. She expressed concern that there would be no manager until the Interim position can be filled. Mr. Kumbhardare said the Board will be appointing a current employee to the interim position at tonight’s meeting to serve until RFPs are received and a decision can be made.

Tim Hubbard, resident of Stonegate Court, expressed concern that appropriate protocols were not followed in terminating Ms. Gleason. He also was concerned that the Board was proposing to appoint a new Solicitor, the third in three years. He stated that the firm being proposed was the subject of various federal investigations and suspicious activity. Mr. Kumbhardare assured Mr. Hubbard that an extensive search was conducted last year. Mr. Hubbard then asked if any Board members received campaign funds from the proposed firm. Ms. Santalucia stated categorically that she did not receive any money for her campaign from the

proposed firm and she provided a verbal itemized listing of the source of her campaign funds. She said this can be verified through Chester County Voter Services.

Anita Nardone, resident of Green Circle, questioned the decision to terminate Ms. Gleason stating that her experience as a volunteer on the Act 209 Traffic Impact Fee Advisory Committee and her four years of service on the Planning Commission showed Ms. Gleason to be a very committed and knowledgeable professional providing technical accuracy, clear communication styles, dedication to the public process, and responsibility to the residents, among others. As a professional civil engineer involved in land development, Ms. Nardone said she learned last year that the Board's decision not to reappoint her to the Planning Commission was a political decision, and if the same is true of Ms. Gleason's termination, Ms. Nardone said the Board needs to be reminded that the management of a township has to do with infrastructure, budgets and community outreach – all of which the politics of D and R should have no role, but rather concern for doing the right things for all property owners, residents and businesses alike. Ms. Nardone said she will continue her involvement to question the Board and hold them accountable to the high standards expected.

James Capuzzi, resident of Colwyn Terrace, described the situation as a "political takeover" and said Ms. Gleason was an award-winning manager. He was against appointing a law firm that was based outside of Chester County.

Libby Madarasz, resident of Locust Lane, asked if Ms. Gleason would still be dismissed if the reappointment of Township Manager was on the agenda this evening. Mr. Kumbhardare explained that he and Mr. Dunn previously discussed the matter and decided they would not vote to reappoint Ms. Gleason. He said Mr. Dunn then discussed the matter with Ms. Santalucia who initially agreed, but then after further thought, not approving of how the matter was handled, and not receiving full information, changed her mind. Mr. Kumbhardare said wanting to spare Ms. Gleason the embarrassment of not being re-appointed at a public meeting, he notified her in advance. He said if the matter were left to this evening's meeting, she would still be dismissed by a 2-1 vote of the Board with Ms. Santalucia dissenting. Ms. Madarasz said that was a kind way of handling the matter. She agreed with the decision to terminate Ms. Gleason stating that she felt placated and ignored as a constituent when she came to Ms. Gleason with concerns.

Mr. Altimari expressed concern that Mr. Dunn's opinion was sought before he was officially sworn in as a member of the Board.

Ms. Santalucia expressed concerns about what she found in a google search of Mr. Schuster and felt that both the Township and its staff need the stability of a full-time interim manager.

David Mano, resident of Valley View Drive, supported the decision to terminate Ms. Gleason and asked if the residents can be involved in the process of selecting a new manager. Ms. Santalucia suggested that the prospective candidates could be publicly interviewed.

## **(2) Manager Search**

Mr. Dunn made a motion, seconded by Ms. Santalucia, to authorize the submission of a proposal from Dave Woglom of Lafayette University's Meyner Center to perform Township Manager search services. The motion was unanimously approved.

Mr. Kumbhardare made a motion, seconded by Ms. Santalucia, to appoint the current Assistant Township Manager Pam Gural-Bear as Interim Manager until RFPs can be received for the permanent township manager position is completed, and a decision made. The motion was unanimously approved.

### **B. Staff**

Mr. Dunn made a motion, seconded by Ms. Santalucia, to make the following Staff appointments:

Secretary	Manager (Pam Gural-Bear)
Assistant Secretary	Pam Gural-Bear
Treasurer	Beth Jones
Pension Administrator	Manager (Pam Gural-Bear)
Zoning Officer	John Weller
Assistant Zoning Officer	Marie Guarnere
Open Records Officer (Administration)	Manager (Pam Gural-Bear)
Deputy Open Records Officer (Administration)	Jennifer Keller
Open Records Officer (Police)	Lee Benson
Deputy Open Records Officer (Police)	Yvette Johnson

The motion was unanimously approved.

### **C. Consultants**

Mr. Dunn made a motion, seconded by Mr. Kumbhardare, to appoint Kilkenny Law, LLC as Solicitor (General). There was discussion from Ms. Santalucia. She noted that no new RFP was issued for General Solicitor for 2022, however, the RFP issued for 2021 asked respondents to not be involved in local politics as either Republican or Democrat. Ms. Santalucia stated that the Kilkenny firm in very much involved politically, and she felt this would open the Township up to lawsuits from other firms that pledged no political involvement yet were not awarded the Solicitor position. She also expressed concern that the hourly rate proposed by Kilkenny Law was a base fee and the Township would be charged for additional services a la carte. The motion was approved 2-1 (Santalucia opposed).

Mr. Dunn made a motion, seconded by Mr. Kumbhardare, to make the following consultant appointments:

Solicitor (Zoning Hearing Board)	Gawthrop Greenwood, PC
Engineer (Township)	SSM Group
Engineer (Sanitary Sewer)	Carroll Engineering Corp.
Engineer (Traffic)	McMahon Associates
Planning Consultant	Theurkauf Design & Planning
Historical Commission Consultant	Commonwealth Heritage Group
Third-Party Electrical Consultant	United Inspection Agency
Third-Party Inspection & Plan Review	Barry Isett & Associates

Lighting Consultant  
The motion was unanimously approved.

SSM Group

**D. Fire Marshal**

Ms. Santalucia made a motion, seconded by Mr. Dunn, to make the following appointments for Fire Marshal:

Fire Marshal	Marie Guarnere
Assistant Fire Marshal	Kevin Miller
Assistant Fire Marshal	George Turner

The motion was unanimously approved.

**E. Emergency Management Coordinator**

Ms. Santalucia made a motion, seconded by Mr. Dunn to make the following appointments for Emergency Management Coordinator:

Emergency Management Coordinator	Marie Guarnere
Assistant Emergency Management Coordinator	George Turner

The motion was unanimously approved.

**F. Board Representative Appointments**

Mr. Dunn made a motion, seconded by Ms. Santalucia, to appoint Theresa Santalucia the Voting Representative for PSATS/Chester County Association of Township Officials (CCATO). The motion was unanimously approved.

**G. Board and Commission appointments**

Ms. Santalucia made a motion, seconded by Mr. Dunn, to make the following appointments to the Public Services Commission:

Brian Dakin	Term Ends 12/31/2025
Kevin Moore	Term Ends 12/31/2025
Brian Dunn	BOS Liaison

The motion was unanimously approved.

Mr. Dunn announced that there is currently a vacancy on the Planning Commission, and anyone interested in the position should contact the Township.

Mr. Dunn made a motion, seconded by Ms. Santalucia, to make the following appointments to the Planning Commission:

Andy Wright	Term Ends 12/31/2025
Rajesh Kumbhardare	BOS Liaison

The motion was unanimously approved.

Ms. Santalucia made a motion, seconded by Mr. Dunn, to make the following appointments to the Historical Commission:

Joshua Anderson	Term Ends 12/31/2025
Theresa Santalucia	BOS Liaison

The motion was unanimously approved.

Mr. Dunn made a motion, seconded by Ms. Santalucia, to make the following re-appointments to the Pension Advisory Board:

Jeff Glisson	Term Ends 12/31/2024
Kurtis Rainey (uniformed representative)	Term Ends 12/31/2024
Marie Guarneri (non-uniformed representative )	Term Ends 12/31/2024
Brian Dunn	BOS Liaison

The motion was unanimously approved.

Ms. Santalucia made a motion, seconded by Mr. Kumbhardare, to appoint Theresa Santalucia representative to the West Chester Area Council of Governments (WCACOG). The motion was unanimously approved.

Mr. Kumbhardare made a motion, seconded by Mr. Dunn, to appoint Todd Peterson Chairman of the Vacancy Board Term Ends 12/31/2022. The motion was unanimously approved.

### **3. Amount of Surety Bond**

Mr. Kumbhardare made a motion, seconded by Mr. Dunn, to set the amount of the surety bond for the Treasurer and Township Manager at \$1,500,000. The motion was unanimously approved.

### **4. Resolution 2022-01 – Zoning Hearing Board**

Mr. Kumbhardare made a motion, seconded by Ms. Santalucia, to enact Resolution 2021-01 appointing and confirming members of the Zoning Hearing Board with Jo Ann Kelton to serve until December 31, 2022, Guy McCandless to serve until December 31, 2023, and Paul Clery to serve until December 31, 2024. The motion was unanimously approved.

### **5. Resolution 2022-02 – General Fees**

Ms. Santalucia made a motion, seconded by Mr. Dunn, to enact Resolution 2022-02 setting Township fees and consultant rates. The motion was unanimously approved.

### **6. Resolution 2022-03 – Sewer Rent**

Ms. Santalucia made a motion, seconded by Mr. Dunn, to enact Resolution 2022-03 setting rates for sewer rent. The motion was unanimously approved.

### **7. Resolution 2022-04 – Solid Waste Trash and Recycling Fees**

Ms. Santalucia made a motion, seconded by Mr. Dunn, to enact Resolution 2022-04 setting

rates and fees for residential trash and recycling collection in 2022 with a planned \$20 increase due to increase in hauler's contract; last increase through 2025. The motion was unanimously approved.

#### **8. Resolution 2022-05 – Emergency Service Providers**

Ms. Santalucia made a motion, seconded by Mr. Dunn, to enact Resolution 2022-05 designating emergency service providers for West Whiteland Township. The motion was unanimously approved.

#### **9. Resolution 2022-06 – Designation of Depositories**

Ms. Santalucia made a motion, seconded by Mr. Dunn, to enact Resolution 2022-06 designating depositories for Township funds. The motion was unanimously approved.

#### **10. 2022 Meeting Schedule**

Ms. Santalucia made a motion, seconded by Mr. Dunn, to approve the 2022 meeting schedule for Boards and Commissions as listed in the handout in the meeting packet. The motion was unanimously approved.

#### **11. 2022 Holiday Schedule for Non-Uniformed Employees**

Ms. Santalucia made a motion, seconded by Mr. Dunn, to approve the 2022 holiday schedule for non-uniformed employees as listed in the handout in the meeting packet. The motion was unanimously approved.

Further public comment was received. Matt Davison of the Uwchlan Ambulance Corps thanked the Board for their contribution and support. Ms. Santalucia thanked the members of Uwchlan Ambulance for their continued service to the community.

Mr. Altimari asked if the Consultant contracts contain a prohibition from being actively engaged by developers conducting projects within the Township. Mr. Weller explained that the Township always appoints a conflict firm to deal with such instances when it arises and explained that this flexibility is preferred.

Miriam Beckman, resident of Fringetree Drive , asked about the two ambulance companies that serve the Township. Captain Melchiorre of Uwchlan Ambulance Corps explained that the company closest to the call will respond, and that memberships are honored by both companies.

Virginia Kerslake requested that recordings of public meetings be made readily available to the public. Mr. Kumbhardare explained that the recordings are not kept once the minutes have been approved by the various Boards and Commissions because of the cost involved, but he will look into the matter.

**BUSINESS:**

**1. Approval of Township Payment Report for January 3, 2022**

Mr. Dunn made a motion, seconded by Ms. Santalucia, to approve the Township Payment Report for January 3, 2022. Mr. Kumbhardare called for public comment, and there were none. The motion was unanimously approved.

**ADJOURNMENT**

The meeting adjourned at approximately 8:00 p.m.

Respectfully submitted,



Pam Gural-Bear  
Recording Secretary