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BOROUGH OF EDGEWOOD MINUTES OF THE MEETING OF COUNCIL HELD TUESDAY, JANUARY 2, 2007

President Patricia Schaefer called the Meeting of the Council of the Borough of Edgewood to order on Tuesday, January 2, 2007 at 7:38 PM in the Municipal Building.

Borough Manager Kurt Ferguson called the roll and the following responded: Ms. McDonald, Ms. Nogrady, Mr. McNally, Mr. Hellett, Ms. Schaefer.

Mr. Love and Mr. Szefi were absent.

Mayor Davin, Borough Solicitor Barry, and Junior Councilperson Bush were also present.

President Schaefer asked that a moment of silence be observed to honor the memory of the death of the 38th President of the United States, Gerald R. Ford.

The Pledge of Allegiance was recited.

ITEMS FROM THE FLOOR

None.

COMMITTEE ACTION

M-1 Mr. McNally moved to authorize the payment of bills, for goods and services received by the Borough, having been reviewed and approved by the General Government Committee in the amount of \$76,586.61. Second by Mr. Hellett.

DISCUSSION: None.

Upon roll call vote, the following was recorded: Ms. McDonald, Ms. Nogrady, Mr. McNally, Mr. Hellett, Ms. Schaefer voted yes. Motion carried.

PROCLAMATIONS

Mayor Davin read the following Proclamations in honor of work service of Borough employees Judy Mason, Bruce Beitel and John Antolovich.

BOROUGH OF EDGEWOOD

PROCLAMATION 2007-01

WHEREAS, the early years of a child are entrusted to many people who play an important role in the child's development; and

WHEREAS, the Borough of Edgewood has maintained an active School Crossing Guard staff, whose members serve under the direction of the Police Department; and

WHEREAS, these School Crossing Guards are given the responsibility of affording maximum protection to children going to and returning from school while, directing traffic at assigned intersections or posts;

WHEREAS, Judy Mason has performed the duty of School Crossing Guard in an exemplary fashion.

NOW, THEREFORE, on this the 2nd Day of January 2007, the Office of the Mayor of the Borough of Edgewood gives appreciation and recognizes the contributions of Judy Mason for her fifteen years of dedicated and loyal service to the Borough and proclaims Friday, January 5, 2007 as "JUDY MASON DAY."

PROCLAIMED at the meeting of the Council of the Borough of Edgewood, 2nd day of January 2007.

Jean O. Davin, Mayor

BOROUGH OF EDGEWOOD

PROCLAMATION 2007-02

WHEREAS, the Edgewood Borough Emergency Services Department underwent significant changes beginning in January, 2007; and

WHEREAS, the Emergency Services Department serves both the Police and Fire Departments; and

WHEREAS, Bruce Beitel has worked both as a Dispatcher and now an Emergency Services employee with the safety of our residents as his primary concern.

NOW, THEREFORE, on this the 2nd Day of January 2007, the Office of the Mayor of the Borough of Edgewood gives appreciation and recognizes the contributions of Bruce Beitel for his five years of dedicated and loyal service to the Borough and proclaims Friday, January 12, 2007 as "BRUCE BEITEL DAY."

PROCLAIMED at the meeting of the Council of the Borough of Edgewood, 2nd day of January 2007.

Jean O. Davin, Mayor

BOROUGH OF EDGEWOOD

PROCLAMATION 2007-03

WHEREAS, the Edgewood Borough Department of Public Works is charged with the duties of efficiently overseeing the upkeep and aesthetics of the borough; and

WHEREAS, the workers in this Department are required to have knowledge enabling them to engage in a variety of duties, including road repair, vehicle maintenance and grounds keeping; and

WHEREAS, John Antolovich has demonstrated his commitment to the Borough of Edgewood by fulfilling the requirements of his position and by being available at all hours, including weekends and holidays.

NOW, THEREFORE, on this the 2nd day of January 2007, the Office of the Mayor of the Borough of Edgewood gives appreciation and recognizes the contributions of John Antolovich for his five years of dedicated and loyal service to the Borough and proclaims Friday, January 19, 2007 as "John Antolovich Day." **PROCLAIMED** at the meeting of the Council of the Borough of Edgewood, 2nd day of January 2007.

Jean O. Davin, Mayor

Mayor Davin requested an Executive Session regarding a legal matter. Ms. Schaefer stated that no action would follow.

M-2 Mr. McNally offered Resolution 2007-01 and asked for its immediate adoption. Second by Ms. McDonald.

BOROUGH OF EDGEWOOD

RESOLUTION 2007-01

WHEREAS, the Council of the Borough of Edgewood recognizes the importance of maintaining a productive, experienced and professional management staff; and

WHEREAS, KURT FERGUSON has satisfactorily served in the position of Borough Manager since September 30th 2002;

NOW THEREFORE BE IT RESOLVED that **KURT FERGUSON** be reappointed to the position of Borough Manager for fiscal year 2007 at a rate of \$68,800 per year.

ADOPTED THIS THE 2nd day of January 2007, by the Council of the Borough of Edgewood.

ATTEST:

Borough Secretary

Council President

DISCUSSION: None.

Upon roll call vote, the following was recorded: Ms. McDonald, Ms. Nogrady, Mr. McNally, Mr. Hellett, Ms. Schaefer voted yes. Resolution Passes.

M-3 Ms. McDonald offered Resolution 2007-02 and asked for its immediate adoption. Second by Mr. Hellett.

BOROUGH OF EDGEWOOD

RESOLUTION 2007-02

WHEREAS, the Council of the Borough of Edgewood recognizes the importance of maintaining a Chief of Police on behalf of the Borough; and

WHEREAS, PAUL WOOD has exhibited both the knowledge and ability to serve in the capacity of Chief of Police;

NOW THEREFORE BE IT RESOLVED that **PAUL WOOD** be reappointed to the position of Chief of Police for the Borough of Edgewood for fiscal year 2007 at a rate of \$67,098 per year.

ADOPTED THIS THE 2nd day of January 2007, by the Council of the Borough of Edgewood.

ATTEST:

Borough Secretary

Council President

DISCUSSION: None.

Upon roll call vote, the following was recorded: Ms. McDonald, Ms. Nogrady, Mr. McNally, Mr. Hellett, Ms. Schaefer voted yes. Resolution Passes.

M-4 Mr. McNally offered Resolution 2007-03 and asked for its immediate adoption. Second by Ms. Nogrady.

BOROUGH OF EDGEWOOD

RESOLUTION 2007-03

WHEREAS, the Borough of Edgewood has a need for a professional financial and accounting staff; and

WHEREAS, this position is integral to the overall professional management and administration of the Borough;

NOW THEREFORE BE IT RESOLVED that **JERRY KEZMARSKY** be reappointed to the position of Finance Officer for fiscal year 2007 at a rate of \$39,989.91 per year.

ADOPTED THIS THE 2nd day of January 2007, by the Council of the Borough of Edgewood.

ATTEST

Borough Secretary

Council President

DISCUSSION: None.

Upon roll call vote, the following was recorded: Ms. McDonald, Ms. Nogrady, Mr. McNally, Mr. Hellett, Ms. Schaefer voted yes. Resolution Passes.

M-5 Ms. Nogrady offered Resolution 2007-04 and asked for its immediate adoption. Second by Ms. McDonald.

BOROUGH OF EDGEWOOD

RESOLUTION 2007-04

WHEREAS, the Borough of Edgewood recognizes the contributions of the Public Works Department; and

WHEREAS, the Borough of Edgewood understands the importance of having a highly qualified Director of Public Works; and

WHEREAS, Larry E. Guerriero has performed satisfactorily in the position of Public Works Director;

NOW THEREFORE BE IT RESOLVED that **LARRY E. GUERRIERO** be reappointed to position of Director of Public Works for fiscal year 2007 at a rate of \$44,100 per year.

ADOPTED THIS THE 2nd day of January 2007, by the Council of the Borough of Edgewood.

Borough Secretary

Council President

DISCUSSION: None.

Upon roll call vote, the following was recorded: Ms. McDonald, Ms. Nogrady, Mr. McNally, Mr. Hellett, Ms. Schaefer voted yes. Resolution Passes.

M-6 Ms. McDonald offered Resolution 2007-05 and asked for its immediate adoption. Second by Mr. Hellett.

BOROUGH OF EDGEWOOD

RESOLUTION 2007-05

WHEREAS, the Council of the Borough of Edgewood recognizes the importance of maintaining a Fire Chief on behalf of the Borough; and

WHEREAS, David Andrews has exhibited both the knowledge and ability to serve in the capacity of Fire Chief;

NOW THEREFORE BE IT RESOLVED that **DAVID ANDREWS** be reappointed to the position of Volunteer Fire Chief for the Borough of Edgewood for fiscal year 2007.

ADOPTED THIS THE 2nd day of January 2007, by the Council of the Borough of Edgewood.

ATTEST:

Borough Secretary

Council President

DISCUSSION: None.

Upon roll call vote, the following was recorded: Ms. McDonald, Ms. Nogrady, Mr. McNally, Mr. Hellett, Ms. Schaefer voted yes. Resolution Passes.

M-7 Mr. Hellett offered Resolution 2007-06 and asked for its immediate adoption. Second by Ms. McDonald.

BOROUGH OF EDGEWOOD

RESOLUTION 2007-06

WHEREAS, the Borough of Edgewood has a successful Recreation Department and recreation program; and

WHEREAS, the Borough desires to have a full time Recreation Director to manage the day-to-day affairs of the recreational programming;

NOW THEREFORE BE IT RESOLVED that **AMBER BARRANTE** be reappointed to the position of Director of Recreation for fiscal year 2007 at a rate of \$24,675 per year.

ADOPTED THIS THE 2nd day of January 2007, by the Council of the Borough of Edgewood.

ATTEST:

Borough Secretary

Council President

DISCUSSION: None.

Upon roll call vote, the following was recorded: Ms. McDonald, Ms. Nogrady, Mr. McNally, Mr. Hellett, Ms. Schaefer voted yes. Resolution Passes.

M-8 Mr. Hellett offered Resolution 2007-07 and asked for its immediate adoption. Second by Ms. Nogrady.

BOROUGH OF EDGEWOOD

RESOLUTION 2007-07

WHEREAS, the Borough of Edgewood Council desires a tool to inform residents of happenings in the Borough; and

WHEREAS, the Edgewood Newsletter editor is appointed by the Borough Council and is charged with managing the layout and distribution of the Newsletter; and

WHEREAS, Marjie Stewart has shown her ability to consistently produce a high-quality Newsletter with a distribution to all residents and commercial properties in the Borough;

NOW THEREFORE BE IT RESOLVED that **MARJIE STEWART** be reappointed as Newsletter Editor for fiscal year 2007 at a rate of \$7,250 per year.

ADOPTED THIS THE 2nd day of January 2007, by the Council of the Borough of Edgewood.

ATTEST:

Borough Secretary

Council President

DISCUSSION: A discussion of the wording of the job description was led by Ms. McDonald and concluded with a statement from Solicitor Barry that Borough Council and the Borough Manager are responsible for the content of the newsletter.

Mr. McNally held his comments concerning the word "happenings" in the document until a later time.

Upon roll call vote, the following was recorded: Ms. McDonald, Ms. Nogrady, Mr. McNally, Mr. Hellett, Ms. Schaefer voted yes. Resolution Passes.

M-9 Mr. McNally offered Resolution 2007-08 and asked for its immediate adoption. Second by Ms. Nogrady.

BOROUGH OF EDGEWOOD

RESOLUTION 2007-08

WHEREAS, the Borough of Edgewood has approved the budget for the 2007 fiscal year; and

WHEREAS, the Borough of Edgewood has established the salaries for those employees individually appointed.

NOW, **THEREFORE BE IT RESOLVED** that the Edgewood Borough Council hereby authorizes staff salary increases by the percentages approved by Council during the budget process for the fiscal year 2007 for those employees not individually appointed.

ADOPTED THIS THE 2nd day of January 2007, by the Council of the Borough of Edgewood.

ATTEST:

Borough Secretary

Council President

DISCUSSION: None.

Upon roll call vote, the following was recorded: Ms. McDonald, Ms. Nogrady, Mr. McNally, Mr. Hellett, Ms. Schaefer voted yes. Resolution Passes.

M-10 Mr. McNally offered Resolution 2007-09 and asked for its immediate adoption. Second by Mr. Hellett.

BOROUGH OF EDGEWOOD

RESOLUTION 2007-09

WHEREAS, the Council of the Borough of Edgewood recognizes the importance of retaining legal counsel on behalf of the Borough, and

WHEREAS, W. TIMOTHY BARRY ASSOCIATES has exhibited both the knowledge and

ability to serve in the capacity of Borough Solicitor,

NOW, THEREFORE, BE IT RESOLVED, THAT W. TIMOTHY BARRY, ESQUIRE be reappointed to the office of Borough Solicitor for 2007. The 2007 retainer shall be at a rate of \$1,050 per month. All work performed by the Solicitor outside the parameters of regular borough business will be paid at a rate of \$125 per hour for Mr. Barry and \$100 per hour for Associates and shall be discussed with the appropriate committee for authorization.

ADOPTED THIS THE 2nd day of January 2007, by the Council of the Borough of Edgewood.

ATTEST:

Borough Secretary

Council President

DISCUSSION: None.

Upon roll call vote, the following was recorded: Ms. McDonald, Ms. Nogrady, Mr. McNally, Mr. Hellett, Ms. Schaefer voted yes. Resolution Passes.

M-11 Ms. Nogrady offered Resolution 2007-10 and asked for its immediate adoption. Second by Ms. McDonald.

BOROUGH OF EDGEWOOD

RESOLUTION 2007-10

WHEREAS, the Council of the Borough Edgewood recognizes the importance of independent financial monitoring; and

WHEREAS, Pennsylvania Borough Code requires the Borough to conduct every year an independent financial audit; and

WHEREAS, the accounting firm of Maher Duessel has exhibited the skill and ability necessary to undertake said independent audit.

NOW THEREFORE BE IT RESOLVED that **MAHER DUESSEL** be reappointed as the independent auditor of the Borough's finances for the year 2007.

ADOPTED THIS THE 2nd day of January 2007, by the Council of the Borough of Edgewood.

ATTEST:

Borough Secretary

Council President

DISCUSSION: None.

Upon roll call vote, the following was recorded: Ms. McDonald, Ms. Nogrady, Mr. McNally, Mr. Hellett, Ms. Schaefer voted yes. Resolution Passes.

M-12 Ms. Nogrady offered Resolution 2007-11 and asked for its immediate adoption. Second by Mr. Hellett.

BOROUGH OF EDGEWOOD

RESOLUTION 2007-11

WHEREAS, the Council of the Borough of Edgewood recognizes the importance of retaining an engineering firm on behalf of the Borough, and

WHEREAS, LENNON, SMITH, SOULERET ENGINEERING, INC. has exhibited both the knowledge and ability to serve in the capacity of Borough Engineer over the past year,

NOW THEREFORE BE IT RESOLVED that **LENNON**, **SMITH**, **SOULERET**, **INC.** be reappointed to the position of Borough Engineer for fiscal year 2007.

ADOPTED THIS THE 2nd day of January 2007, by the Council of the Borough of Edgewood.

ATTEST:

Borough Secretary

Council President

DISCUSSION: None.

Upon roll call vote, the following was recorded: Ms. McDonald, Ms. Nogrady, Mr. McNally, Mr. Hellett, Ms. Schaefer voted yes. Resolution Passes.

M-13 Ms. McDonald offered Resolution 2007-12 and asked for its immediate adoption. Second by Mr. Hellett.

BOROUGH OF EDGEWOOD

RESOLUTION 2007-12

WHEREAS, the Council of the Borough of Edgewood recognizes the importance of maintaining a productive, experienced and professional administrative staff; and

WHEREAS, BUILDING INSPECTION UNDERWRITERS, INC. has exhibited both the knowledge and ability to provide Building Inspection and Code Enforcement services for the Borough of Edgewood; and

NOW, THEREFORE, BE IT RESOLVED, that BUILDING INSPECTION UNDERWRITERS, INC. be responsible for Building Inspection and Code Enforcement for 2007.

ADOPTED THIS THE 2nd day of January 2007, by the Council of the Borough of Edgewood.

ATTEST:

Borough Secretary

Council President

DISCUSSION: None.

Upon roll call vote, the following was recorded: Ms. McDonald, Ms. Nogrady, Mr. McNally, Mr. Hellett, Ms. Schaefer voted yes. Resolution Passes.

M-14 Mr. McNally offered Resolution 2007-13 and asked for its immediate adoption. Second by Ms. Nogrady.

BOROUGH OF EDGEWOOD

RESOLUTION 2007-13

WHEREAS, the Council of the Borough of Edgewood recognizes the importance of retaining a depository on behalf of the Borough,

NOW, THEREFORE, BE IT RESOLVED, that CITIZEN'S BANK, NATIONAL ASSOCIATION be appointed as Borough Depository for a one-year term effective immediately.

ADOPTED THIS THE 2nd day of January 2007, by the Council of the Borough of Edgewood.

ATTEST:

Borough Secretary

DISCUSSION: None.

Upon roll call vote, the following was recorded: Ms. McDonald, Ms. Nogrady, Mr. McNally, Mr. Hellett, Ms. Schaefer voted yes. Resolution Passes.

M-15 Mr. McNally offered Resolution 2007-14 and asked for its immediate adoption. Second by Ms. McDonald.

BOROUGH OF EDGEWOOD

RESOLUTION 2007-14

WHEREAS, the Council of the Borough of Edgewood recognizes the importance of scheduling all public meetings throughout the year beginning in January; and

WHEREAS, the Council of the Borough of Edgewood acknowledges that all meetings are open to the Public in accordance with the Sunshine Law;

NOW, **THEREFORE**, **BE IT RESOLVED**, that the following schedule be established:

Borough Council:	First and Third Monday of every month; if the meeting day is a national holiday, the
	meeting will be held the following day.
Planning Commission:	Third Wednesday of every month.
Recreation Commission:	First Wednesday of every month at
	7:30 PM at Koenig Fieldhouse.
Zoning Hearing Board:	Upon demand.
Committee Council Meetings:	Second and fourth Monday of every month,
C C	as needed.
Civil Service:	Upon demand.
	•

All meetings will convene at 7:30 PM in Council Chambers (unless otherwise specified above), Edgewood Borough Building, 2 Race Street, Edgewood, Pennsylvania.

The Borough will advertise all meetings and changes to the meetings in the <u>Woodland</u> <u>Area Progress Newspaper</u> or the <u>Tribune Review</u>.

ADOPTED THIS THE 2nd day of January 2007, by the Council of the Borough of Edgewood.

ATTEST:

Borough Secretary

DISCUSSION: None.

Upon roll call vote, the following was recorded: Ms. McDonald, Ms. Nogrady, Mr. McNally, Mr. Hellett, Ms. Schaefer voted yes. Resolution Passes.

NEW BUSINESS

M-16 Ms. Nogrady moved to accept the bid of Independent Enterprises, Inc. in the amount of \$54,350, the lowest of eight (8) sealed bids opened on December 12, 2006 for the sewer improvements proximate to 567 Greendale Avenue. Second by Mr. Hellett.

DISCUSSION: Mayor Davin had questions regarding whether this work would be done in early spring and Mr. Ferguson indicated that he did not think the work is contingent upon the weather. He felt that the company could get moving quickly, and further indicated that the Allegheny County Health Department asked that the Borough address the sewage discharge issues. Mr. Ferguson continued by stating that the liner previously placed stopped all the leaks, but was not a permanent fix, and the work to be done would address all issues.

Upon roll call vote, the following was recorded: Ms. McDonald, Ms. Nogrady, Mr. Szefi, Mr. McNally, Mr. Hellett, Ms. Schaefer voted yes. Resolution Passes.

M-17 Mr. McNally moved to accept the resignation of Jan McDowell as the Edgewood Newsletter Advertising Manager effective December 29, 2006. Second by Mr. Hellett.

DISCUSSION: Ms. Schaefer gave thanks for Ms. McDowell's years of service.

Upon roll call vote, the following was recorded: Ms. Nogrady, Mr. McNally, Mr. Hellett, Ms. Schaefer voted yes. Ms. McDonald voted no. Motion carries.

M-18 Mr. McNally moved to authorize the advertisement to hire an Advertising Manager for the Borough of Edgewood's newsletter. Second by Ms. McDonald.

DISCUSSION: None.

Upon roll call vote, the following was recorded: Ms. McDonald, Ms. Nogrady, Mr. McNally, Mr. Hellett, Ms. Schaefer voted yes. Motion carries.

BUSINESS MEETING

VOLUNTEER FIRE DEPARTMENT

Mr. Laird reported that the Volunteer Fire Department met December 22, 2006 and the following officers were chosen: Mr. Laird – President, Mr. Rickard – Vice President, Mr. Halle – Secretary, Mr. Krumholz – Treasurer.

Mr. Laird mentioned the fire which had occurred on Walnut Street. He also talked about the arrival of the new rescue truck and invited all Council members to stop and see the truck. The manufacturer will provide all brackets for the equipment and it is estimated that the equipment will be put into service by the first if February. Mr. Laird said that there will be a grand opening, to which the Borough residents will be invited to come and see the new truck.

DISCUSSION: Mayor Davin asked if there will be a Christmas tree burn as in previous years and was answered in the negative. Mr. Laird explained that this process tears the field up. The Mayor then spoke about a tree burn in Forest Hills and asked whether Council wanted to call that borough to see if they want Edgewood's trees.

RECREATION COMMISSION REPORT

Mr. Ferguson reported that Ms. Barrante is back to work. He stated that basketball begins this coming Saturday and that registrations are still being taken. Practices are being held at both the Edgewood Primary School and the Western PA School for the Deaf.

DISCUSSION: None.

WATER AUTHORITY REPORT

Mr. Fuller reported that the Authority did not meet in December.

DISCUSSION: Ms. Schaefer thanked Mr. Fuller for his willingness to serve and his diligence to the Borough.

PLANNING COMMISSION

Mr. McNally reminded everyone the he has not served on the Planning Commission for quite some time. He went on to say that Mr. Szefi had not left any information for him to report this evening.

DISCUSSION: None.

COUNCIL OF GOVERNMENTS

Mr. Hellett stated that he did not attend the meeting due to conflicts.

DISCUSSION: Ms. Schaefer indicated that she will be the alternate for attendance at the COG meetings.

SOLICITOR'S REPORT

Mr. Barry reported that he has reviewed the Tax Anticipation Note and has given an opinion letter on this. He indicated that he had a personnel matter for the Executive Session, but that there would be no Council action required.

DISCUSSION: None.

BOROUGH MANAGER REPORT

Mr. Ferguson said that he is in the process of meeting with staff and department heads regarding financial and budget issues for this and next year's budget. Guidelines on spending will also be set, according to Mr. Ferguson.

The bid for the garbage contract will be sent out in the coming year. Mr. Ferguson stated that he was pleased with the recent weather for a number of reasons, including the fact that the supply of rock salt has been maintained at a high level and the fact that there has been no overtime due to icy or snow conditions. According to Mr. Ferguson, one Public Works employee is off and has been following up with treatment for an injury sustained during the one snow day that did occur.

Mayor Davin suggested contacting Forest Hills and surrounding communities to make a conglomeration of communities to bid out the garbage contract. It was the Mayor's goal to try to maintain the millage at its current rate.

Mr. Ferguson indicated that his plan has been to find out the per unit examples per community to see if there is a differentiation of marginal costs. He stated that Edgewood Borough's per unit cost is \$113, with an average per unit cost being \$160 - \$170. Mr. Ferguson will get prices from other boroughs.

Mayor Davin reported that Wilkinsburg accepted a contract with the City of Pittsburgh, further stating that they may also be willing to go into a conglomeration.

Mr. Ferguson expressed that he had other concerns about having Edgewood Borough's garbage collection merged with the City of Pittsburgh, further stating that the question in the end is how communities are billed and the responsibilities for payment.

NEW BUSINESS

A General Government Committee meeting was scheduled for January 8, 2007 at 7:30 PM and a Pension Committee meeting was scheduled for January 22, 2007 at 7:30 PM.

A list of people to receive the Port Authority communication was reviewed by Mr. McNally. He asked that Mr. Ferguson ready the document for signature.

Mayor Davin informed Council of the Mayors' Meeting on February 1, 2007 at 6:00 or 6:30 PM at the Braddock Hills Holiday Inn. She stated that County Executive Onorato would be the keynote speaker.

Ms. Schaefer referred to the upcoming Council of Government dinner in February and offered that Junior Councilperson Bush might attend. Ms. Schaefer also asked Mayor Davin to check to see if it might be appropriate for Ms. Bush to attend the Mayors' Meeting.

ADJOURNMENT

M-19 Following an Executive Session which lasted from 8:30 PM to 8:56 PM, Mr. McNally moved to adjourn and this was seconded by Ms. McDonald. Motion passed unanimously.

Kurt M. Ferguson Borough Manager