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UNDER THE JURISDICTION OF JOINT COUNCIL No. 40



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September 5, 2025

Randy Powell, Chairman
Clearfield Regional Police Commission
9114 Clearfield Curwensville Hwy
Clearfield, PA 16830

RE: Clearfield Regional Police Department

Dear Chairman Powell:

The members of the collective bargaining unit for the Clearfield Regional Police Department officially voted "No Confidence" in the leadership ability and performance of Vincent McGinnis in his role of Police Chief of Clearfield Regional Police Department. The vote was conducted using a spread sheet and consisted of 14 votes "No Confidence", 3 votes "Confidence" and 3 votes "No Vote". There was 1 member which did refuse to sign.

The Bargaining Unit feels that Chief McGinnis has engaged in a course of conduct designed to intentionally undermine the morale and work environment of the department. These actions jeopardize the safety of officers and the community which it serves. Chief McGinnis has continuously gone against the CBA between the Police Commission and the Union causing unnecessary grievances and labor costs. He has not attempted to hire full or part-time officers to fill gaps in the schedule causing unnecessary overtime and financial burden on the department. This has resulted in cuts to training, both internal and external, for current officers further, jeopardizing the safety of officers and the community.

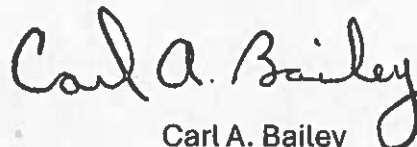
Much to the members' disappointment, Chief McGinnis has earned and actively worked towards the lack of trust his officers have in him. He has created a hostile work environment forcing several officers to seek other employment. He has demonstrated a complete lack of care, professionalism, and consideration towards officers and has repeatedly shown a lack of action in bringing about positive changes for the Department. Additionally, he has made disparaging remarks about officers and brought into question the officers' ethics and integrity to the members of the Commission.

Randy Powell, Chairman
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Votes of No Confidence are never easy and are not taken lightly. However, the members of our Union felt that doing so was necessary at this time to preserve the integrity of the Clearfield Regional Police Department. It is our hope that the Commission will finally take notice of the strife caused by Chief McGinnis's unnecessary actions and act accordingly.

Thank you for your time and attention to this important matter.

Sincerely yours,

A handwritten signature in cursive script that reads "Carl A. Bailey".

Carl A. Bailey
Secretary-Treasurer

CAB/rlb

cc. George DeHaven, Vice Chairman
Daniel Podliski, Steward
Jonathon Walker, Steward