

1074

HILLTOWN TOWNSHIP
BOARD OF SUPERVISORS
REORGANIZATION MEETING
Monday, January 6, 1992 - 7:30PM

The 1992 Hilltown Township Reorganization Meeting opened with the Pledge of Allegiance at 7:40PM.

Supervisor Bennett announced at this meeting, the Board of Supervisors follow a rather formal order of agenda, as dictated by the Commonwealth of Pennsylvania.

Supervisor Bennett noted the Board met in Executive Session at 9:00AM on December 30, 1991, to discuss personnel matters and will also meet in Executive Session following this meeting to discuss legal matters.

A. SELECTION OF TEMPORARY CHAIRPERSON: Motion was made by Supervisor Bennington, seconded by Supervisor Fox and carried unanimously to appoint Supervisor William H. Bennett, Jr. as Temporary Chairperson.

B. CALL TO ORDER: The Hilltown Township Board of Supervisors' Reorganization Meeting of January 6, 1992 was called to order by Temporary Chairman William H. Bennett, Jr.. In attendance, in addition to Supervisor Bennett, were Supervisor Kenneth B. Bennington, Supervisor Jack C. Fox, Mr. John Rice -Township Solicitor, Mr. Bruce G. Horrocks - Township Manager, and Ms. Lynda Seimes - Township Secretary.

C. SELECTION OF TEMPORARY SECRETARY: Motion was made by Supervisor Fox, seconded by Supervisor Bennington, and carried unanimously to appoint Lynda Seimes as Temporary Secretary.

D. NOMINATIONS: Nominations were made for the positions of Chairperson and Vice-Chairperson of the Board of Supervisors, and for Township Secretary for 1992:

Motion was made by Supervisor Fox, seconded by Supervisor Bennington, and carried unanimously to re-appoint Supervisor William H. Bennett, Jr. as Chairman of the Board of Supervisors for 1992.

Motion was made by Supervisor Fox, seconded by Chairman Bennett, and carried unanimously to appoint Supervisor Kenneth B. Bennington as Vice-Chairman of the Board of Supervisors for 1992.

Motion was made by Supervisor Fox, seconded by Supervisor Bennington, and carried unanimously to appoint Lynda Seimes as Township Secretary for 1992.

E. TAX COLLECTOR - Chairman Bennett advised that normally, the Board would not be making this appoint, since Mrs. Florence Simons, present Tax Collector, is halfway through her four

year term, which is an elected office. However, correspondence was received from Mrs. Simons in September, 1991, indicating she was resigning from the post of Hilltown Township Tax Collector as of December 31, 1991. Since that time, the Board of Supervisors had appointed Mrs. Christine Morgan, presently Hilltown Township Finance Officer, to complete the remaining two year term of Tax Collector. Per correspondence received from Mrs. Florence Simons on December 21, 1991, Mrs. Simons withdrew her resignation for the position of Hilltown Township Tax Collector and requested to complete her two year term for this office. At that time, Mrs. Morgan decided she did not wish to be involved in a conflict and requested to continue in the capacity of part-time Finance Officer of Hilltown Township.

Motion was made by Supervisor Bennington, seconded by Supervisor Fox, and carried unanimously to reappoint Mrs. Florence Simons to the position of Hilltown Township Tax Collector to fulfill the remaining two years of her term.

F. PERSONNEL APPOINTMENTS: The following motions were made by the Supervisors for the positions stated:

1. Township Manager/Treasurer: Motion was made by Supervisor Bennington, seconded by Supervisor Fox, and carried unanimously to appoint Mr. Bruce G. Horrocks as Township Manager/Treasurer.

2. Chief of Police: Motion was made by Supervisor Bennington, seconded by Supervisor Fox, and carried unanimously to appoint Mr. George C. Egly as Chief of Police.

3. Director of Public Works/Roadmaster: Motion was made by Supervisor Bennington, seconded by Supervisor Fox, and carried unanimously to appoint Mr. Thomas Buzby as Director of Public Works/Roadmaster.

4. Code Enforcement Officer: Motion was made by Supervisor Bennington, seconded by Supervisor Fox, and carried unanimously to appoint Mr. Eric Applegate as Code Enforcement Officer.

5. Chief Financial Officer: Motion was made by Supervisor Bennington, seconded by Supervisor Fox, and carried unanimously to appoint Mrs. Christine L. Morgan as Chief Financial Officer.

G. PROFESSIONAL SERVICE APPOINTMENTS:

1. Township Solicitor: Motion was made by Supervisor Bennington, and seconded by Chairman Bennett to appoint the firm of Grabowski, Eberle, Rice and Scafidì as Township Solicitor.

Supervisor Fox was opposed and stated he believes there is a conflict of interest in having the Township Solicitor handling both the Water and Sewer Authority and the Township. In his opinion, Supervisor Fox noted he has seen indications over the years that a conflict exists. Having been on the Board of Supervisors for four years, Chairman Bennett disagreed with Supervisor Fox and advised he has not encountered any conflicts of interest that he is personally aware of.

2. Zoning Hearing Board Solicitor: Motion was made by Supervisor Bennington, seconded by Supervisor Fox, and carried unanimously to appoint the firm of Grim, Biehn, Thatcher and Helf as Zoning Hearing Board Solicitor.

3. Township Engineer: Motion was made by Supervisor Bennington, seconded by Supervisor Fox, and carried unanimously to appoint the firm of C. Robert Wynn Associates as Township Engineer.

H. BOARD VACANCIES: Chairman Bennett noted there are few vacancies to fill on the various boards for 1992.

1. Vacancy Board (1 year term): Motion was made by Supervisor Fox, seconded by Supervisor Bennington, and carried unanimously to appoint Mr. Feryl Spaninger, a former Hilltown Township Supervisor, to a one year term on the Vacancy Board.

2. Planning Commission (5 year term): Motion was made by Supervisor Fox, seconded by Supervisor Bennington, and carried unanimously to reappoint Mr. Ken Beer to a five year term on the Planning Commission.

3. Zoning Hearing Board (3 year term): Motion was made by Supervisor Fox, seconded by Supervisor Bennington, and carried unanimously to reappoint Mr. Joel Ward to a three year term on the Zoning Hearing Board.

4. Park and Recreation Board (4 year term): Motion was made by Supervisor Fox, seconded by Supervisor Bennington, and carried unanimously to reappoint Ms. Sue Kell to a four year term on the Park and Recreation Board.

5. Water and Sewer Authority: Chairman Bennett advised a resignation was received this afternoon from Mr. Jack Roberts, currently Chairman of the Water and Sewer Authority. Since the Board of Supervisors did not know of this resignation prior to this meeting, no vote will be taken this evening to fill this vacant position.

Chairman Bennett stated over the past several years, it has been very difficult to find volunteers to serve on the various Township boards and committees. Chairman Bennett is pleased to announce five residents have requested appointment to vacant board positions. Chairman Bennett suggested these residents not be disappointed that they were not asked to serve on a board this evening, as it so happened that each board vacancy was filled by requests from current board members for reappointment to their present positions. Should board vacancies become available in the future, the Supervisors will certainly keep these new requests in mind.

I. BOARD OF AUDITOR'S: Chairman Bennett explained since one of the three auditors passed away last summer, there has been a vacancy on the Board of Auditors. Despite advertising to fill the position, a new auditor had not yet been appointed, until this time. Chairman Bennett introduced Ms. Lorraine Leslie and entertained a motion to appoint Ms. Leslie to the vacant position on the Board of Auditors.

Motion was made by Supervisor Fox, seconded by Supervisor Bennington, and carried unanimously to appoint Ms. Lorraine Leslie to a four year term on the Board of Auditors.

Chairman Bennett also introduced Ms. Patricia Garland, who was re-elected to the Board of Auditors this past year, for an additional four year term.

Judge Hunsicker performed a swearing in ceremony for Ms. Leslie and Ms. Garland. Supervisor Fox visited Judge Hunsicker in his office this afternoon, and was sworn in as Hilltown Township Supervisor at that time.

Chairman Bennett explained it is customary for the Chairman of the Board of Auditors to recommend to the Supervisors the Bond limit for the Treasurer. Ms. Joan Ferry, Chairman of the Board of Auditors, recommended a Bond limit in the amount of \$500,000.00, which will continue as the same amount the Township has carried in the past.

Motion was made by Supervisor Bennington, seconded by Supervisor Fox, and carried unanimously to accept the Board of Auditor's recommendation for a \$500,000.00 Bond limit for the Treasurer.

J. DEPOSITORY OF TOWNSHIP FUNDS: Motion was made by Supervisor Fox, seconded by Supervisor Bennington, and carried unanimously to reappoint Union National Bank as Hilltown Township's depository.

K. APPROVAL OF CURRENT BILLING: Chairman Bennett presented the bills list for payment dated January 6, 1992, which were due and paid on December 30, 1991. The total amount of regular bills was \$43,020.49, with Debt Service Transfer in the amount of \$4,000.00, and State Highway Aid in the amount of \$330.01. The grand total of all funds was \$47,350.50. Also, the Tax Anticipation Note, which was discussed at the December 23, 1991 meeting, was repaid on December 31, 1991 in the amount of \$265,000.00. Interest on this loan was \$14,653.00, for a total of \$279,653.00.

Motion was made by Supervisor Fox, seconded by Supervisor Bennington, and carried unanimously to approve the bills list presented and paid on December 30, 1991.

L. PENSION EMPLOYEE CONTRIBUTIONS: Motion was made by Supervisor Bennington, seconded by Supervisor Fox, and carried unanimously to adopt Resolution #92-1 resolving that Hilltown Township will not require any pension contribution from the Hilltown Township Police for the year 1992.

Motion was made by Supervisor Bennington, seconded by Supervisor Fox, and carried unanimously to adopt Resolution #92-2 resolving that Hilltown Township will not require any pension contribution from the Non-Uniform Employees for the year 1992.

M. BOARD OF SUPERVISOR'S MEETING DATES: Motion was made by Supervisor Bennington, seconded by Supervisor Fox, and carried unanimously to adopt Resolution #92-3 accepting the Board of Supervisor's meeting dates for the year 1992.

Motion was made by Supervisor Bennington, seconded by Supervisor Fox, and carried unanimously to cancel the regularly scheduled Hilltown Township Board of Supervisor's Worksession of January 13, 1992.

N. PLANNING COMMISSION MEETING DATES: Motion was made by Supervisor Bennington, seconded by Supervisor Fox, and carried unanimously to adopt Resolution #92-4 accepting the Planning Commission meeting dates for the year 1992.

O. 1992 HOLIDAYS: Motion was made by Supervisor Bennington, seconded by Supervisor Fox, and carried unanimously to adopt Resolution #92-5 establishing the following holidays for 1992, per the Non-Uniform Contract:

Wednesday, January 1	New Years Day
Monday, January 20	Martin Luther King Day
Friday, April 17	Good Friday
Tuesday, April 28	Primary Election Day
Monday, May 25	Memorial Day
Friday, July 3	Independence Day
Monday, July 6	Floating Holiday
Monday, September 7	Labor Day
Tuesday, November 3	Election Day
Thursday, November 26	Thanksgiving Day
Friday, November 27	Day after Thanksgiving Day
Friday, December 25	Christmas Day

P. DELEGATE TO THE STATE CONVENTION: Motion was made by Supervisor Bennington, seconded by Supervisor Fox, and carried unanimously to nominate Chairman William H. Bennett, Jr. as the voting delegate to the State Association's Convention in Hershey, Pennsylvania, in April, 1992, since neither of the other Supervisors will be attending.

Q. ESTABLISHMENT OF USER FEES: Motion was made by Supervisor Bennington, seconded by Supervisor Fox, and carried unanimously to adopt Resolution #92-6 establishing building, zoning, and miscellaneous fees and charges for the 1992 year, which will be posted for public inspection.

R. RE-OPEN 1992 BUDGET: Chairman Bennett stated at the December 23, 1991 Board of Supervisors meeting, Mr. Horrocks presented a balanced budget, however the Board noted some reservations since the proposed budget was very lean. Chairman Bennett feels constrained to re-open the budget, knowing how hard Mr. Horrocks worked on it, but feels a contingency fund of a greater amount must be established.

Since the last meeting where the Board discussed a small contingency fund of \$3,000.00, the contingency fund is now at approximately \$26,400.00. The main reason for this increase was receipt of a last minute check on December 30, 1991 from Waste Management of Indian Valley in the amount of \$19,686.00. At the December 23, 1991 meeting, Chairman Bennett suggested any good plan should have a contingency fund, possibly in the range of 2 1/2% to 5%, or in this case, a total of \$50,000.00 to \$100,000.00. While the Township came out reasonably even at the end of 1991, it was possible only because the Township borrowed \$60,000.00 from the Capital Improvement Fund to purchase four new police vehicles, two of which were not in the 1991 budget. Those police vehicles cost approximately \$65,000.00. It is Chairman Bennett's feeling that the money should be repaid to the Bond Fund, as police vehicles are an Expense Item and not a Capital Item, in his thinking.

Last year, there was a known contingency fund of \$25,000.00, because the Supervisors knew the Township would be entering into police arbitration and did not have a cost estimate. There were also three other contingencies, which included one in the Bond Fund of approximately \$17,000.00, because a slight surplus existed in that account. Another contingency was the medical plans. During the previous year, the Township changed insurance companies from Trustees to Columbia, with a six month payment due in advance. During the first four months of 1991, approximately \$30,000.00 was in the previous year's budget, and therefore, in effect, it turned out to be a contingency. The final contingency came from the Township's self-insured portion of medical insurance in the amount of approximately \$30,000.00. The total of these three contingencies was approximately \$100,000.00 for the previous year.

Another reason Chairman Bennett feels it is important that the Township have a larger contingency is because severe cuts have been made throughout the proposed budget for 1992, including legal costs, police overtime, medical, etc. The current medical policy is approximately \$115,000.00 per year. The Township seems to be getting medical premium increases of up to 10% every six month. Concerning Workman's Compensation, a hedge of 30% currently exists, although the Workman's Compensation Board has publicly asked the State for a 52% increase. Chairman Bennett did not feel this was realistic, however 30% has been placed in the budget for this purpose.

Chairman Bennett is very concerned about the economy and whether or not the Township's revenues will hold up, and is also concerned about the massive white collar lay-offs. These are not management lay-offs who will be called back to work when business gets better, these are permanent job cuts. The structure in American management in major corporations consists of approximately seven layers of management between the employees on the working floor and the CEO. It is finally being recognized that in Japan and Germany, it is more common to have three layers of management.

Chairman Bennett also has concerns about tax delinquencies getting worse. This has been a record year for tax delinquencies in Hilltown Township and many surrounding municipalities. There are approximately 20-30% of vacant commercial properties in major cities in this country. Experts say it may take anywhere from six to nine years to clean out the inventory of vacant buildings, which means that the construction industry will be in dire straights over the next few years.

Hilltown Township is not as fortunate as Perkasio or Quakertown Boroughs who own their own utility plants which turn a very good profit. This year, both of those boroughs have drawn on the utility surplus. The Township has had no federal revenues since 1985, and none are expected, nor does Chairman Bennett expect any State funding. Chairman Bennett asked the other Board members their feelings concerning a contingency fund and what amount they would like to see.

Supervisor Bennington was under the impression that the Board could not vote on the re-opened budget this evening, due to a ten day waiting period. Solicitor Rice noted if the Board wished to revise the budget that was adopted in December, they may do so this evening, however the Board cannot approve and vote on it tonight. The revised budget must then be prepared and be available for ten days of public inspection. Whenever there is a municipal election, and there was one in Hilltown Township in the fall, the budget may be re-opened in January.

Supervisor Bennington believes the budget is extremely tight and was in agreement that there should be a contingency fund. Supervisor Bennington stated it is a very tough decision to decide whether to raise taxes or force employee lay-offs. In Supervisor Bennington's opinion, he feels it is better to raise two mills in taxes, which equates to approximately \$7.00 on the average per household, or \$14.00 for two mills, rather than laying off two police officers. Supervisor Bennington's concern is that emergency response time would be greatly affected should a police lay-off take place.

Supervisor Fox commented a majority of the Supervisors insisted the Township Manager get the budget down to where it balanced and now Supervisor Fox feels the proposed budget is not realistic. Supervisor Fox felt it was a fantasy that the proposed budget would ever work, and noted it was the most unworkable budget he has ever seen. Supervisor Fox agreed that there must be a contingency fund. Just in the past few weeks, there were billings and costs to the Township, that were not expected, and he agrees that a contingency fund is needed in the amount of at least \$50,000.00 to \$100,000.00, even though it would be very tight, with the kind of budget and income the Township has.

Motion was made by Supervisor Bennington, seconded by Supervisor Fox, and carried unanimously to maintain a contingency fund of approximately \$50,000.00 to \$75,000.00 in the 1992 Budget.

Supervisor Fox has reviewed the proposed budget many times. There are municipalities in the area who are increasing their taxes and who are laying off long term employees. Supervisor Fox feels this is an overwhelming problem. Supervisor Fox complimented the fine job done by the Hilltown Township Public Works Department and Police Department. Concerning the choice between tax millage increases or personnel lay-offs, Supervisor Fox would rather do neither.

Chairman Bennett has wrestled with the alternatives of raising taxes or personnel lay-offs for at least a month. It is not easy to cut services when you feel you are already down to the bare necessities. Frankly, cutting services means cutting personnel, as personnel is 60% of the budget. Personally, Chairman Bennett does not want to raise taxes this year, because the Township has seen a tax increase over the past three years in Hilltown Township, from 5 to 15 mills. Even though there was always a good reason, including the construction of this building, which was six mills, three mills for the Fire Tax, and one mill for Real Estate. Of the 54 municipalities in Bucks County, Chairman Bennett is only aware of two municipalities that have raised taxes, including Sellersville and Perkasie. In both cases, they stated it was the first tax increase they had in thirty years. The Perkasie tax increase is still only from 9 mills to 15 mills. Surprisingly enough, there are two municipalities, New Britain and Springfield, who have actually lowered taxes by one mill, though the vast majority of townships and boroughs in Bucks County are simply "holding the line". The only municipality who has actually proposed personnel lay-offs is Sellersville Borough.

One of the reasons Chairman Bennett is reluctant to raise taxes is because he believes firmly that there will definitely be a tax increase in 1993, as a result of the police contract, which was, in Chairman Bennett's opinion, highly inflationary. The three year police contract includes pay raises of 6 1/2% for 1992, 6% for 1993, and 6% for 1994. There are also twenty seven pay periods to face in 1993, with an average payroll consisting of \$40,000.00 to \$45,000.00 every two weeks. Chairman Bennett feels the Township will be seeing, in terms of millage, a three mill increase in 1993, which is why he would like to avoid a tax increase in 1992.

Chairman Bennett wondered how the Township has gotten into what he considers a "champagne appetite, with a beer income" during the last few years. Chairman Bennett was shocked to learn that Hilltown Township has added eight new employees within the last five years, which is a 43% increase in the

number of employees. Five of the new employees are in the Police Department, consisting of four officers and one secretary, one employee in the Public Works Department, one secretary in the Administrative Department, and one Maintenance person. Chairman Bennett stated if the Township does not hold the line on some of these things today, it will soon get out of control. According to the U.S. Census Bureau, the population in Hilltown Township has only increased from 9,300 to 10,500 in ten years, which is a 13% increase. Chairman Bennett asked if a 43% increase in employees within a five year period can be justified by the population growth of 15% in ten years.

Chairman Bennett is also very concerned about the senior citizens of this Township, which he would estimate at approximately 2,000 residents, who are averaging \$500.00 or \$600.00 per month on Social Security. The 3.7% increase in Social Security benefits will average out to approximately \$18.00 per month on a \$500.00 per month Social Security payment, which will be eaten up by Bucks County's tax increase alone.

Supervisor Bennington wished to dispute a few of Chairman Bennett's remarks. If there is an assumption that two police officer's will be laid off, the two least senior officer's will be removed and scheduling would have to be rearranged. The overtime that would have been reduced to \$60,000.00 would subsequently increase in the event that any officer is on vacation or sick leave. This would cause an increase in the police overtime budget from what it is now. Also, Hilltown Township recently signed a contract with Silverdale Borough to supply police coverage in the amount of \$29,000.00, which would require re-evaluation, since that extra police coverage could not be performed with the number of officers remaining. Supervisor Bennington did not feel laying off two police officers would be the answer.

Supervisor Bennington stated the Township cannot consider what Bucks County or Pennridge School District is doing concerning tax millage, because we do not have any control over that, nor does that have any influence on the decision the Board must make regarding raising the tax millage in Hilltown Township.

Being interested in history, Supervisor Fox has a good memory of what has gone on in Hilltown Township since he moved here in 1954. Through the years of 1985 through 1988, Supervisor Fox stated, Hilltown Township experienced a tremendous building boom. As a matter of fact, the U.S. Census Bureau stated the Township has not grown since 1981, yet reviewing subdivision files, it was discovered 1,500 lots have been subdivided in that period of time. In reality, Supervisor Fox feels Hilltown Township's population is in the vicinity of 14,500 residents.

For three years in a row, Hilltown Township experienced the largest building growth in Upper Bucks County. At that time, funds were passed on from one year to the next, which have since disappeared. Pension funds and escrow engineering funds were drained, as well as other funds for various projects, which were used during a time when Hilltown Township had an excess of funds from one year to the next. This information was not discovered until the Auditors presented their report. Supervisor Fox stated the Supervisors who were in office two years ago not only had to replace the pension fund monies, which were illegally taken, and the engineering escrow funds reimbursed, but all the vendors who hadn't been paid in as much as 1 1/2 years had to be repaid. Even today, with the slow economy and the slump in building, the developers are only now completing their projects and reclaiming their escrow monies. Hilltown Township has not been able to save any money, these past few years and has continued to operate on a "hand to mouth" basis. Supervisor Fox feels that this past Board of Supervisors did not squander any money, it was squandered by the Board before that.

Chairman Bennett stated he would like to make one final point, and that is, are we working for the government or is the government working for us?

The floor was opened for public comment concerning the proposed 1992 Budget:

1. Mr. Ron Theis, Florence Circle, wished to address the Board of Supervisors concerning several issues with regards to the 1992 budget. Mr. Theis feels Township employees could be responsible for some of their own benefits, as other employees in private industry do. At present, Supervisor Bennington explained, there are currently two contracts in place, including the police contract that is now three years in length, and the non-uniform contract, which runs one more year. The issue of benefits is presently a part of those contracts and they cannot be broken. Chief Egly advised a portion of the money for the Township pension funds comes from foreign insurance company monies and cannot be used for any purposes other than pension funds.

Mr. Theis suggested the Police Department re-open their contract for further discussion and negotiation, rather than laying off police personnel. Chairman Bennett stated Springfield Township has just re-opened their contract for that purpose. Mr. Theis felt there should not be a lay-off of personnel, and possibly this would be a viable alternative.

Mr. Theis asked if it would be possible for the municipality to sell Township land, if there is any available. Chairman Bennett replied there are approximately 10 parcels of Township owned land, with most of it comprised of one, two or three acre parcels, and most of it is "junk land". The one site encompassing 10 or 11 acres at the corner of Callowhill Road and Rt. 113, is currently being reviewed. It was apparently bought in 1976 with Federal Revenue Sharing funds and the

Township must determine clarification on whether it could be sold.

2. Mr. Jim Coyne, Rt. 113, mentioned the increase in medical insurance premiums rising approximately every six months. Mr. Coyne's employer recently reviewed a new medical insurance plan for this very reason, and it was discovered there is a program that will offer employers a 20% reduction in cost, for more coverage. Mr. Coyne suggested this plan as a possible solution to save money. Chairman Bennett noted the Township's medical insurance plans are basically non-contributory, by contract.

3. Mr. John Perritt, Goldenrod Court, stated he has lived in Hilltown Township long enough to see the three tax increases that were discussed earlier. From a taxpayer's point of view, it is money out of everyone's pocket, no matter what your financial status. As far as Mr. Perritt can see, it is a total tax package coming from one source, which is the taxpayer's pocket. Mr. Perritt does not feel that he or the taxpayers of Hilltown Township should be denied the services of police protection. Mr. Perritt has seen a great change within Hilltown Township over the past five years, and he feels it needs the police protection it has been receiving. Mr. Perritt does not think crime will decrease, if anything, it will increase. The only way to provide the police protection the citizens of Hilltown Township want and deserve, is through a 2 mill increase.

3. Mr. Begley noted he has listened to the discussion this evening and recalls Supervisor Fox saying Hilltown Township was once in excellent financial shape, and now we are "in the hole". Mr. Begley felt we should find out where those excess finances went.

4. Mr. Richard Evans, Schultz Road, obtained a draft copy of the budget for review. He does not fully understand some of the proposed salary increases, and felt they were much higher than salary increases which are given in private industry. Mr. Evans questioned the Township Manager's proposed salary increase of \$3,000.00. Chairman Bennett explained the Township had a different Township Manager last year, and the figures shown only accounted for part of a year. The salary that Mr. Horrocks was hired at was \$35,000.00 beginning August 1, 1991. At that time, he did not have supervision of the police department, until this week. That extra responsibility accounts for the increase of 7.1%, along with the additional responsibility of the entire Township.

Mr. Evans also questioned the salary raises for the position of Lieutenant./Detective and Sergeants. Chairman Bennett explained in actual base salaries, according to the new police contract, the officer's salaries were raised by 6 1/2% over the previous year. Mr. Evans pointed out that in private industry, most companies are giving employees no raises.

Chairman Bennett advised this is the reason the Township was very reluctant to go to arbitration, because it would cost Hilltown a great sum of money. The original salary increases the police department asked for in their contract was 12% for each year over the next three years. The Township countered with 2% increases across the board, and then finally offered 4% for each year over the next three years. The police countered with 10%, and then finally came down to 8% across the board, before going to arbitration, and settling for 6 1/2% increase the first year, and 6% increase for the remaining two years of the contract.

Mr. Evans questioned the position of maintenance man for the Township. Chairman Bennett explained there are several buildings which must be maintained, including this building, the former municipal building, the public works building and the scout cabin. If there is a time when the maintenance man is not busy with those buildings, he works with the Public Works Department. The Township also has an additional twelve acres that the Civic Association donated, which requires constant mowing and upkeep.

Mr. Evans mentioned there are people in Hilltown Township who cannot afford tax hikes. Chairman Bennett agreed and stated that was one of the issues that disturbed him. In speaking to the Tax Collector, the number of tax delinquencies rose from approximately 30 delinquencies up to 120 tax delinquencies this year alone. Mr. Evans suggested in some instances, it may be cheaper to contract some work out to private industry. Another suggestion would be to offer early retirement for some older employees. Chairman Bennett stated the average age of the police officers is 36, and there are not many employees in that particular age bracket who could be encouraged to accept early retirement.

Motion was made by Supervisor Bennington, and seconded by Supervisor Fox to reluctantly increase the real estate millage from the present six mills to eight mills in 1992, to fund the contingency fund previously voted upon. Chairman Bennett was opposed.

Motion was made by Supervisor Bennington, and seconded by Supervisor Fox, to adopt Resolution #92-7, stating the tax rates for 1992, including the 8 mill Real Estate Tax. Chairman Bennett was opposed.

S. PUBLIC COMMENT: None.

T. SUPERVISOR'S COMMENTS:

1. Mr. Horrocks announced there would be copies of the proposed budget available for public review at the Township building during normal business hours.

2. Supervisor Fox stated today he took an oath of office to support the Constitution of the United States and the Constitution of the Commonwealth of Pennsylvania, and the statutes of the State of Pennsylvania. Supervisor Fox believes that in the past, the Township has selectively enforced the codes, State laws and our own Ordinances.

3. Supervisor Bennington wished to thank Chairman Bennett for acting in the capacity of manager during a period of time in 1991, when the Township lost it's previous Township Manager and before Mr. Horrocks was employed. Supervisor Bennington expressed his appreciation for Chairman Bennett's efforts during a very difficult time for Hilltown Township. Supervisor Fox concurred with Supervisor Bennington's sentiments. Chairman Bennett stated he was fortunate that he was retired and could devote the time to the Township. He feels that he knows much more about the Township from his experiences.

U. PRESS CONFERENCE: A conference was held to answer questions of those reporters present.

V. ADJOURNMENT: There being no further business, a motion for adjournment was made by Supervisor Fox, seconded by Supervisor Bennington, and carried unanimously to adjourn the Board of Supervisors Reorganization Meeting of January 6, 1992 at 9:15PM.

Respectfully submitted,

Lynda Seimes
Lynda Seimes
Township Secretary
HILLTOWN TOWNSHIP



HILLTOWN TOWNSHIP

13 West Creamery Road
P.O. Box 260
Hilltown, PA 18927
(215) 453-6000

January 6, 1992

I, Lorraine Leslie, promise to support the Constitution of the United States of America, and the Commonwealth of Pennsylvania, and to perform the duties of the office of Hilltown Township Auditor with fidelity.

Lorraine Leslie

Dynda Seimco - 1/6/92

*Sworn to before me this
6th of Jan 1992*

*J. Schacker
Comm Exp Jan 1994*



HILLTOWN TOWNSHIP

13 West Creamery Road
P.O. Box 260
Hilltown, PA 18927
(215) 453-6000

January 6, 1992

I, Patricia Garland, promise to support the Constitution of the United States of America, and the Commonwealth of Pennsylvania, and to perform the duties of the office of Hilltown Township Auditor with fidelity.

Patricia Garland

Synda James - 1/6/92

*Sworn to before me this
6th of Jan 1992*

*[Signature]
Comm. Exp. Jan 1994*



HILLTOWN TOWNSHIP

13 West Creamery Road
P.O. Box 260
Hilltown, PA 18927
(215) 453-6000

January 6, 1992

I, Jack C. Fox, promise to support the Constitution of the United States of America, and the Commonwealth of Pennsylvania, and to perform the duties of the office of Hilltown Township Supervisor with fidelity.

Jack C. Fox
Synda Seimas - 1/6/92

Sworn to and subscribed before me this
6 day of Jan 1992
[Signature]
Not Justice
My Commission Expires First Monday in January 1994