

**MINUTES  
NORTH LEBANON TOWNSHIP BOARD OF SUPERVISORS  
MARCH 1, 2004**

The regularly scheduled meeting of the North Lebanon Township Board of Supervisors was held at 7:00 PM at the North Lebanon Township Municipal Building, 725 Kimmerlings Road, Lebanon, PA, with the following people present:

Kenneth C. Artz.....	Chairperson
Dawn M. Hawkins .....	Vice-Chairperson
Edward A. Brensinger .....	Treasurer
Cheri F. Grumbine .....	Township Manager

Also in attendance was, Kristin Boyd of the Lebanon Daily News, Al Winn of the Patriot News, Bonnie Grumbine, Theresa George, NLT employees and approximately 40 other individuals.

The meeting was called to order and the pledge to the American flag was done.

**COMMENTS FROM THE PUBLIC**

Chp Artz instructed the public as to how the meeting will be conducted. Individuals should announce their name and address before offering their comments. Chp Artz then asked that the comments not be repetitious in nature, as several of the speakers will be speaking about Police Issues.

**A.)Martin Barondik – 2106 New Street**

Mr. Barondik asked how much time would be allotted to each speaker. Chp Artz said he had not determined a length of time. Barondik said he would cede his time to Kevin Becker.

**B.)Dick Miller – 1785 Woodridge Court**

Mr. Miller read a letter of comments he had prepared to the Board of Supervisors. In the comments he stated that the Board of Supervisors have during the last years made decisions that appear to be in their own self interest and against the public's will and good that have adversely effected the quality of life for the residents. Their actions have negatively affected the morale of the Police Dept of NL Twp. He feels these decisions alone give adequate cause to get rid of management and the Board. Some of the issues Miller has taken exception are the fact that 2 of the Supervisors, within the last few years, were also employees of the Twp. He feels this has affected the decisions these Supervisors have made in regards to employee benefits. He asked the Board why it was only Kim Wolfe who received a reduction in his benefits while the non-uniform employees received increases in their benefits. He made reference to the Police arbitration that had taken place in December of 2003 and his belief that the Board is acting out of vengeance at the decision the arbitrators had arrived at.

Some of Miller's remarks alluded to the hiring of Kim Wolfe as the Chief of Police. He stated he thinks the Board has "stripped" Kim Wolfe of all his "essential" benefits. This has caused the morale of the Police Dept to suffer. He continued by saying the character of the Supervisors must be called into question. Another issue Miller raised is the Pension contributions being with held, which Miller considers to be an illegal action.

**Police Issues (con't)**

Miller continued his list of comments by bringing up, what he called a water/sewer project that the Board had voted on in 2003, which according to Miller many of the residents had opposed. His complaints included the increases, according to Miller, in his sewer bills. His comments included a list of questions he had about the supposed profits the water line project will bring in for the Twp and the City of Lebanon. Miller then mentioned a "private meeting" the Board had this summer at an attorney's office during the daytime working hours. Miller alleges the Twp pledged millions of dollars of support to a Lancaster County nursing home. Another of Millers issues is the fact the Twp had purchased lands for recreational planning. He finished his remarks by repeating that the Board of Supervisors must realize the self-serving appearance the Board has portrayed by many of their recent actions and decisions.

**C.)Kevin Becker – 1204 Horizon Blvd**

Mr. Becker started his remarks by stating he has some concerns about the Police Dept. He said he has been gathering information over the last few weeks and has come to the opinion that the Board of Supervisors are "greatly unappreciative of" and mistreat the Police Dept, Chf Wolfe in particular. He has lived in this Twp for 7 years and has personally witnessed the care, concern and hard work of all the officers. The various programs such as D.A.R.E., National Nite Out and all the crime watch meetings they have donated their time to. Many of the hours spent organizing, supervising and attending these meetings is done on the officers free time, according to Becker. Becker said the officers have earned and deserve the respect of himself and his family, including his children. He then challenged the Board to make him understand why these officers do not have the same respect from them.

In reference to an article he had read in the Lebanon Daily Newspaper from last week, Becker questioned the mention of overtime expenses of the Police Dept being out of control and if it continues the Twp would be forced to consider layoffs and reduction of Twp services. His question is if this threat of reduction of services and layoffs is directed solely at the Police Dept or is it Twp wide? Chp Artz said he was afraid this remark would be misinterpreted. At this point Chp Artz had to remind the public about being courteous to ALL speakers. He said this remark was made when trying to explain that the Twp is limited to the amount of revenue that could be generated from taxpayers. The Twp is at the point where only 2 additional mils could be enacted. If the expenses continue at the rate they have been there are no resources to recover any revenue. As a Board member who is responsible for adjusting a budget it is very difficult. You search for all possible means to gain the needed finances. Part of the process is to review and develop methods of controlling the expenses. The remark Becker quoted from the newspaper does mean the Board intends to reduce services or conduct any layoffs in the Police Dept. Suv Brensinger agreed, should this ever have to be a consideration it would have to be Twp wide. Becker then adjusted his question to, if there was to be a *potential* layoff, you're saying it would be Twp wide? Suv Artz and Brensinger both indicated yes, twp wide.

Becker's next question was in reference to future planning for the Police Dept. Does the Twp have a 5-year plan as far as how the Police force will be handled? Chp Artz stated that the Board relies on the Chief of Police to handle the department. As far as future planning, yes the Board has been reviewing some of the future needs. Of course the major consideration is always how to financially plan for the growth of the Police force. At this time the Supervisors feel "hand cuffed" with this issue. While looking at expansion, there just are not any funds to support this happening at the current time.

**Police Issues (con't)**

Chp Artz said the Board is fully aware of the dedicated Police dept the Twp has and the excellent job the officers are doing. It would be nice to be able to just add additional Police officers but the revenue simply is not there to support doing this. Becker then quoted figures to the Board about the non-uniform employees. He said there were 5 non-uniform employees and 7 Police officers in 1975. In 2004 there are 14 non-uniform employees with only 2 additional Police officers. What is the reason for the increase of the non-uniform employees? Suv Brensinger said the addition of the sewer system created a need for sewer personnel. Becker questioned this was brought on by? Suv Brensinger responded the need of sewerage. Becker said this was brought on by ----- growth in the Twp. So if the Twp is growing at that rate and volume he still does not understand only 2 additional officers were hired and the increase of the non-uniform employees was greater. Chp Artz said 1 of the considerations is the difference between a \$10 - 12,000 a year job as opposed to a \$58,000 a year job. The question of what is more affordable is a question that must be asked. Becker responded that in his opinion he would rather opt for the police protection. He said he would rather forego some of the other Twp services in favor of the police protection. With the current force when a policeman is needed the response time sometimes is a long wait. Chp Artz said he is aware of that yet there are some municipalities in the area that have no Police force and rely totally on the State Police for enforcement. He said it must be very frustrating for those residents.

Becker said he had one final question, which he said he found to be very bizarre when he heard this fact. Is there any truth to the statement that the officers were requested, by the Twp, to designate North Lebanon Township as the beneficiary on their life insurance policy. Mgr Grumbine asked if she might explain this issue. The Police officers in their current contract have a \$40,000 life insurance. With Act 30 being enacted, a benefit granted to the officers' spouse is a permanent salary being paid to the spouse should an officer be killed-in-service. This spouse would receive 100% of the officer's annual salary until the day he/she dies. Even if the spouse would re-marry they are still going to receive this annual salary. That means if an officer is receiving \$50,000 a year, the Twp would have to provide the spouse with this amount every year and also pay that amount to hire an office to actually fill the vacant position. When the bargaining process is being conducted there are many absurd issues brought to the table, knowing that many of the issues brought to the bargaining table would be "throw outs". It was merely a negotiation tool, not a request. Becker then told Mgr Grumbine that she seems to have a problem with paying a widow the \$40,000. Mgr Grumbine replied no she does not have a problem paying a life insurance benefit. She then said if he is asking her opinion about the lifetime payment of salary, to a spouse, regardless of whether or not that person remarries, yes she does have a problem with it. Be it politically correct or not he asked for her personal opinion she gave it to him. She challenged him to name one other occupation that has such a benefit. Even the military in Iraq do not receive this type of benefit. Not only does the widow receive the continuous payment, a salary must be paid the person who fills the vacant position. Mgr Grumbine repeated that this is her opinion. Her opinion does not mean the Board is in agreement with her. They have their own opinions on this subject.

**D.)Clyde Flickinger – 610 N 8<sup>th</sup> Ave**

Mr. Flickinger said he is the owner of a former mini store located in NL Twp. He and his wife had owned and operated Mike's Mini Market for the last 17 years. He told the Board they are here tonight as victims of crime in NL Twp. Between the 2 of them they have been robbed 5 times in 4 years. Of the 5 times 4 times individuals were arrested and went through the judicial system. Two of the individuals are still serving time.

**Police Issues (con't)**

Mr. Flickinger told the Board in his opinion the Police Dept has done a terrific job and when he read the article in the newspaper about reduction in Police services, he wondered what it would have been like 4 years ago when his wife had been robbed. Det Leahy was able to do his homework and get the individuals arrested. After what he and his wife have been through, he cannot imagine even considering a reduction in Police services. Flickinger said he and his wife have another concern as they have been informed that one of the individuals is now ready to be paroled. The question of retaliation is a real concern to the Flickingers. The one comfort they have is knowing there are 9 Police officers in NL Twp that will be ready to respond in a quick and orderly fashion. He repeated that he couldn't imagine reducing any hours or the number of officers in our Twp.

Flickinger then asked if the Twp is having monetary problems? Have you tried other resources to gain the needed additional funds, for example the state Crime Commission? Is there a "slush fund" for the Twp? He said he would be happy to look at the books or review the latest audit, as he is an accountant by trade. He would like to look at the information to see if there is a monetary problem that would require reducing the Police staff or any other Twp employees.

**E.)Don Sheg – 1212 Horizon Blvd**

Mr. Sheg mentioned if you look around the room you would notice that half of the room is occupied by his neighborhood, Horizon Blvd and Colonial Circle. The neighborhood is concerned about many of the issues already brought up tonight. He said he would like to address some of the questions that might have been missed. The answers that have been given in regards to reduction of services do not leave him with a comfortable feeling. Overtime pay for the Police dept in the last year was mentioned. He said that as a businessman, he knows this could be attributed to many different things. If there are not enough people to cover the amount of work there will be overtime incurred. If an additional officer were in place, some of the overtime would go away. The officers can do their job, properly, while the next 2 or 3 officers are on duty. Some of the overtime situation that is being discussed tonight was Board approved overtime and some of the overtime is involved with government grants, according to Sheg. His thinking is that the number of \$62,000 for overtime is not the accurate number. The true number would be minus these other hours. Sheg told Chp Artz that when he answered a question for Mr. Becker, he mentioned a salary of \$12,000. Surely this must be the salary of a part-time employee because no full-time employee would accept a salary of \$12,000, as this is below poverty level. He told the Board he does not understand where the numbers the Board is using are coming from.

Sheg told the Board he was made aware of the fact that someone had stopped in the Twp office for budget information, which by the way is public knowledge, and was reluctantly given the information one piece at a time. Why would the Twp waste this person's time. Their time is just as valuable as the next person's. As taxpayers, they pay the Board to do the job that the citizens want them to do. Sheg mentioned he knows the meetings generally are not well turned out which is why he is happy to see so many citizens here tonight. They are here to tell the Board what they feel, as what they (the Board) are doing does not agree with some of the things they (the public) are hearing about.

**F.)Ed Miller – 1129 Sun Dr**

Mr. Miller told the Board all of his questions have been addressed.

**G.)Paul Schwab – 1105 Hunters Chase Lane**

Mr. Schwab said his concern is why the Board is picking on the Chief by reducing his benefits this close to his retirement. How does the Board justify buying property down on Narrows Dr? What is to be done with the property on Narrows Dr? Does anybody know what will be done with it? Why did the Twp buy a “chipper” when the Landfill already has one? The Twp spent \$285,000 on a piece of equipment to give away mulch when there are businesses in NL Twp that sell mulch to make their living. Why is the Twp doing this? If money is a problem we should not be buying property or equipment. We have a good Police force in NL Twp. The way this Board is running things it will surely go down hill. Schwab repeated that he wanted to know why the Board is picking on Kim Wolfe?

Chp Artz responded that no one is picking on Kim Wolfe. Schwab insisted that the Board was indeed picking on Kim Wolfe by taking his benefits away from him. Chp Artz said benefits were not taken away from Chf Wolfe. Schwab said since his hiring you have not taken one thing away from him? Chp Artz again said, No sir I did not. Suv Brensinger said he wanted to correct a statement made by, he thinks it was Mr. Miller, about post retirement benefits. The Officers do not have that benefit yet. It will only be in 2006 that ALL the officers receive the postretirement benefit. This was not a benefit taken from Kim as the other officers do not have it either. So this only goes into effect in 2006, asked Schwab? Suv Brensinger replied that is correct, 2006. So if Kim retires before 2006 he will not receive that benefit. Suv Brensinger said that is correct, as well as any other officer who retires before that time. Why didn't you put another Police officer on the force instead of buying that piece of property, asked Schwab? Suv Brensinger said he would like to correct that information also. The figure for the equipment was \$185,000 not \$285,000. He agreed the Landfill does have a grinder and they charge \$250 an hour to rent it. So, we are buying one and this man who is a Twp business to sell mulch has his Twp giving stuff away, so he can't sell it. Schwab said he has a real problem with the fact the Twp is giving away the same product this businessman is trying to sell. The Twp is not thinking about these nursery businesses in our Twp when they are giving this stuff away.

Suv Brensinger told Schwab the mulching is part of the Twp Recycling Program. Do you get Grants to pay for this, asked Schwab. Suv Brensinger said we are currently working on getting a Grant. The Grant is not “in hand” as of yet but we have an application waiting to be approved. Why would you buy equipment before you have the Grant in hand? What if the Twp does not get the Grant? Suv Brensinger told Schwab that there had been a budgeted amount to have a private contractor come in and grind for the Twp. Within the first 2 months of the year the entire budgeted amount had been used up due to the amount of yardwaste our residents had dropped off. Schwab said they could take it to the GLRA. Suv Brensinger said certainly they can and they would be paying \$22 a ton to get rid of it. Schwab responded with so everybody who is a taxpayer in NL Twp is paying for certain individuals to get rid of their waste. Schwab again mentioned the taxpayers are paying for certain people to get rid of their waste but your reason for not hiring additional Police is because there is no money.

**Suv Hawkins**

Suv Hawkins addressed the Public by saying she is the “new kid on the block”. She said she appreciates seeing all the passion expressed here tonight because she was in this position 2 years ago when she first started attending the Twp meetings. At this point she would like to try to put some of these issues in perspective using layman's terms. As the new Supervisor she is just learning a lot of things.

**Police Issues (con't)**

The issue she would like to address the most is the Police Dept issue. Her attendance in the beginning had been due to one issue and then her continued attendance was due to many of the other issues that were being discussed at the regular meetings. Many of the things being discussed and decided upon did not seem quite right to Ms Hawkins because she did not understand them.

One of the statements made this evening, by Mr. Miller, about Chf Wolfe loosing benefits while the non-uniform employees' benefits are increasing needs to be clarified. Suv Hawkins said Chf Wolfe is in an administrative position and his benefits are EXACTLY the same as the non-uniform employees. He has the same benefits as all the other Twp employees. When Suv Hawkins was repeatedly interrupted, she asked if she could please try to explain some of the things she has learned since taking her position as Supervisor in January. Prior to being sworn in as the Twp Supervisors she had been invited to sit in on Budget meetings. She had no say in the discussions but she was able to hear about some of the misc issues that must be considered. The position of Chief of Police is listed as a salaried administrative position. Chf Wolfe and Suv Hawkins have discussed this description of his position many times, according to Suv Hawkins. Chf Wolfe insists he is an hourly position but all printed information states the position of Chief of Police is a salaried administrative position. He has been receiving overtime for the last 3 years since he was hired for this position. He has been receiving comp time also. Suv Hawkins said she is not sure why the Twp employees receive time and a half for comp hours. She thinks it should be work 1 hour receive 1 hour off time. Several members of the public voiced their opinions that this the way comp time is recorded, as time and a half. When the public continued to make remarks Suv Hawkins asked if she could please finish her comments.

Suv Hawkins stated that as the new person, she is determined to save the taxpayers money in everyway that she possibly is able to. She said she would do the best job that she possibly can to do this. She stated again that she appreciates the public's passion as she also has some passion for issues. While Chf Wolfe was gaining overtime, he was compiling comp hours also. The comp time being collected is now being used as vacation time. As a result the vacation time is not being used and he is now cashing the vacation time in. Someone demanded to know what the problem is with this. The problem is that the Chief's position is a salaried position and he should not have been receiving overtime at all. A raise was given to Chf Wolfe, a tremendous raise in her opinion. This was to offset the fact that he will no longer be permitted overtime hours. After receiving this raise, Chf Wolfe is now the highest paid Chf of Police in the County and the highest paid person in the Twp. Someone in the audience disagreed with her statement saying he is NOT the highest paid Police Chief. Suv Hawkins said according to the figures that were provided he is the highest paid Police Chief.

In discussions, Chf Wolfe told the Board that he would not use his comp time for vacation. Suv Hawkins then asked, in the real world, how many people are there in a salaried position that has comp time and overtime and then cash in the vacation time because they are using their comp time for vacation? In the real world, this is NOT the way it happens. Dick Miller spoke out saying she is confused about uniform service as opposed to non-uniform service. This always has been the case. The uniform service will always be exempt from fair labor practice among other things, according to this person. If the Twp is going to have a Chief who follows Kim Wolfe, when he retires, it would be appropriate to set down whatever benefits that are chosen at that time. However, Chf Wolfe has been in this position for 4 years and has certain standard of benefits. Due to the timing of this whole issue, the speaker said, he feels this is strictly *vindictive action* on the part of this Board.

**Police Issues (con't)**

It has nothing to do with the Board's desire to save money at all when the Twp is spending a tremendous amount of money on a "chipper". Suv Hawkins stated the whole issue with the chipper took place before she was in office and she is not aware of those circumstances. That was a question she had asked when she had attended the meetings.

Suv Hawkins then said in the Police Contract, itself, in the very first paragraph it states that the Police Chief is excluded from the contract, which means he is excluded from the benefits the Police officers, receive. She said she understands he is a Police officer just like the other uniformed Police officers who carry a gun but he IS in an administrative position. Miller said he does not question the position being salaried or administrative. What he does question is the Board taking this stand now at this point in his career. Suv Hawkins then asked what benefit has been changed? What is different? Miller said questioned does he have the same amount of vacation time? Does he have the same number of Holidays? Suv Hawkins said he gets all those things just mentioned. Everything was figured into the tremendous raise he was given. How many people are granted a 20% raise in their jobs? Most people are lucky if they receive a 2% increase. She said she just couldn't understand what benefits the public thinks Chf Wolfe is losing. He gets all the benefits he had before. He simply is not eligible for overtime hours as he is an administrative employee. Miller told her if she asked anyone at this Public meeting they would probably all disagree with her.

**Kevin Becker**

Becker spoke to Suv Hawkins about the Chief being the best paid in the County. He then said the figures the Supervisors provided to the newspaper were not equal comparisons. The figures in the newspaper were incorrect, as Chf Wolfe's salary was listed at the top of the scale. All other salaries were at the "bare bones base" amounts, which did not include any of the other issues such as longevity. His second rebuttal is the remark that nothing was taken from Chf Wolfe but you admit that he has been receiving overtime. So this means it has changed. Suv Hawkins said she understands that prior overtime has always been at the discretion of the Supervisors and to her knowledge he has never been denied any overtime. Everything he has ever requested up until now has always been granted. She went on to say that she thinks this is wrong. A salaried employee should NOT be given overtime or comp time. To her it is wrong.

Becker said he works in the business and there is such a thing as a salaried exempt employee. When they put in extra hours they are compensated for the extra hours. Suv Hawkins said she is not aware of any exemptions for salaried employees. Becker referred again to the figures provided in the newspaper regarding the Chief's salary. He said the figures quoted for Chf Wolfe were including longevity and other benefits while the other Chief's salaries were base amounts which means the figures were inaccurate. Becker said he thinks this was unfair of the Board. Mgr Grumbine asked to make a comment. She told Becker the figures quoted to the newspaper were taken from information that Chf Wolfe had prepared and provided to the Board of Supervisors. Mgr Grumbine said she had spoken to North Londonderry who confirmed their Chief position does not get longevity or overtime. Becker said he would not comment, as he does not like discussing people's salaries. Suv Hawkins agreed with Becker saying she is not happy about "airing the dirty laundry". Someone else interjected this is exactly the place it should be done.

Becker again asked if the Board is denying there were changes to Chf Wolfe's benefit package. Suv Artz and Brensinger both said just the overtime and comp time. If that is true what precipitated those changes now Becker asked? Why now after 3 years?

**Police Issues (con't)**

Suv Hawkins said it is probably because she questioned this when she came on the Board. She said is probably her fault and she will take the blame for questioning the fact that a salaried man is earning overtime and using comp time for his vacation time, while cashing in vacation time? To her, that is a blatant abuse of the system. Becker fired right back asking if she is saying he does not deserve comp time at all? Suv Hawkins said, no, she is not saying that at all. She feels comp time is acceptable. What she finds unacceptable is compiling comp time and uses it for vacation time. Becker starting telling the Board there are industries out there whose management employees have this same benefit. Suv Hawkins disagreed saying this is NOT an industry. Taxpayer money is used for these items. She continued onto say that the Board needs to be accountable for the issues they discuss and approve. She feels the Board needs to be responsible with the taxpayers money. This behavior is not being responsible.

Becker suggested perhaps the Board should negotiate an agreement, not with the union, but with Chf Wolfe to have something in writing? Suv Hawkins asked Becker if he negotiates with his boss every year? Becker said he is represented by a union, so he does not have to. Suv Hawkins told Becker a union does not represent her and she does NOT go into her boss to negotiate her job. It just does not work that way! Becker countered with the question was the terms of employment ever presented to Chf Wolfe so he could review it in writing? Suv Hawkins stated she does not know that as she was not on the Board at the time he was hired. Suv Brensinger and Suv Artz both said no, there was not an agreement.

Becker then said he has heard the Board say the Police Dept is a good Police dept. Suv Hawkins they are indeed a good department, the best in the County. Becker said the people here tonight are of the same opinion. He then questioned what would happen when the current Chief leaves and a replacement is looked for. What kind of person will want to come here with the background of what is happening now? He said he has seen it in his workplace. The applicants will be so young or inexperienced at the job that they will not be aware of what management is all about. Suv Hawkins said that they wouldn't know that until it actually happens. We can't answer a question like that. Becker suggested they will need some type of formal agreement. She told Becker that is why the terms of employment for Chief of Police was done. It is now in writing.

Don Sheg asked if it is possible to get a copy of that agreement. Suv Hawkins backed up to say it is not an agreement. It is a job description. Sheg said he negotiates his job every year. He said his performance dictates what amount of money he makes. The rules for the Chief's job should follow the rules for the uniformed officers, including comp time and overtime. It is not fair to change the program after being Chief for 3 years, especially with his 25 years anniversary coming up. As a Board you do not want to force him out and you do not want to upset him. If he is upset the other 9 officers will be upset. Sheg said "when the apple sinks at the top, it sinks all the way down". He said he thinks this would not happen with this department because of the mentality of the individuals involved. The morale will still suffer immensely and the Twp should try to keep them happy. This starts with the Chief and if he has a bitter feeling in the back of his mind about the Twp "putting the nails to him" the methods he uses will be different than the Board's methods. Now is not the time to change what has been in place for many years, according to Sheg. He told the Board this should have been done when Kim first became Chief not in mid-stream. Sheg stated he feels this is unfair. He continued on to say that the changes, even though they were not huge, were still changes and he considers this to be unfair.

**Police Issues (con't)****Harry Ward – 813 Calico Court**

Mr. Ward said he would like to know if the Twp Mgr receives Comp time? Chp Artz said she has not applied for any. Mgr Grumbine corrected his statement by saying she receives comp time for meeting time only. Ward asked if she is salaried? The answer is yes. Ward then asked why she receives comp time and the Chief does not? Suv Hawkins stated that the Twp Mgr receives comp time for meeting nights and the nights that the Chief attends the meetings he receives comp time also. Ward then asked if he receives comp time during the times he is on call.

**Paul Schwab**

Schwab asked if an agreement was drawn up for the Chief to sign. Chp Artz answered no. Suv Brensinger clarified the remark by explaining an agreement was not drawn up for any signatures. A job description was completed and presented to the Chief. Schwab then asked if the description has changed at all. Suv Hawkins said the job has not changed although some of the previous practices have changed concerning overtime/comp time. Schwab then demanded to know if the Board asked him to sign the agreement and if Chief agreed to these changes. Suv Hawkins said no he was not asked to sign anything, as it was NOT a contract. Schwab then asked if Sol Wolf asked Chief to sign anything. Suv Brensinger said he could not answer for Sol Wolf, but he is not aware of it if he had. Schwab said he has 1 more question. He addressed the Board saying he has them say they are so concerned about the taxpayers' money. Are there plans to enlarge this building? Chp Artz responded, yes, there have been some thoughts about it. Suv Hawkins then informed Schwab that she has learned there is always consideration for an expansion. For many years funds have been put aside. When Schwab made a remark about the increase in his taxes, Suv Hawkins said she was not involved with the tax increase as she only came on board in January.

As Schwab continued to make remarks, Chp Artz tried to explain there has always been a reserve fund. Schwab then asked if that is how the property on Narrows Dr was purchased, the Reserve Fund? Chp Artz replied, no. Schwab then said, well where did we get the money? Mgr Grumbine replied we borrowed the money. Schwab then demanded to know what the Twp is going to do with the property? He was told it would be used for parks and recreation. So, said Schwab, you bought more parks space that will have to be maintained and additional people will have to be hired. But you say you cannot hire additional Policemen. Schwab then mentioned Lions Lake. He said it is a beautiful lake and park. He walks there everyday. He doesn't understand why the Twp needs another park to maintain when we already have one. We only have 1 man at the park who works there everyday. Schwab said he is a very hard workingman and does a good job. Now with another park someone else will have to be hired to maintain that park. Suv Hawkins told Schwab she would like to ask a question. She asked Schwab, since he mentioned he walks there everyday; does he live in the area of Lions Lake? He replied he lives close enough. She said she lives on the opposite side of the Twp. She was not involved in buying the Narrows Dr property, however, she would like to have a nice park to walk in also. Schwab responded she could walk at Stover's Dam Park.

Schwab then went off on all the issues he thought were related to the issue being discussed. He told the Board, "Do not sit there and tell me you are concerned about the tax dollars. No you are not! You are out buying chippers and park property but you won't give the Police Dept another officer. These guys are out there everyday and are in harms way." Suv Hawkins said he is right and she appreciates that fact. Schwab said he has a real problem with that lady begrudging the police officers their life insurance policy for their spouses.

**Police Issues (con't)**

Suv Hawkins told Schwab he is misunderstanding what was said. He then asked Mgr Grumbine how she would feel if it was her husband who was killed? Mgr Grumbine tried to explain she has no problem with a Life Insurance Policy for the officers. What she has a problem with is paying a salary to the spouse for rest of their life. She tried to explain she has no problem paying the life insurance but she does have a problem paying the salary that could cost the Twp more than a million dollars.

**NLT Officer Greg Behney**

Officer Behney said he would like to speak as an employee. He directed his remark to Mgr Grumbine. "Cheri, That is a State law, is it not?" Cheri responded, yes it is. Behney asked if she has jealousy because they get this benefit, for what the officers do? Cheri responded, no she has no jealousy. She said she was asked her personal opinion and she gave her personal opinion. Behney asked how many Twp Managers or car dealers loose their life in 1 year? Cheri countered with how many Road crewmembers loose their life in a period of 1 year? She told him a higher worker's compensation is paid each year for Road crewmembers. Behney said she did not answer his questions. She replied she is trying to. She is not trying to say there is not a need for killed-in-service benefit. She is not saying she disagrees with the Act. She said she views it as a double benefit. For example, if a \$40,000 life insurance is paid upon a death and then a salary is paid to the spouse for the rest of his or her life is paying twice. As far as the beneficiary for the life insurance, it was bargaining tactics, which anyone who goes into bargaining knows both sides go in with, throw always.

Behney said he would like to respond to her remarks. In layman's terms, a typical Police officers life expectancy is significantly lower than the rest of those who do other jobs. Not necessarily losing their lives in the line of duty. He told Mgr Grumbine she couldn't compare the benefits of her job or another person's job to that of the Police Officer. The benefit was given by the State because of the job the officers do, daily. Mgr Grumbine replied that she would never compare her job to a Police officers job. She said there is not one Police officers that can say they have ever heard her say that she compared her job to their job. Behney said it seems that when the benefits are being discussed, it hurts him. As a young officer, he has the opportunity to move. Some of his fellow "brothers" cannot move on. They can't go somewhere their service to the community would be appreciated. He said, in his eyes, the stuff he sees from this Board toward the officers -----. Behney then mentioned the Sebastian issue. If a disability pension would have been in place there would not have been an answer. The Twp employees received a disability pension, according to Behney. If Suv Brensinger would cut his foot off while mowing his grass, he would be reimbursed. Behney said he would not resent that benefit. He is glad there are benefits there for him and for all the non-uniform employees. Why would you be spiteful about or try to take away benefits the PA Congress have given to the officers? Suv Hawkins said no body is taking anything away. Chp Artz agreed with Suv Hawkins. Behney pointed to Chf Wolfe and said "Right there. He's my "brother", my boss." Chp Artz said that is true but he in also under supervision. He is a supervisor over the Police Dept. Chp Artz said that is the first that is stated. Behney said he is the leader of a 9-man Police force.

**John Leahy – 812 Cedar Crest Dr**

Mr. Leahy said some of his questions would be directed to the new Board member. Some months ago he had attended a meeting at Trim's residence. The group called themselves the "Concerned Citizens Group". He said he remembers her being present at these meetings also.

**Police Issues (con't)**

At these meetings several different topics were discussed. He also remembers the Police Dept being one of the topics. Leahy said he recalls her remarking about how she would like to make sure the Police are treated properly and how she would like to enlarge the department. His question to Suv Hawkins is a simple yes or no question. "Does she now condone what is going on with Chf Wolfe and the Police Dept? Suv Hawkins said she does not *like* what is going on with the Police Dept. Leahy stated he wanted a yes or no answer. Chp Artz told Mr. Leahy she is trying to answer his question. Suv Hawkins then said, yes, she does condone what is being done with the Chief. She continued on to tell Leahy she believes it is wrong.

Suv Hawkins said she does not like what is happening in the Police Dept and the tension she feels between the 2 departments. It is not good for them and it is not good for the Supervisors. She is hopeful that in the next couple years something can be worked out. Suv Hawkins said she, as well as many others in this room, would pay the Police more than anybody else because they are available to the public 24-7. She said she knows it is necessary to have a good Police Dept and she feels we DO have a good Police Dept. However, when she sees abuses in the system. Whether the abuse is in the Police Dept or the other departments, a person can only take of 1 thing at a time. Suv Hawkins said she sees the comp time and overtime as an abuse of the system. Suv Hawkins is asking questions all the time about many different things. The other Supervisors will tell you that she is always asking questions. There are many things she does not like and does not agree with. There are issues she has voted against because she did not agree with everything that is done here. She is hopeful things will be worked out with the Police Dept. As far as she is concerned these terms are what Chf Wolfe will be working with, as well as any other Police Chief. While she herself does not necessarily like change, sometimes change happens. Jobs change all the time whether we like it or not. Even if you don't like the rules for your job changing, you do it anyway.

Another question Mr. Leahy asked was in reference to something that happened 3 years ago when Kim Wolfe was appointed Chief of Police. Apparently, when Kim accepted the job it was without a contract. Suv Hawkins was not on the Board at the time, someone else was. The 3 Supervisors at that time made a gentleman's agreement, shook hands and stated the same benefits would be granted to the Chief that the other officer all receive, is this correct? Chp Artz said he was on the Board when Chf Wolfe had been offered the position of Chief. He said there was no handshake, no signing of any documents regarding his position. It was definitely identified that he is no longer a part of the Police Assoc. He was the Chief of Police. He had been informed at that time that comp time and overtime was no longer an option for him. Since that time when Chf Wolfe applied for comp time and overtime the Supervisors granted it for him. Their generosity has now come back to bite them.

Mr. Leahy said he wants to ask a question, which he assures did not come from his son. He would like to direct this to Suv Brensinger. Was there a statement made, by him, that as long as he is a Supervisor this Board, Det Leahy will never be appointed as Chief of Police in this Twp? Again Leahy said he wants a yes or no answer. Suv Brensinger replied he does not recall ever making that statement.

**NLT Officer Duane Koons – 725 Kimmerlings Rd**

Officer Koons started his statements by saying to the Twp residents, he would like to say thank you for the job that he has. He said there is no doubt that he is paid well. He told Chp Artz that he is right about the law but he is also dead wrong.

**Police Issues (con't)**

He is wrong when they try to take benefits from "one of our own". Make no mistake about it he is "one of our own". When a call is received and everyone is tied up, the Chief has to respond to that call regardless of the amount of time it takes. What you are telling the Chief is that you are salaried. You will get paid for 8 hours. Officer Koons says he is not asking a question, he is commenting on what he has heard here tonight. He said he left another municipality, after 7 years of service, to come here to work for the best department in the County. The stats show this and the crimes resolved show it. The Board has admitted to this also. There is no reason for what is going on. According to Koons they have tried to sit down and discuss issues with the Board. The biggest problem here is one of communication and stubbornness. If it can't be settled here, that is the reason all these residents are here tonight. They are saying "How can we help out?" Koons continued on by saying he is tired of seeing "the wall" and he is tired for "his brothers" and he is tired for his Chief. Koons said it just does not work to change the ball game once the first quarter is over. Koons said as an officer of the Twp he knows there is not a problem with sitting down with the Board to discuss issues. What is needed is an open line of communication. There has to be a willingness on BOTH sides.

**NLT Det John Leahy**

Det Leahy started by saying he is an officer for the Twp for the last 20 years. He is also a resident and taxpayer as well. He is in agreement that what is being done to Chief Wolfe is unfair. He said the lack of communication is getting them nowhere. He realizes that speaking in a public meeting may be a detriment to his career. He said he understands that the figures he spoke out about at the last Twp meeting will haunt him for the rest of his career. He has to live with it and he will. According to Det Leahy there is absolutely NO communication with the Board of Supervisors. Well they are going to have to deal with the Police Department. They will not be going away unless the Police Dept is disbanded. He said he is appreciative of everyone in attendance tonight because it shows their support for the Police Dept. Without the public support they would not be anywhere because he feels they do not have a sounding board with the Supervisors. Leahy said where do we go from here? He answered he does not know. The Board has had 3 meetings with the Police Dept and the Board has all the statistics. After 3 meetings nothing has changed. Everything fell on deaf ears. Det Leahy says the statistics will show that the 9-man Police Dept is taxed to the max. Det Leahy spoke about the crime ratings for the Twp in comparison to the City's and yet the Dept has consistently produced results, according to Leahy. He said the NLT Police dept is dedicated and gives above and beyond. The Board still refuses to recognize the department according to Leahy.

Det Leahy stated they have appealed to the Supervisors time and time again to try to get them to realize they are "hanging on by the fingertips". Crime is on the rise and the department is not equipped to handle the crime that is increasing. Oh yes it is important to buy chippers and to add additions on the building! He said he could easily work in cramped, limited workspace if he had additional manpower to work with. He said not one of the officers has ever asked for better working space or conditions.

**Tom Jordan - 1601 Colonial Circle**

Mr. Jordan said he has a few comments as he is new to the community. His first comment is that a 3-year standard had been set by paying additional overtime and comp time to the Chief. Jordan said he views this as change as a reduction in the man's benefits.

**Police Issues (con't)**

Jordan's next remark is that he would be offended by the remarks made about life insurances and payments being made should a death occur while on duty. He senses a lot of hostility between the Board and the Police Dept. He suggests the Board sit down and negotiate with the officers. His next remark is about a 5-year plan for the Police Dept. Jordan said, from his side of the table, he thinks the Supervisors should make an effort to sit down and negotiate with the Police Dept. He asked the Board what the 5-year plan is and what do they intend to do about the hostility with the Police Dept.?

Chp Artz said a 5-year plan has been discussed with the Police Dept and he thought they were all feeling good about it. It quickly became a stalemate as other issues have risen. It is the hope of the Board to increase the size of the Police Dept. Expansion of the working space for the Police dept is also an issue that has been discussed. Chp Artz told Jordan why negotiations are not conducted with the Police Dept. Many of the issues are contractual issues over which the Board has no control. There are burdens placed on the Twp due to the fact an arbitrator is making determinations when the arbitrator has no knowledge of the area or the financial concerns of the Twp. Jordan asked what they are based on? Chp Artz explained whatever the Police Dept asks for. Whenever a new contract is due. We currently have a 4-year signed contract. It addresses the officers' wage increases, it addresses whatever new features will be coming in such as the new co-payments of 25% that will be received, from the Twp, by the officers upon retirement. There were other municipality Police Dept that had applied for this same benefit and were denied. Chp Artz said he just does not understand where the Arbitrators are coming from. If one rules in favor of the one municipality, why would all the other decisions not be the same? You ask why we can't talk things out? Chp Artz said he would like nothing better than to discuss these things. As soon as these discussions get started, contractual items are thrown at the Board right away. Once that occurs the issues are taken out of the Board's hands completely.

Jordan told Chp Artz he understands all about arbitrators and negotiations. But as a Supervisor is it not your job to try to negotiate before the issues go to the arbitrators? Shouldn't you be trying to reach an agreement, asked Jordan. Chp Artz replied we are not able to do that. As a taxpayer in the community Jordan suggested that the Board should be willing to give a little for the Police Dept. Chp Artz asked Jordan if he really thinks they have not been giving in to the Police Dept. It appears to the public that the Board is NOT trying to give a little, said Jordan. Jordan then said he is not choosing sides. He is commenting on what he has seen and heard here tonight.

**Constance Snavelly – 1822 Janet Ave**

Ms Snavelly told the Board she has recently returned to NL Twp after retiring from 23 years of service in the Army. The articles written in the newspaper is what has brought her here tonight. Ms Snavelly said she considers herself to be a uniform civil service person. She said she chose to do what she did, as did any Police officer, because that was what she wanted to do. We are not or should not be in it for the money. When she began searching the job market she was surprised to find the pay rates that were available. In her opinion the rates were good paying jobs for this area. She also said she agrees the killed-in-service death benefit was crazy. In the military she had a \$150,000 Soldier Group Life Insurance. If she had gotten shot, her beneficiary would have received her insurance. To have her salary paid indefinitely to a beneficiary would have meant the government would be paying twice for one job. In her opinion it is ludicrous.

**Police Issues (con't)**

If \$50,000 is being paid to a spouse and another person is hired to take the vacant job that means the government is paying \$100,000 for one job. Ms Snavely said she is concerned about her tax dollars also. She is not supporting the Board or the Police Dept. She is seeing issues with "fresh eyes", in her opinion.

Ms Snavely said what really shocked her and she knows this will not make her very popular. When she was an officer, if she had a morale problem it stayed with her and her boss. Her subordinates did not get involved because she had an issue. It is a leadership thing. It is not her intent to offend anybody but if there is a problem it is kept in the upper ranks. It should not affect the chain of command. When you agree to supervise, you get paid more. Your job is different. You are to take care of things not make things worse. She said she is sorry and does not wish to offend anyone but these are her opinions. She repeated this not about the money. It is about the civil service.

**Dave Newhard – 867 Jay St**

Mr. Newhard said he would like to rebut what Ms Snavely just said. He asked if she understood she was an officer with 23 years of service. He said he is also a retired officer with 23 years of service. He said he will not ask her rank but her salary was a lot more than what she had quoted. Number 2 he asked if she said she would receive \$150,000 death benefits. What is the max that you contribute to that? He then insisted she could receive up to \$250,000. Something is wrong with your numbers he told Snavely. He said he is seeing a play with numbers. Newhard then insisted she gets other benefits. He asked if she visits the PX and the commissary with 30% reduction. Newhard stated the Police do not get those benefits. He said he has a real concern with her numbers. What exactly is your rank, he questioned Snavely? She replied G4. So you were still making good bucks, responded Newhard.

Newhard said he had 3 things, quickly. Chp Artz, I was here a year ago and addressed the Board about the Sebastian case. At that time I asked the Board, Do you have any legal competent attorney telling you that you could possibly win your case with Sebastian? He said everybody he has spoken to said the Board did not have a snowballs chance of winning. Look what happened, you lost! They would not even hear your appeal at spring court. Your attorney is McLaughlin firm in Philadelphia, correct? Did they also do the Harbaugh case? You lost that one also. You went 0 for 2. That case you based on the Mutual Aid Pack. You felt he died over there and you should not be held responsible. You based the Sebastian case on the fact you thought he was too fat and he was not here long enough. The court case was about him being injured. What did you think you could base your appeal on? Chp Artz tried to explain the court ruling. Newhard declared he did not want to know what the courts ruled. The court ruled he should receive the benefits and the Twp said they do not want to pay the benefits. Newhard said the exact words Chp Artz said to him when he asked was "We cannot afford not to appeal this." Yet the spring court would not even hear the appeal. This all comes back to the money issue. You Commissioners have to be accountable for money. I will not include the new person, said Newhard. He will visit her next year. Newhard compared the Board's actions to a poker game. He told the Board there are times when you need to just throw in the hatchet and admit you just can't win this one.

Mgr Grumbine asked the Board if she might speak on the Sebastian issue. Technically, the Twp did not lose every issue with the Sebastian case. The Assoc was asking to keep him on as an employee and pay him 100% of his salary for the duration. The arbitrator said, no, that is not going to happen.

**Police Issues (con't)**

Mgr Grumbine pointed out that this was important to the Twp because of the long-range savings to the Twp. Newhard said, so you won that 1-point. Think about the cost of the legal fees involved. If the Twp would have won, Sebastian would have had to pay the attorney fees for both the Twp and his own. Mgr Grumbine disagreed; telling Newhard it does not work that way. Do you mean to tell me the Twp does not pay back the FOP, asked Newhard? Mgr Grumbine repeated it does not work that way. Det Leahy agreed with her remark saying he wishes it did work that way. So you are telling me it is Sebastian pays his fees and the Twp pays their fees, asked Newhard? Mgr Grumbine agreed yes it is. Newhard indicated he had been misinformed about that issue then. Mgr Grumbine responded that with the Sebastian case the Twp would have lost a lot more if we would have to pay him \$40,000 to \$42,000 a year and not have him here to do any work. The advantage was that an officer that is able to perform the job duties has replaced him.

Newhard then asked if any of the other departments have funds that disability benefits could be drawn from? Such as the City of Lebanon? Mgr Grumbine told Newhard she is sure he is ware that depending on the type of disability, it could continue on for years and years. In Sebastian's case it was terminated 18 months after the Twp had terminated the Heart & Lung benefits and all legal issues. Once he has been determined as permanently disabled, he will be able to collect Pension as an officer. Newhard said he is still having trouble understanding the Twp's theory on Sebastian. Is she saying the Twp felt he was not disabled? Mgr Grumbine said the Twp's stand was that he was disabled on Dec 18, 1999, as the date he was discharged. The Assoc disagreed, saying we didn't discharge him legally and according to contract it was for "the duration of time the officer was out" as opposed to the duration of the injury. Det Leahy added the Assoc lost that issue and did not fight it. Newhard said the Assoc was able to accept their loss and move on while the Twp kept appealing the issues you did not have a chance of winning. Mgr Grumbine said the Twp's Labor Attorney advised them that they could win the issues. Newhard replied that was what he was trying to find out, if they had been advised they could win.

Newhard moved onto his next question about the arbitration process. When the Police Dept went to arbitration for their current contract, is it not true there are 3 arbitrators for the process? The Twp gets to do a "scratch" and they get to do a "scratch". Is this correct asked Newhard? Chp Artz said he does not know exactly. Newhard said the Board does actually have some input on the final arbitrator chosen. His last question he is passionate about. Did the Police receive more than they asked for by going through the arbitration process? Is he right about this? So in the end the officers received even more by the Board not dealing with the Police Assoc. Maybe the next time the Board needs to consider this result before they refuse to negotiate with the officers said Newhard.

**NLT Officer Tim Knight – 725 Kimmerlings Rd**

Officer Knight said Chf Wolfe has been dedicated to the Police Dept since he took this position. He said he totally disagrees with the remarks made about leadership. He told the public that Chf Wolfe came in when the morale of the Police Dept was in the "pits" and boosted the morale of the whole department. Ms Snavelly does not know the situation and her opinions about leadership are her opinions. Knight said he feels Chf Wolfe came through and boosted the morale of the department to the benefit of the Twp. The first 2 years of his position Chf Wolfe received certain benefits. These are the same benefits that every Chief had received prior to Chf Wolfe. Now suddenly this has changed. He wants everybody to know that he considers Chf Wolfe to be a great leader and not question that.

**Police Issues (con't)****Paul Schwab**

Schwab confirmed the Board would allow comp time but not overtime. Chp Artz said yes, at this time he is granted comp time but no more overtime hours. But you still plan on expanding this building, Schwab said. Chp Artz told Schwab that is not known at this time.

**John Leahy**

Mr. Leahy said he wanted to point out one thing, as he is familiar with the negotiating and arbitration process. When negotiation is done, both sides have the same rights in regards to the appointed arbitrator. When an impasse is reached and an arbitrator is needed, the Twp has the same rights the Police Assoc has. Chp Artz indicated he was aware of this. Leahy said the arbitrator was needed because the issue could not be agreed upon so an impartial man was needed to resolve the issue. Leahy directed his next comments directly to the Board, including Suv Hawkins, is to accept the decisions handed down by the arbitrators. Do not continue to argue and create hard feelings over the decisions. Accept the decisions and realize that maybe next the decision will be in favor of the Twp.

**Martin Barondik – Recycling Grants**

Mr. Barondik stated there was the mention of a chipper tossed around several times. You said the chipper was purchased with Grant money. You already have the chipper. Do you have the Grant money in hand? Yes or no, demanded Barondik. Suv Brensinger said, no we do not. Barondik then asked when the Grant was applied for? Was it in June? It was some time around then. Barondik then asked when the announcement was to be made? In November? Suv Brensinger replied yes. Barondik then said it was rescheduled for 2-28-04 correct? Barondik said one of the reasons it was postponed was that DEP has 47 million dollars requested for money and have 20 million to distribute. That means NLT has a 50-50 chance of getting Grant money. Right or wrong? Suv Brensinger said he feels the chances are better than 50-50. Based on what, Barondik asked. Based on the Twp's Recycling performance in the last several years. Barondik asked if he is referring to the mandatory recycling program. In other words any other municipality that is not mandatory gets bumped to the bottom of the list. Suv Brensinger agreed this is correct. Still there is only 20 million to be distributed said Barondik. If the Grant is not received where will the funds come from to pay for the chipper, which is already paid for? Where will the money come from, to pay back the fund that was used to pay for the chipper?

Mgr Grumbine explained the money was borrowed to pay the chipper. The payments are taken from the Recycling Fund. The Twp receives a Performance Grant each year, which based on the Twp's performance. The performance grant runs from 28 to 35 thousand dollars annually, which would support the annual payments needed for the chipper without affecting any tax dollars. Barondik asked if this is permitted by DEP. He asks this because they are very "touchy" about Grant money. Mgr Grumbine agreed with him they are indeed "touchy" but a Performance Grant is not something that is applied for every year. There is paperwork that gets completed annually however it is a given the Twp will receive the money. The completed paperwork is not an application. The Performance money is guaranteed. There is no competition. Barondik then asked why not wait until the money was in hand? Why go to the trouble of borrowing the money? He said he would have waited until he had money in hand before he purchased the equipment.

**Recycling Grants (con't)**

Mgr Grumbine stated that the Performance Grant would pay for the purchase, whether the other Grant was received or not. Barondik then countered with but now "you are robbing Peter to pay Paul". Mgr Grumbine disagreed saying it is all under the Recycling category funding. Barondik then argued but those funds could be used for something else. Mgr Grumbine disagreed saying the Recycling funds may only be used for Recycling. Barondik said it is his opinion the Grant should have been in hand before the chipper was purchased. Do you agree with me, asked Barondik. Mgr Grumbine stated the need for the equipment was there. Barondik said he disagrees with the way this was handled.

**MOTION TO APPROVE PAYROLL AND PAYMENT OF INVOICES SUBJECT TO AUDIT**

**MOTION:** Was made and seconded to approve payment of payroll and payment of invoices subject to audit. Unanimously carried.

**TOWNSHIP MANAGER'S REPORT – Cheri F. Grumbine****A.)Application for GLRA to Increase Capacity**

At the last meeting the Board requested a copy of the application from the GLRA for a major permit modification change in size and capacity be forwarded to the Twp. Due to the volume of the permit Mgr Grumbine has provided specific sections outlined in her MEMO dated February 27, 2004. The entire application is available in the Mgr's office. DEP will be holding a meeting with local officials and the GLRA to review the application and to answer any questions the various Boards might have. Suv Hawkins questioned how long they have to review the information provided. Mgr Grumbine said March 30<sup>th</sup> is the date that the meeting is scheduled. The question of whether the 30 days starts from that date is what will have to be asked. Mgr Grumbine said she has invited Sol Wolf to attend that meeting also.

**B.)Ridgeway Mobile Home Park License**

The completed application and payment for the Ridgeway MHP license has been received. Mgr Grumbine is asking the Board to approve and sign the license.

**MOTION:** Was made and seconded to approve the license for Ridgeway MHP. Unanimously carried.

**C.)MS-4 Compliance****1. Letter to Participate with LCCD for Grant**

Mgr Grumbine prepared a MEMO to the Board regarding participating with Lebanon County Conservation District in the marking of storm drain markers. The marking of the storm drains will raise awareness and begin to educate the residents and those traveling through the area. Mgr Grumbine is asking permission from the Board to send a letter to the Conservation District regarding this issue.

Suv Hawkins had some questions about this issue. Will the markers be posted on the curbs and what exactly are the markers for? Suv Brensinger said he thinks all the drain inlets will be marked. Suv Hawkins then asked if this would be writing on the curbing or what? Mgr Grumbine explained there are a variety of methods available to choose from.

**LCCD for Grant (con't)**

There are thermo-plastic markings, similar to the ones located on the streets. Also a lexan material is available. So it is not a sign. It is a marking. Mgr Grumbine agreed this is correct. The Grant money will cover the cost of the markings, asked Suv Hawkins. Mgr Grumbine said her intent is to only do what the Grant money would allow to be completed. Suv Hawkins then asked if we know how many we have in the Twp? Mgr Grumbine replied that part of the MS-4 program is the requirement to map all of the storm drains and outfalls. Until this happens the main drains only will be suggested for marking.

**MOTION:** Was made and seconded to approve a letter being sent to the Lebanon County Conservation District to participate in receiving the outlined Grant. Unanimously carried.

**COMMENTS FROM BOARD MEMBERS****A.)Suv Dawn Hawkins**

Suv Hawkins thanked everybody for his or her attendance. She appreciates the fact that they were here tonight. It is her hope that things can be worked out. How that gets accomplished, she does not know. Sometimes things just happen and we do not know how it will turn out. Many of these meetings there are only 1 or 2 individuals that show up. It is refreshing to see that some people do still care.

**B.)Chp Artz**

Chp Artz said he would like to express his appreciation for the manner in which the meeting was conducted tonight. Sometimes when there is a public meeting things get out of hand. This meeting was conducted well in his opinion.

There being no more business, meeting was adjourned.

Respectfully submitted,

Theresa L. George  
Recording Secretary