

NEW HOLLAND POLICE ASSOCIATION

436 East Main Street
New Holland, PA 17557

To: New Holland Borough Council

Date: Thurs April 13, 2023

Topic: Letter of no confidence

The purpose of this correspondence is to advise you that the New Holland Police Association has voted to express that the membership no longer has confidence in William D. Leighty as Chief of Police. This step is unprecedented in the history of the Association and was not undertaken lightly. It was done only after consideration of the many leadership failings that have been witnessed by the membership and sincere belief that Chief Leighty is either unable or unwilling to provide the competent skills necessary in this important position.

Chief Leighty is a poor communicator. He often does not respond to emails. He gives officers differing and often contradictory information on the same topic. If he does maintain a vision for the future development of the Department, he has never relayed this to the membership.

Chief Leighty has encouraged division within the Department through disparate treatment. He disciplines officers unequally based upon personal affinity. He has criticized officers for having a single report a day late, while nothing to others with dozens. Training opportunities are not equitably distributed. Officers still in their probationary period are selected by him as trainers while veteran officers are ignored for specialized positions.

Chief Leighty seems to have a problem with adherence to the police collective bargaining agreement, due process and those laws such as the Borough Civil Service Code. He was the driving force behind the promotion of Det. Bitner to Lieutenant in July 2022. This was done without ascertainment of merit as required by the Code and resulted in an extra-contractual salary increase in violation of the collective bargaining agreement. He further violated in the Municipal Police Officers Education and Training Act. That law requires police officers to either (1) qualify with the weapons issued to them by a Department or obtain a waiver from the Commission. Chief Leighty allowed two (2) officers to work without either as to the Department issued firearm. The officers did not qualify for a waiver because they had not previously qualified with the same make, model and caliber firearm. Yet he certified to the MPOETC that these two officers met waiver requirements on Jan 12, 2022. In reality, the officers did not qualify with department issued weapons until Feb 15, 2022. The result was that Chief Leighty allowed police officers to work in the Borough based upon a false claim to MPOETC – a criminal offense in Pennsylvania. Poor decision making in personnel administration have already cost the Borough thousands of dollars in legal fees. If we continue down this path it will be thousands more.

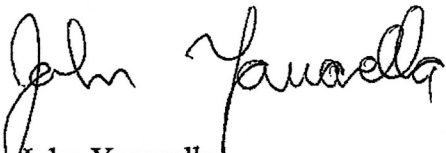
Finally, Chief Leighty makes no efforts to engage in constructive community or departmental relations. He does not interact with the citizens of the Borough and chooses not to

respond to high priority calls in person. SERT callouts, weapons found in schools and other serious police incidents have all occurred without any appearance from Chief Leighty. It is more than poor leadership – it is the absolute absence of it.

It is the Association's preference that this matter be addressed privately. We have no desire to air these matters publicly. Each has been investigated, documented and can be proven. Should the Elected officials of the Borough be inclined, the Association is willing to meet and elaborate as to each. Only if there is no satisfactory resolution agreed upon will the New Holland Police Association be compelled to disseminate this action and the reasons for it in a public forum.

We await your response.

New Holland Police Union President



John Yanarella