

Commissioners:

R. JACK MCKERNAN
Chairman

TONY R. MUSSARE
Vice Chairman

RICHARD MIRABITO
Secretary



MATTHEW A. McDERMOTT
*Director of Administration
and Chief Clerk*

J. DAVID SMITH
Solicitor

Telephone (570) 320-2124
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COUNTY of LYCOMING
48 WEST THIRD STREET
WILLIAMSPORT, PA 17701

www.lyco.org
county.commissioners@lyco.org

**Minutes of the Meeting of
December 6, 2018
Board Room, Executive Plaza
Pine Street, Williamsport**

Commissioner McKernan - Present
Commissioner Mussare - Present
Commissioner Mirabito - Present

Solicitor Wiley - Present

1.0 OPERATIONS

1.1 CONVENE COMMISSIONERS MEETING. Mr. McKernan convened the Commissioners Meeting 10:06 a.m.

1.2 APPROVE THE MINUTES OF THE PREVIOUS MEETINGS. A motion by Mr. Mirabito and seconded by Mr. Mussare and passed (3-0), approved the minutes of the previous meeting as they are recorded.

1.3 RECEIVE PUBLIC COMMENTS (AGENDA ITEMS ONLY). Mr. McKernan opened the floor to public comment on agenda items only, and none were received.

2.0 ACTION ITEMS

2.1 ACCEPT HR ACTIVITY REPORT THROUGH NOVEMBER 30, 2018. A motion by Mr. Mirabito and seconded by Mr. Mussare and passed (3-0).

2.2 APPROVE THE FOLLOWING PERSONNEL ACTIONS: A motion by Mr. Mirabito and seconded by Mr. Mussare and passed (3-0).

Pre-Release - Richard Matlack – as a part time replacement Pre- Release Driver – Pay grade 4 - \$12.96 hour effective 12/17/18 not to exceed 1000 hours annually.

Prison – Jesse J. Wagner – as full time replacement Correctional Officer Relief Pay grade CO1 - \$16.01 hour effective 12/17/18.

A motion by Mr. Mussare and seconded by Mr. Mirabito passed (2-1) appointing Joseph L. Reighard to a 4 year term replacing Herm Logue ending 12/31/22 with Mr. Mirabito casting the no vote. Mr. Mirabito voted in support of the Lycoming County Planning Department's recommendation of Linda Sosniak.

Ms. Sosniak stated her qualifications, experiences and desire to serve on the board. Joseph L. Reighard and Linda Sosniak's applications were received by the Commissioners' Office. Mr. Mirabito stated he believes that Ms. Sosniak is being discriminated against and that she has excellent qualifications and a strong desire to serve the County as a member of the Planning Commission board. Mr. McKernan stated that Mr. Reighard had submitted a resume and expressed a desire to be on the board.

2.13 APPROVE MODIFICATION OF BILLY CASPER GOLF, LLC CONTRACT. A motion by Mr. Mussare and seconded by Mr. McKernan passed (2-1) approved to extend the renewal agreement to December 13, 2018. Mr. Mirabito cast a no vote, to not extend the modification.

Mr. McKernan recessed the Commissioners' Meeting at 12:00 p.m.

3.0 BOARD of ASSESSMENT REVISION

3.1 CONVENE BOARD OF ASSESSMENT. Mr. McKernan convened the Board of Assessment Revision at 12:00 p.m.

3.2 APPROVE REAL ESTATE EXONERATIONS. A motion by Mr. Mussare and seconded by Mr. Mirabito and passed (3-0), approved. See attached.

3.4 ADJOURN BOARD OF ASSESSMENT. A motion by Mr. Mussare and seconded by Mr. Mirabito and passed (3-0), adjourned the Board of Assessment Revision at 12:03 p.m.

Mr. McKernan reconvened the Commissioners' Meeting at 12:03 p.m.

5.0 REPORTS / INFORMATION ITEMS.

5.1 Planning and Community Development – Mark Murawski – Retirement
Kurt Hausamman- "It's an honor to recognize Mark Murawski's 32 years of service to Lycoming County as Transportation Planner. It is unique to have a person remain in the same department, committed to the same field for so long. He is recognized as the Best Transportation Planner in the state by Federal and State Organizations. The Commonwealth of Pennsylvania Senate appointed him to the State Transportation Committee and a Governor appointed him to the State Aviation Committee. Mark has made a difference in the quality of lives through the significant projects

- 2.3 APPROVE TAX AND REVENUE ANTICIPATION COLLATERAL SECURITY NOTE, SERIES 2019 FOR CHILDREN AND YOUTH. A motion by Mr. Mussare and seconded by Mr. Mirabito and passed (3-0), approved the annual renewal in the amount of \$2.5 million.
- 2.4 APPROVE PSA WITH FORENSIC PATHOLOGY ASSOCIATES (FPA)/HEALTH NETWORK. A motion by Mr. Mirabito and seconded by Mr. Mussare and passed (3-0), approved to provide autopsies for the County.
- 2.5 APPROVE 2ND AMENDMENT TO AGREEMENT WITH WEST BRANCH DRUG AND ALCOHOL. A motion by Mr. Mirabito and seconded by Mr. Mussare and passed (3-0).
- 2.6 APPROVE FY2019 INTERGOVERNMENTAL AGREEMENT WITH CENTRE COUNTY. A motion by Mr. Mussare and seconded by Mr. Mirabito and passed (3-0), approved to house pre-trial and post-trial detainees on as needed basis.
- 2.7 APPROVE 2019 INTERGOVERNMENTAL AGREEMENT WITH RIVER VALLEY TRANSIT. A motion by Mr. Mirabito and seconded by Mr. McKernan and passed (3-0), approved.
- 2.8 APPROVE 2ND AMENDMENT TO AGREEMENT WITH PASTOR ANDREW FRANCE. A motion by Mr. Mirabito and seconded by Mr. Mussare and passed (3-0), approved to provide chaplain services for Lycoming County prison.
- 2.9 APPROVE AMENDMENT FOR FY2018 HUNTER AND LOMISON AGREEMENT. A motion by Mr. Mirabito and seconded by Mr. Mussare and passed (3-0), approved to extend the expiration date from October 31, 2018 to March 1, 2019.
- 2.10 APPROVE CITY OF WILLIAMSPORT SUB RECIPIENT MONITORING AGREEMENT. A motion by Mr. Mussare and seconded by Mr. Mirabito and passed (3-0), approved the WATS Transportation, planning and programming grant in the amount of \$103,000.
- 2.11 APPROVE ZONING HEARING BOARD REAPPOINTMENTS. A motion by Mr. Mirabito and seconded by Mr. Mussare and passed (3-0) approved reappointing Chris Logue and Leslie Whitehill to 4 year terms as regular members ending 12/31/2022. David Hines replaced Tom Hamm and will serve his unexpired term ending 12/31/19. Dan Clark was appointed as an alternate with a 4 year term ending 12/31/2022.
- 2.12 APPROVE PLANNING COMMISSION REAPPOINTMENTS: A motion by Mr. Mirabito and seconded by Mr. Mussare and passed (3-0) approved James Crawford and Larry Allison to 4 year terms as regular members ending 12/31/22.

throughout his career; renovations of the Williamsport Airport, Rt. 15 Coalition, Riverwalk and bundling of municipal bridges.

Sheriff Lusk enthusiastically praised Mark for his work on the Rt. 15 Coalition with directly saving lives by decreasing the number of catastrophic accidents along the Rt. 15 corridor. A significant decrease from an average of 18 to 4 a accidents year. Saving lives and reducing the impact on first responders and their resources.

Mr. Mussare - When we attend CCAP conferences, there are no doubts that our staff is as good as it gets. Mark is the greatest example of teamwork. We will miss you in more ways than a hundred.

Mr. McKernan – On behalf of Lycoming County Citizens thank you. I have enjoyed working with you. You are always lighthearted, well prepared and thorough.

Mr. Mirabito – You are proof that government can do good things. What Sheriff Lusk described most people do not hear about. I hope you never feel taken for granted. I appreciated your honesty and integrity. A great man.

Mark Murawski – I came to the County with a two year plan because of Jerry Walls, a great mentor. He and the County provided vast opportunities. My career was filled with lots of projects to do. I was grateful to work on the projects. We had a great team and It's been a wonderful life. I love that movie and often wonder, what would our County be like, if County Planning never existed? I have worked with quality people for the betterment of Lycoming County. "Proud to be a part of it. All of you are my friends". I trust John Lavelle will succeed well, with his passion and perseverance.

5.2 INVITATION TO BID FOR FLOOD MITIGATION ASSISTANCE GRANT ACQUISITION PROJECT.

The round vendor did not perform as directed; a new round of bidding will have to take place.

5.3 PAUL ALBERT ARCHITECT, LLC CONTRACT

Clarification of terms, phases, and parts of the contract were discussed and clarified. The agenda item will be added to next week's agenda.

6.0 COMMISSIONER COMMENT. Mr. McKernan opened the floor to commissioner comment and none were received:

7.0 PUBLIC COMMENT. Mr. McKernan opened the floor to public comment and the following were received:

Item 2.13 APPROVE MODIFICATION OF BILLY CASPER GOLF, LLC CONTRACT

John Shireman – Jersey Shore – Taxpayer dollars should not go toward the complex. This has been an ongoing problem for seven years. Problems started surfacing. How did we get into this mess? I would like a written statement regarding this golf course. We have challenges with the Jersey Shore infrastructure that have to be addressed. What about all of the other municipalities and their challenges? WE have to stop our losses. We cannot support this luxury.

Mr. Mussare – Would take me all day to explain what has happened to the golf course over the years. I have no problem making a written statement; I have given many statements regarding the golf course to the newspaper over the years.

Mr. McKernan – Financial side of the golf course is improving, even though the rounds have been low.

Mr. Mirabito – Golf is declining, people are less affluent, we can't keep kicking the can down the road. Board after board has kicked the can down the road.

Money is not on the books and it should be. The golf course should go to a private developer. No more money should go into it.

Larry Stout – As an older man, I enjoy playing golf with my grandchildren. It is a rare sport that both generations can participate together. The golf course is an asset to this area, high schools, non-profits, families. If you have a car wash, bake sale, perhaps you make a few hundred dollars. Non-profits make thousands of dollars with golf tournaments. If the golf course closes, where will they make that kind of money? The golf course has major tournaments, with people eating in our restaurants and staying in our hotels. What business do you know of that loses 26 days of revenue and still breaks even? I am an optimist; this golf course is an asset. We are building our future.

Mr. McKernan – We are still obligated to pay for a golf course whether we have one or not.

Jim Dunn – Armstrong – We need a small committee of citizens to explore private-public partnerships to help support golf course, and reduce the annual recurring costs. Going forward we need effective people assisting BCG, LLC. with bringing more fiscal responsibility to the golf course.

Todd Lauer – County should never be involved in recreation or entertainment. It is a money pit. The focus on this golf course takes the focus off of other municipalities. We need to focus on other projects, we don't need money to attend. Before term expiration, make a decision and let the chips fall where they fall. Sell a building – Do something – just do it.

Sue Fulton – Loysock – New to the area. The golf course is an asset. Taxpayers should not be subsidizing it. I would hate to see it close. What type of fund does the money come from?

Mr. Mirabito – It is not in the budget.

Sue Fulton – I should be able to look see where the money comes from for the item.

2.5 APPROVE 2ND AMENDMENT TO AGREEMENT WITH WEST BRANCH DRUG AND ALCOHOL.

Todd Lauer – Item 2.5 was supposed to be a pilot project, what happened and it was approved again?

Counseling while an inmate is incarcerated is a key element to reducing recidivism. We can get more information to you.

Chad Riley – Cogan House – The budget will be voted on next week 12/13 will the PF/EIP report/public meeting be taking place before the vote? 100K is a lot of money to not have the report before the budget.

Mr. McKernan – No, the report is not ready. We are disappointed; we have received parts of the report. The golf course discourse was not included in the report. There was a late start and the report will not be ready before the budget is signed. Early Jan., is when we expect to hold the meeting to review the report.

8.0 NEXT REGULARLY SCHEDULED MEETING. Mr. McKernan announced the next regularly scheduled meeting as a work session on Tuesday, December 11, 2018.

9.0 ADJOURN COMMISSIONERS' MEETING. A motion by Mr. Mussare and seconded by Mr. Mirabito and passed (3-0), adjourned the Commissioners' Meeting at 12:32 p.m.

As requested by Chairman R. Jack McKernan:

In response to Chad Riley:

The EIP/PFM report will be placed on our website prior to the public meeting in early Jan.

As Prepared by Commissioner Tony Mussare.

On Thursday, 12/6/18, at the public meeting; after there was no second, Commissioner Mussare stated that he apologizes to Linda Sosniak on the process of appointing someone on the planning Commission Board. He stated that he did not know her personally and he did however know Joe Reighard. Whom the Commissioner asked to serve on the board. He then stated in the future/upcoming year we should get to know each other and when another appointment becomes available, He would consider her.

In discussion with Sue Fulton:

Sue Fulton – The reason the golf course item is not in the County budget is because it was originally in the Recreation Authority budget which is separate from the County's.

As prepared by Commissioner Richard Mirabito:

Mr. McKernan stated that we would be approving the contract with Billy Casper Golf with a need to define further the term "Net Operating Income" in the contract. Mr. Mirabito stated that he is concerned about approving the contract with that term undefined because the County may become involved in a legal dispute with Billy Casper Golf as to whether Billy Casper satisfied the terms of the contract.

Mr. Mirabito made a motion to have Mr. Mark Murawski head up a committee with citizens and golfers to find a solution to the golf course dilemma and funding problems. The motion died for lack of a second.

A comment to Chad Riley will be added to the minutes, once received. TA 11/12/18

As prepared by Commissioner Richard Mirabito:

A motion was made by Mr. Mirabito to appoint Linda Sosniak to the Planning Commission; the motion was not seconded and died.

When he made the motion, Mr. Mirabito recited the qualifications of Ms. Sosniak, a description of which is attached at the end of these minutes as Attachment #1. Ms. Sosniak was present and asked to be recognized. She stated her qualifications, experience, and desire to serve on the Planning Commission board. She noted that she had filed the required application and underwent a required interview with the Director of the Planning Department, Mr. Hausammann. She requested that the Commissioners appoint her to the Planning Commission board.

A discussion ensued between the three commissioners. In response to Ms. Sosniak, Mr. McKernan stated that he had not discussed her appointment with the Planning Department prior to the Commissioners' Work Session on December 4, 2018, when her name appeared on the Work Session Agenda. Mr. McKernan stated that he had gone through his Planning Department emails and folders and found nothing. Mr. McKernan noted that the Commissioners have the final say as to who is appointed. In response to Ms. Sosniak, Mr. Mussare stated "I do not know. I think that you ran for office. Herm Logue is off the board on December 31, 2018."

Mr. Mirabito stated that the Planning Department Director Kurt Hausammann had discussed the appointment of Ms. Sosniak several times at meetings with the three Commissioners over a period of time from April through December 2018. Deputy Director Fran McJunkin of the Planning Department, noting that Mr. Hausammann is not present at today's meeting, affirmed Mr. Mirabito's statement. Ms. McJunkin stated that she was present in meetings with the three Commissioners when Director Hausammann discussed the appointment of Ms. Sosniak to the Planning Commission prior to the Work Session on December 4.

Mr. Mirabito stated for the record that he received an Agenda for today's meeting, a copy of which is attached as Attachment #2, which had Linda Sosniak's name as the recommendation from the Planning Department. Mr. Mirabito stated that when he asked why Ms. Sosniak's name was not on the Agenda presented to the public, he was told that after the first Agenda was prepared and five minutes before the meeting started, Mr. Mussare told the staff person preparing the Agenda to remove Linda Sosniak's name and insert the name of Joseph L. Reighard.

Mr. McKernan stated that the other candidate for the Planning Commission, Mr. Reighard, had filed an application for appointment to the SEDA-COG Joint Rail Authority.

Mr. Mirabito stated that Commissioner McKernan is correct and that the Mr. Reighard had not applied for the position on the Planning Commission board and had not been interviewed by Director Hausammann for the Planning Commission position as had been required of Ms. Sosniak.

Joseph L. Reighard and Linda Sosniak's applications were received by the Commissioners' office and are attached to these minutes as Attachment #3 and #4, respectively.

Mr. Mirabito stated that he believes that Ms. Sosniak is being discriminated against and that she has excellent qualifications and a strong desire to serve the county as a member of the Planning Commission board. Mr. McKernan stated that Mr. Reighard had submitted a resume and expressed a desire to be on the board.

A motion was made by Mr. Mussare and seconded by Mr. McKernan and passed (2 -1) appointing Joseph L. Reighard to a 4 year term replacing Herm Logue ending 12/31/22 with Mr. Mirabito casting the no vote. Mr. Mirabito voted in support of the Lycoming County Planning Department's recommendation of Linda Sosniak.

* It has been 4 years → 12/6/18
one free term with no female

Linda Sosniak Planning Commission

1) Lives in Hughesville

2) Supervisor of Picture Rocks Boro

- a) Asked to fill vacant position Oct 2017
- b) Elected in Nov 2017 to start in Jan 2018
- c) 4 year term

3) Elected to PA State Boro's Association
On Constitution and By Laws Committee

4) Post office → Southeast Area Disaster Coordinator

Handled } South Carolina Florida
3 states } Georgia

- a) In charge of any emergency ^{anthrax, hurricane} _{blooding}
- b) Coordinated the response team
- c) Ex. Hurricane → trained to use postal E's to evacuate seniors from nursing homes

5) Took state required training → FEMA Training

- a) Course 100 Intro to Incident Plan
- b) Course 700 → Natl Incident Management Command

6) Took OSHA Training as a Postmaster

7) Savannah, Georgia Postmaster

- 9 Buildings plus garage
- 127 Vehicles
- 270 E's

APPLICATION FOR MEMBERSHIP ON A LYCOMING COUNTY GOVERNMENT ADVISORY COMMITTEE, BOARD, OR AUTHORITY

We are pleased that you have expressed an interest in serving on the advisory panels and authorities that provide assistance to the Commissioners, our departments and offices. Please fill out the questionnaire below so that we may have your background information on file for future consideration when vacancies occur. Additionally, indicate your preferred areas of interest by checking the committees, boards or authorities listed on which you believe you might best serve. Understand that many positions on panels are restricted to certain specified categories of eligible appointees.

NOTE: Individuals serving on an *authority* (not committees or boards) are subject to the provisions of the State Ethics Act that require members to file "Statements of Financial Interest."

	Lycoming County Authority		Bi County Office Of Aging
	County Housing Authority		County Water & Sewer Authority
	Industrial Development Authority		SEDA COG Joint Rail Auth.
X	County Planning Commission		County Zoning Hearing Board
	County Recreation Authority		Ag Land Preservation
	Soil Conservation District		Williamsport Municipal Airport Authority
	County Library System Board		MHID Advisory Board
			Other

Date	3/9/18	Municipality	Picture Rocks
NAME (Last, First)	Sosniak, Linda		
HOME ADDRESS	65 Nunn LN		
CITY STATE ZIP	Hughesville PA 17737		
HOME PHONE		Cell Phone	570-309-4954
How long have you resided in Lycoming County? (Years)			

PRESENT EMPLOYMENT	Retired US Postal Service
ADDRESS	
CITY STATE ZIP	
WORK PHONE	
SPOUSE'S NAME	
OCCUPATION	

Do you have any relatives employed by Lycoming County? (Yes/No)	No
If yes list name, department.	
Are you/your spouse associated with organization that do business with county government? (Yes/No)	No
If yes list organization	

Please list any relevant employment history.

28 years US Postal Service - 22 years
upper level mgr
Picture Boro Council Member

Please list any applicable education and/or training.

Bachelor Degree Business Management
Advanced Leadership Training Bolger
Academy

Briefly describe your interest in becoming involved with County Government.

Interested in using experience to serve
the public. I feel I could offer dedication
and commitment working on the Commission

List previous volunteer experience (organizations, positions held (if any), and description of persons served).

Nat'l Assoc Postmaster - National Secretary
Treasurer - HHS Booster Club - Ben Franklin
Stamp Program

List any special skills that may be helpful to an advisory panel.

Southeast Area disaster coordinator for
USPS.

REFERENCES

Name	Address	Telephone
Bill Dorman	Center ST PR	570-584-3349
Rick Mirabito		
Nancy Sheets	Nunn LN Picture Rocks	570 916 6599

You may also attach a personal resume or any additional information you may wish to share with the Commissioners.
Thank you again for expressing interest in assisting your County Government.

PLEASE RETURN APPLICATION TO:
Lycoming County Commissioners
48 West Third Street
Williamsport, PA 17701

LYCOMING COUNTY COMMISSIONERS
R. Jack McKernan, Chairman
Tony R. Mussare, Vice Chairman
Richard Mirabito, Secretary

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<input type="checkbox"/>	Lycoming County Authority	<input type="checkbox"/>	Bi County Office Of Aging
<input type="checkbox"/>	County Housing Authority	<input type="checkbox"/>	County Water & Sewer Authority
<input type="checkbox"/>	Industrial Development Authority	<input checked="" type="checkbox"/>	SEDA COG Joint Rail Auth.
<input type="checkbox"/>	County Planning Commission	<input type="checkbox"/>	County Zoning Hearing Board
<input type="checkbox"/>	County Recreation Authority	<input type="checkbox"/>	Ag Land Preservation
<input type="checkbox"/>	Soil Conservation District	<input type="checkbox"/>	Williamsport Municipal Airport Authority
<input type="checkbox"/>	County Library System Board	<input type="checkbox"/>	MHID Advisory Board
<input type="checkbox"/>		<input type="checkbox"/>	Other

Date	12/7/17	Municipality	Gambler Twp.
NAME (Last, First)	JOSEPH L. REICHARD		
HOME ADDRESS	426 LOGAN HILL ROAD		
CITY STATE ZIP	THOMAS RUN PA 17771		
HOME PHONE	570-435-2361	Cell Phone	570-220-3615
How long have you resided in Lycoming County? (Years)	49 YEARS		

PRESENT EMPLOYMENT	GLENN O. HAWBANKER, JWC.
ADDRESS	2801 CAMFIELD LAKE
CITY STATE ZIP	MOUNTAIN VIEW PA 17754
WORK PHONE	570-368-2636 X2902
SPOUSE'S NAME	N/A
OCCUPATION	N/A

Do you have any relatives employed by Lycoming County? (Yes/No)	NO
If yes list name, department	
Are you/your spouse associated with organization that do business with county government? (Yes/No)	Yes
If yes, list organization.	GAMBLER TWP. SUPERVISORS BOARD

Please list any relevant employment history.

N/A

Please list any applicable education and/or training.

N/A SEE ATTACHED RES

Briefly describe your interest in becoming involved with County Government.

I would like to help my community continue to have quality water service in our region which I believe is vital to retaining & attracting

List previous volunteer experience (organizations, positions held (if any), and description of persons served).

1996 TO PRESENT - GAMBLE TWP. SUPERVISOR - CHAIRMAN
 SINCE 2006, PAST BOARD MEMBER - ASHE "AMERICAN SOCIETY OF HIGHWAY ENGINEERS, UPMC FOUNDATION BOARD - LYC. COUNTY ASSOCIATION OF TWP-S - PRESIDENT

INTERVIEW BUSINESS, TEAM UP

List any special skills that may be helpful to an advisory panel.

LEADERSHIP LYCOMING - CLASS OF 1999
 LYCOMING COUNTY GAS TASK FORCE BOARD MEMBER

REFERENCES		
Name	Address	Telephone
SEN. GENE PAW	175 PINE ST. SCRIPPS 105 WILKES PA	570-322-6457
MR. DAN HANSHURST	1952 WADSWORTH RD STATE COLLEGE PA	814-800-221-1355
Mrs. BECC BROWN	94 TIME FORUM RD MURRY PA	570-546-2200

You may also attach a personal resume or any additional information you may wish to share with the Commissioners. Thank you again for expressing interest in assisting your County Government.

PLEASE RETURN APPLICATION TO:
 Lycoming County Commissioners
 48 West Third Street
 Williamsport, PA 17701

LYCOMING COUNTY COMMISSIONERS
 R. Jack McKernan, Chairman
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Joseph L. Reighard – Eastern Region Vice President

Joe started in the construction industry in 1986 working summers for George E. Logue, Inc. until his graduation from Loyalsock Twp. High school. He then attended Pennsylvania College of Technology, while continuing employment with the Logue Company. Joe started as laborer and held field duties of laborer, flagger, fuel truck driver, concrete finisher, dump truck driver, pipe layer and equipment operator. He moved into the office in 1990 with all project purchasing and subcontractor management duties as well as working as a project job cost manager administering and reporting to ownership on all financial aspects of the projects. Managed all trucking & equipment dispatch for the company as well as flagging personal. He also served as safety officer and was appointed corporate secretary in 1994. He was then appointed to Vice President of George E. Logue, Inc. until they were purchased by Glenn O. Hawbaker in 1998. Joe then held the position of Job cost/ Project administrator for GOH, Inc. for the Eastern region from 1998 to 2012 and served as eastern region operations manager from 2012 to 2015. Joe was promoted to the Eastern Region Vice President in 2016.