

LOWER PAXTON TOWNSHIP
BOARD OF SUPERVISORS

Minutes of Workshop Meeting held November 24, 2009

An administrative workshop meeting of the Board of Supervisors of Lower Paxton Township was called to order at 7:30 p.m. by Chairman William B. Hawk on the above date in the Lower Paxton Township Municipal Center, 425 Prince Street, Harrisburg, Pennsylvania.

Supervisors present in addition to Mr. Hawk were: William C. Seeds, Sr., William L. Hornung, Gary A. Crissman, and David B. Blain.

Also in attendance were George Wolfe, Township Manager; and Watson Fisher, SWAN.

Pledge of Allegiance

Mr. Hawk dispensed with the recitation of the Pledge of Allegiance.

Public Comment

No public comment was provided.

2010 General Improvement Fund Budget

Mr. Wolfe noted that nothing has changed in this fund since it was reviewed in August. He noted that the General Improvement Fund for 2010 is \$1,645,200 with revenues from several sources. He noted that the Energy Efficiency and Conservation Block Grant (EECBG) is one source, while the Department of Conservation and Natural Resources (DCNR) grant is still pending. In addition, the Township will draw upon Dauphin County Bond funds for the Linglestown Road Project, in the amount of \$358,200, providing the Township a total of intergovernmental revenues of \$650,000, in addition to a transfer from the savings account of \$992,000. He noted that the projected projects to be undertaken in 2010 are \$383,190 for stormwater management projects; traffic signal improvements in the amount of \$50,000 to include traffic signal repairs and emitter units; road improvement program for the pavement management program at \$70,000; and the Village of Linglestown project at \$400,000, with an additional \$150,000 for the satellite parking areas. He noted that the Township has applied for \$250,000 in grant funding for alley improvements for the Village of Linglestown project, however, the results for that grant application would not be announced until March of 2010. He

noted that \$153,000 has been allotted to finish George Park, and \$35,000 has been budgeted for the Compost Facility berm adjacent to Kendale Oaks development.

Mr. Hornung questioned when the Village of Linglestown Road project would close one lane of traffic on Route 39. Mr. Wolfe answered in the spring of 2010. Mr. Hornung noted that one alley should be paved by that time. Mr. Wolfe agreed. Mr. Hornung questioned if this has been designed and planned. Mr. Wolfe answered no, stating that there has been no commitment to spend any funds for alley improvements. He noted that the Board has not committed to accepting Raspberry Alley. Mr. Hornung questioned what needs to be done to accept the alley. Mr. Wolfe noted that the Merchants Association has filed a petition with the Board, and if the Board decided to accept the alley, an ordinance would need to be advertised. Mr. Hornung suggested that the Board is running out of time, and a decision needs to be made. He questioned if it could be made during this meeting. Mr. Wolfe noted that the Board could authorize him to advertise an ordinance for the acceptance of Raspberry Alley. He noted the funds could be included in the 2010 budget.

Mr. Hornung questioned what the other Board members thought of this. Mr. Seeds questioned if both sides of Raspberry Alley would be advertised. Mr. Wolfe noted that he is only considering the advertisement of the west side of Raspberry Alley as the Township owns the area near Koons Park. Mr. Seeds noted that the Township does not own the eastern part of the alley past the park. Mr. Wolfe explained that no petition has been presented to the Board for the eastern part of Raspberry Alley. Mr. Hawk questioned if the Township owns the eastern part of Raspberry Alley. Mr. Wolfe noted that the park abuts part of that alley and the Township has always maintained the alley as an abutting property owner.

Mr. Seeds noted that Mr. Wolfe only suggested advertising the western part of the alley for the ordinance. Mr. Wolfe noted that the Board would have to make that decision. He noted that no petition has been received for the eastern end of Raspberry Alley. He noted that he would have to recheck the petition to determine what was covered by the Merchant's Association petition. Mr. Seeds noted that the western alley is problematic as one property owner has blocked access at his property, and this would direct all the traffic through the former flower shop parking lot.

Mr. Hornung questioned why the Board is not looking at Blackberry Alley. Mr. Wolfe explained that the Board has accepted Blackberry Alley from Mountain Road to Blue Mountain Parkway, and it could be paved at any time. He noted that several months ago, the Board directed him not to do any unnecessary projects. Mr. Hornung noted that the Township must provide alley access once one side of Linglestown Road is closed for construction. He questioned if all the Board members agreed to this. Mr. Seeds agreed, and Mr. Crissman noted that there is no other choice. Mr. Seeds noted many vehicles use Larue Street as a shortcut. He noted that until the one-way restriction is made for Blue Mountain Parkway, Blackberry Alley would be more of a preferred use since Raspberry Alley does not provide a straight access. He suggested that it would be wise to pave Blackberry Alley. Mr. Wolfe noted that \$150,000 is included in the budget to do this work. He noted that this needs to be paved before the lane restrictions are put on Linglestown Road. He noted that the direction of Blackberry Alley would change in response to whatever lane is closed for the construction project.

Mr. Seeds noted that the merchants want the barricade removed on Raspberry Alley. Mr. Hornung noted, if the barricade is removed, then there would be a problem with the land at the Fire Company. Mr. Seeds noted that the alley does not go as far as the Fire Company as there is no designated lane, it is a grass field. Mr. Crissman questioned if the right-of-way exists. Mr. Seeds noted that it is an alley on paper. Mr. Hornung noted that there is no convenient place to direct the traffic back out onto Linglestown Road. Mr. Hawk noted that the alley ends at the flower shop.

Mr. Crissman questioned if the \$150,000 would cover the paving for Blackberry Alley, knowing that the Township applied for a \$250,000 grant. Mr. Wolfe answered, if the Township received the grant it would replace the \$150,000 line item in the budget. Mr. Crissman questioned if the project would cost \$250,000. Mr. Wolfe answered that he made the grant application to pave all three alleys, east and west for Raspberry Alley and the north side of Blackberry Alley. He noted that \$150,000 should cover the paving for Blackberry Alley and half of Raspberry Alley for the west side. Mr. Hornung noted that the Dauphin County Gaming Board asked if the Township could accept a partial grant. He suggested that they may be looking to divide the grant in chunks, instead of granting the entire amount. Mr. Seeds agreed.

Mr. Wolfe suggested keeping the \$150,000 in the 2010 budget. He noted that the Board needs to make a decision as to whether Raspberry Alley would be advertised and paved. He noted that he is constantly getting inquiries on the status of Raspberry Alley. Mr. Crissman noted that the Board must determine how much of Raspberry Alley should be paved. Mr. Hawk noted that whatever is done, it will not be enough. Mr. Crissman questioned if the \$150,000 is enough. Mr. Hornung noted, if the Board wants to provide relief for the businesses, it would work if it could be a two-way alley; however, there is not enough room to do that. Mr. Wolfe suggested that it would be very tight. Mr. Hornung noted that the Township must provide some relief for the businesses in the area.

Mr. Hawk questioned when the work would start on the bypass road. Mr. Seeds answered that the contractor is working on that section now.

Mr. Wolfe questioned if he should advertise an ordinance for the western part of Raspberry Alley. Mr. Hornung questioned if the alley must be bought. Mr. Wolfe answered that once the Township owns the alley; it must be improved using Township funds. Mr. Seeds noted that the alley does not provide access to Pennsylvania Avenue. Mr. Wolfe noted that he is aware of that. Mr. Hornung questioned if the property owner of the flower shop would be happy with all the traffic using their parking lot. Mr. Wolfe noted that the easy answer is not to accept the alley and then it is not a Township's problem, however, if the Township does accept the alley, then it could only pave what it can, noting that not everyone would be happy with the end result.

Mr. Wolfe noted, if the Board members want to make improvements to Raspberry Alley, the decision must be made in the near future. Mr. Seeds noted that the residents and business owners are the only ones with the problem as others use Larue Street for access. Mr. Hornung stated that he would speak with Ms. Robenolt to get her input on the status of Raspberry Alley as far as the Merchant's Association is concerned.

Mr. Wolfe noted, if the Gaming Grant was approved, it would go a long way to make improvements to the alleys. Mr. Hornung noted that the Township could pave Blackberry Alley. Mr. Hornung noted that there is no choice in that matter.

Mr. Wolfe noted that \$150,000 is budgeted to finish George Park for 2010. Mr. Seeds suggested that more would be needed for 2011. Mr. Wolfe stated that this is the last year for

park improvements at George Park. He noted that the Skate Park was not included in the funding.

Mr. Wolfe noted that the compost facility berm is the berm adjoining the Kendale Oaks development, not the Hodges Heights Community. He noted that the Township already has the dirt for this project.

Mr. Wolfe noted that the Energy grant expenditures for the Public Works Department and the Friendship Center are estimated at \$292,000. He noted that the design services for the Public Works building are budgeted at \$15,000, financial management system is \$97,010, and the total expenditures for the year are projected at \$1,645,200.

Mr. Hornung questioned what the return would be on the purchase of a new financial management system. Mr. Wolfe answered that it involves the accounts receivable, accounts payable, payroll, and human resource software. He noted that the current software is significantly out of date, a non-window environment, and not properly maintained. He noted that staff has been able to do more with it than it was designed to do. Mr. Hornung questioned if it would result in more efficiencies of manpower. Mr. Wolfe noted that it would provide for more efficient work, but it would not reduce manpower. He noted that the current software is out-dated, and if it is not replaced next year it would have to be replaced the year after. Mr. Hornung suggested leaving it in the budget, and making a decision in the second half of the year based upon the financial picture. Mr. Wolfe noted that the financial management software, the pavement management program, the Public Works Facility design, George Park improvements, and the Compost Facility berm are all items that could be deferred. He noted that the stormwater improvements and the Village of Linglestown Road projects cannot be deferred. He noted that over \$300,000 of the General Fund could be deferred to later in 2010 or 2011. Mr. Hornung requested Mr. Wolfe to prioritize the list for the Board members.

Mr. Seeds noted the George Park schedule includes the in-line hockey rink. Mr. Wolfe noted that it has been completed. Mr. Seeds noted that the schedule also includes sports field lighting, basketball, tennis and volleyball courts. He noted that these would be projected to be completed in the future, and amount to roughly \$1,017,000 to include the Skate Park. Mr. Wolfe noted that it was decided to eliminate the lights or defer the installation at this time. He noted

that staff did not plan to construct any large expenditures unless it receives grant funds for the projects or the revenues start to rebound.

2010 BUDGET PREPARATION

Status of revenues and expenditures against the 2009 budgets and pre-draft budgets for the 2010 year

2010 General Fund Budget

Mr. Wolfe noted that his memorandum dated November 20th covers the status for the General Fund. He noted that the changes that have occurred in the past two weeks are as follows. The Workers Compensation fund was reduced by \$25,000, based upon the recent pricing from the Susquehanna Municipal Trust. He noted that it may also be reduced by another \$50,000. He explained that the Township paid \$275,000 last year, and it may only pay \$225,000 in 2010, however, he did not think that the \$50,000 reduction is a good number. He noted that Berkheimer Tax Administrator is unable to predict the final returns, especially since this is their first year working for the Township. Mr. Crissman questioned if Mr. Wolfe kept the numbers the same from 2009 to 2010. Mr. Wolfe answered yes. Mr. Wolfe noted that the rent of land and office space increased by \$16,800 as a result of a new lease agreement with the Authority. He noted that some Board members commented that the official expenses for meetings and training and seminars be reduced. He noted that he reduced both line items by \$5,000. Mr. Seeds questioned what this would mean. Mr. Wolfe answered that the Board would eat less.

Mr. Wolfe noted that the Board discussed eliminating the Township Newsletter by one edition, producing a savings of \$7,000, and providing no raises for administrative and management employees. He noted that each 1% increase for said employees produces \$16,000 in additional expenses. He noted that the net change from two weeks ago is an increase of \$53,000, added to the current unallocated funds in the 2010 General Fund of \$53,610, which would now bring that total to \$107,410.

Mr. Wolfe noted that the General Fund would be based on the current rate of taxation, and using an assumption for the Earned Income Tax.

Mr. Wolfe noted that Mr. Hornung suggested that management should start to pay for their health care benefits. He noted that he based the 6% contribution amount on what the Central Dauphin School District is paying, noting that this is a negotiated rate with their union.

He suggested that this would be a good argument to use with the Township's bargaining units during the 2011 and 2012 negotiations. He noted that these rates are locked in with the School District through 2013. He noted that based upon the current roster, the 6% payment in benefits would generate \$25,700. He noted that the Township has put in place a payment program for employees who choose to opt out of their benefits by receiving a \$100 per-pay contribution at \$2,600 per year. He noted that it was suggested to offer an additional health care plan for those employees who desire a lower level of benefits as opposed to a contribution. He noted that Blue Cross could provide a plan with higher deductibles and co-pays that would provide a savings of \$28,000 for all management employees. He noted that an employee could chose this plan or pay the 6% toward benefits and it would provide for roughly the same financial savings for the Township. Mr. Seeds noted that management would not have as good a health care plan as the union employees. Mr. Blain questioned if the 6% contribution is calculated from the cost of the benefit or the salary. Mr. Wolfe answered, for a family benefit; it would be roughly \$1,500. He noted that the single person would pay less. Mr. Blain noted that it would amount to roughly \$40 per pay. Mr. Blain noted that it is not a bad price for full family coverage. Mr. Wolfe noted that no one wants to pay for health care coverage, but most employees realized that it will be necessary in the future for local government to pay towards their benefits. He noted that this must be instituted with management prior to negotiating it with the unions in the future. Mr. Hornung noted if it was done pre-tax it would save the employee more funds.

Mr. Wolfe questioned what the Board members desire to do for the budget. He noted that these are the last decisions that need to be made for the budget. Mr. Hornung noted that he was not satisfied with not providing any raises to the employees if the Township was taking away funds for health care benefits. He noted that when hard time comes, management is the people who get you through the hard times. He noted, watching staff cut their budgets and working hard, and knowing that they have done a great job, he struggled hard in deciding not to give management anything.

Mr. Hornung noted that 1% is not a large amount of money. He noted that 3% is too much at this time and it would set the stage for future negotiations. He noted that the Board needs to discuss this issue more. Mr. Blain noted that he does not agree with Mr. Hornung as he has too many clients who have cut their employees salaries by 10%. He noted that his firm

worked for a three-month time period with a 10% reduction in pay. He noted if a person is not experiencing a reduced pay or not getting a pay increase that is pretty good in these times. He suggested that the Township could provide a \$100 gift certificate as a token of its appreciation for all the hard work the management employees have done. He noted that too many companies are cutting people's salaries. Mr. Hawk suggested that providing a gift certificate would not work as it would be hard to determine what it should be for. Mr. Blain noted that he does not want to raise the payroll costs at this time until things stabilize. Mr. Hawk noted that it beats layoffs. He noted that everyone has had to make adjustments in their finances and he would rather have a job than worry about getting a raise. Mr. Blain noted that his firm is not providing pay raises or bonuses this year. He noted that he is okay with it since he still has his job. Mr. Hornung questioned what percentage of industry is undergoing reductions. Mr. Blain answered that construction and manufacturing have been hit very hard by the economy, reducing salaries and laying people off. He noted that no one is hiring at this time and employers are managing their payroll costs as much as possible. He noted that he met with a major firm this week that experienced a significant loss in the third quarter and they are laying their people off over the holidays. Mr. Hawk noted that the State has just laid-off numerous employees.

Mr. Blain noted that staff is fully aware of what is going on and they are aware that they would not receive a pay raise and are okay with it. Mr. Wolfe noted that there is the issue with 75% of the workforce receiving a 3% raise. He noted that there is the issue of paying towards health care. He noted if management employees were told that they would not receive a raise this year, they would accept it, as they have been hearing this for the past six months, however, it would be viewed as picking on those who have no protection, if they would not receive a raise and have to pay for health care benefits. Mr. Crissman noted that it would be a slap in the face. Mr. Seeds noted that it would be viewed as punitive. Mr. Hawk noted that he could understand that. Mr. Seeds noted that he could agree with the lack of a pay raise but not a double hit by making the employees pay 6% for their benefits.

Mr. Wolfe explained that he put dollar amounts to each item to help take the emotion out of the context. He noted, if the idea is to remain status quo, providing a 1.5% pay increase and instituting a 6% health care contribution, would amount to a savings of \$25,700 for health care benefits and an increase of \$24,000 in salaries.

Mr. Hornung noted the Township could implement the higher deductible healthcare program. He explained that when his rates increased for his business, this is what he did. Mr. Wolfe noted that the Board has to determine what it wants to achieve, management employees at a fixed rate for another year or having them make a contribution to health care. He suggested that Mr. Blain's goal is different from Mr. Hornung's goal. Mr. Blain noted that health care contributions will happen in the future, but if the Township provides for a 1.5% increase in pay and then make the employees contribute to health care, that is a slap in the face as it looks like the Township is taking back the pay raise. He suggested that maybe nothing should be done, to include no pay raise. He suggested that things may be better next year, and then the Township could institute paying for health care benefits. Mr. Wolfe noted that no pay increase by management employees would be acceptable. Mr. Wolfe noted that he would be very upfront with the management employees and tell them that the increase in pay would offset the payment of health care benefits if this is what the Board chose to do. He noted that the purpose of charging for health care benefits is because it is a standard practice for employees to pay for health care benefits, and it will be negotiated with all union employees in the future, and in order to do this, it must be established with management initially. Mr. Hornung suggested that they would see it as a blessing that they were made whole rather than making them pay for health care benefits. He noted that his employees had to contribute an extra 30% and he did not make them whole.

Mr. Crissman noted, if the goal is to set the standard that the employees are going to make contributions to health care because it is universal then they would understand the concept that it needs to be implemented. He noted that this would be on the table during the next contract negotiations. Mr. Wolfe noted that when he negotiated with the unions the last time, he made it very clear that it would be on the table the next time, and the Township would not back down on that issue. Mr. Crissman noted that the Township should provide for a 1.5% raise to offset the increase in health care benefits. He noted that his concern is how the message is delivered and that would be up to Mr. Wolfe. Mr. Wolfe noted that the delivery would be how the budget was presented, noting that it was prepared without any increase for employees. He noted that the Township is giving with one hand and taking with another, and the reason for this is to implement employee contributions for health care. He noted that the Township could also

provide choices for health care, and if the employee has benefits from another source, he or she would be ahead of the game, or an employee could chose the lower cost health care plan that is equivalent to the 6% contribution.

Mr. Hornung noted when employees have to pay a higher proportion of their healthcare bills, they start looking at ways to save money. He noted that they help to save on healthcare costs by living healthier. He noted, if the employee has more of a motive to stay healthy; it is a key for a long-range goal to keep health care costs down. He noted, if there are penalties for using a doctor because they are not taking care of themselves, they will make changes in their lives by exercising more. He noted that the wellness industry is one of the fastest growing industries. Mr. Hawk noted that some people do not have any control over some of their health issues. He noted that exercise and proper eating doesn't solve all health issues. Mr. Blain noted that some health problems are hereditary. Mr. Hawk noted that some people develop cancer and that is not always preventable. Mr. Hornung noted that some of his employees are starting to take better care of themselves. Mr. Crissman noted that many employers sponsor employee incentives for their employees. Mr. Hornung noted that it is important to have the employees eat healthier and exercise more. He noted that it would save the Township in the long run.

Mr. Crissman noted that he has a concern for the staff members who have been brought on and are below the minimum in their salary range. He questioned how many of these people are on staff. Mr. Wolfe noted that there may be two or three employees but he does not know what the costs would be, suggesting that it maybe an extra \$2,000 to \$3,000 to bring them up to the minimum. He noted that the Friendship Center duty managers and possibly a codes enforcement officer may fall into this category.

Mr. Seeds questioned what the cost of living was for last year. Mr. Crissman answered that it was a negative number for this year. Mr. Blain noted that the energy costs have crashed and the cost of living adjustments have gone negative 1%.

Mr. Blain noted that he would be okay with a 1% pay raise and having the employees pay for healthcare benefits. He agreed that it would be about the message. Mr. Wolfe noted that his message would be positive in the best possible fashion. He noted that there will be those employees who will complain and not be happy. He noted that the most prevalent argument would be that management is not being treated as good as the union employees.

Mr. Wolfe noted that the Township must get through 2010 to determine how the budget will work, noting that the Township is not out of the woods for layoffs. He noted, if there are layoffs, it would start with union employees. He noted that they would be facing reductions in time before management employees.

Mr. Seeds suggested that management should receive a 1.5 % increase in pay and pay 6% towards healthcare benefits. Mr. Crissman agreed with that. Mr. Seeds noted that any management employee who is below the minimum rate should be brought to the minimum level. Mr. Crissman noted that he needs Mr. Wolfe to determine how much that would cost. Mr. Wolfe suggested that it would be close to \$3,000. Mr. Seeds noted that he originally wanted to give the employees raises, and not charge for healthcare benefits, but since the cost of living has decreased and if the Township wants to set an example for next year with the rank and file, then the Township has to start somewhere.

Mr. Blain noted that this is a great opportunity to get the house in order for expenses. He noted that the Township needs to regain control over salary increases and get the employees to contribute towards their healthcare.

Mr. Hawk noted that the healthcare benefits should be maintained without a 6% contribution but in order to achieve this, no raises would be provided for management. Mr. Hawk suggested that no pay raise should be given. Mr. Hornung questioned when the contracts would be negotiated. Mr. Wolfe answered that two contracts would be negotiated in 2011 and two in 2012. Mr. Hornung noted that the healthcare benefit contributions could be deferred until 2011 for management. Mr. Crissman noted that he would not have a problem supporting no pay increase, but if he was an employee, he would rather have the protected healthcare benefits for one more year. Mr. Blain agreed. He noted that it has more of an impact on controlling costs. He noted that once the contribution to healthcare starts, it is hard to say what they would be from one year to the next. Mr. Crissman questioned how many organizations are there where the employees pay nothing towards healthcare benefits. Mr. Blain noted, outside of government, he does not know of any.

Mr. Hawk noted that the healthcare benefits should remain as is and provide for no raises next year. Mr. Blain agreed. Mr. Crissman questioned if a 1% raise could be added. He noted that he would like to show staff how much the Board appreciates all the hard work management

did to get this budget where it is. Mr. Wolfe noted that most people realize that it is good that nothing has changed for the worst. Mr. Seeds noted that the Board members would have to pay for their healthcare benefits as well. Mr. Hawk noted that he would feel more comfortable that he survived this year on this salary, and the Township would not penalize them anymore in the next year. Mr. Hornung noted that many people are cutting their credit card debt and most are very conservative in spending. Mr. Wolfe noted that the saving rate is 4% and it has not been that high for a while. Mr. Blain noted that short-term, it is not good for the economy, but long-term it is very healthy for the economy since more people would have more money saved for a rainy day. He noted that the economy is going back to principle, since it was so out of whack. He noted that it would readjust itself. Mr. Crissman noted that he feels bad for the employees knowing that the electric rates would increase 30 % next month. Mr. Blain noted that competition will now come into the market.

Mr. Wolfe questioned if the consensus for the Board is that there would be no raises or contributions to healthcare benefits. Mr. Hawk, Mr. Blain, Mr. Seeds, and Mr. Hornung agreed. Mr. Crissman stated that he was not happy with the decision, but he would support it and requested Mr. Wolfe to check on the pay increases for the three staff personnel.

Mr. Wolfe noted that the Board would adopt the budget during the December 15th meeting.

Continued discussion regarding the purchase of group term life and
long-term disability insurances

Mr. Wolfe noted that a life and disability insurance proposal was provided by the Standard Insurance Company six weeks ago which would reduce costs by \$6,700. He noted that it would be a 14% reduction over a three-year period. He noted that the Board wanted to know what the Standard Insurance Company's rating was and he found that it always has been an "A" or higher, and is currently rated "A". He noted that he was directed to check other pricing and he explained that the current supplier, Fort Dearborn, stated that it would not provide new pricing, and would maintain the current pricing. He noted that the Township is experiencing a higher experience rate than what it was at the time the last pricing was negotiated.

Mr. Wolfe explained if he put together a formal proposal, he would have to disclose the Township's experience. He suggested that he would not want to do this as it may lose Standards'

proposals. He noted that he found in dealing with Standard, that they had a lot of bells and whistles on their plan that are not included in the Township's plan. He noted that he had to meet with them three times to get the plan to where he wanted it. He noted, to change or modify the plan would require negotiating with the bargaining units. He noted that the Township would not want to provide a better benefit as it would establish a past practice that could not be taken back. He noted that he has a good proposal that he would not want to lose, but if he was to put together a formal Request for Proposal, he may lose it based upon experience and planned document requirements. He requested that the Board accept the Standard Insurance Company proposal. Mr. Blain and all the Board members stated that they were in agreement to accept the Standard Insurance proposal.

Mr. Seeds questioned if the pavement management funding was kept in the budget. Mr. Wolfe noted that it was kept in the budget but would be deferred until later discussions are held in 2010. He noted that he would prioritize the improvements for the General Fund before budget adoption. Mr. Seeds noted that the Board has put the pavement management program off for many years, and it needs to do something with it.

Adjournment

There being no further business, Mr. Blain made a motion to adjourn the meeting. Mr. Crissman seconded the motion, and the meeting adjourned at 8:40 p.m.

Respectfully submitted,

Approved by,

Maureen Heberle
Recording Secretary

Gary A. Crissman
Township Secretary