

**Minutes of the Spring Garden Township Board of Commissioners  
6:00 p.m. – December 22, 2020**

Persons Present:

Daniel E. Rooney, President

John J. Luciani, Vice-President

Thomas Gwilt, Commissioner

David Detweiler, Commissioner

Annette Clark, Commissioner

George Swartz, Police Chief

Steve Hovis, Esq., Solicitor

Marcy L. Krūm-Tinsley, Township Manager

David Davidson, Engineer

Linda Keller, Zoning Officer

**I. Call to Order – Business Meeting**

President Commissioner Dan Rooney called the meeting to order and led the Pledge of Allegiance. He stated this meeting is a continuation of the meeting from December 15, 2020. The purpose is to continue the budget issue discussion to resolve and approve the budget for 2021. The meeting was continued due to advertisement requirements to assure proper notice was provided.

**A. Old Business**

President Commissioner Rooney stated there are administrative township employees who are eligible for retirement and have accumulated more than 30 days of sick leave. When they were hired to the Township and in their original contract there was a provision to provide up to 30 days sick leave paid at retirement. He indicated the Board would need to determine if this policy is still in effect and if these retirees are still eligible for the benefit.

Discussion was held on the financial impact on the Township. It was noted some funds were added to the budget. It is unknown who would be retiring so a definitive amount is not known at this time.

Solicitor Hovis stated the policy evolved over time, noting certain employees were provided employment letters as a contract of employment outlining the terms and conditions of employment. He noted recent hires abide by the terms and conditions of employment as established in the current handbook, therefore that situation will not occur for new hires.

President Commissioner Rooney commented he felt it is appropriate to do uphold the policy given the nature of the budget and decision making for employees.

Commissioner Gwilt commented he felt the policy should be honored for any employee who has been with the Township for that length of time.

**Action:** Motion to approve the provision to provide up to 30 days sick leave paid at retirement for five long-term employees,

**Public Comment**

Barbara Rooney asked how many years of employment is required to be vested. Solicitor Hovis stated in this case the 5 employees are not under a collective bargaining agreement and the benefits referred to are not pension related so there is no vesting for the benefits.

**Motion (Clark/Gwilt)** to approve the provision to provide up to 30 days sick leave paid at retirement for five long-term employees, since it was put into the budget. **Motion Carried 5/0.**

Township Manager Krūm-Tinsley clarified the prior handbook states retirement with four months' notice.

## B. Budget Discussion

Discussion was held regarding several new options proposed relating to the healthcare premium percentage which is currently at 6%.

1. **Action:** Motion to change the healthcare premium percentage from the December budget meeting.

**Motion:** (Clark/Luciani) to change the original decision agreed upon at the December budget meeting instead of going to a single 25% and for a family 34% to break it out over a 3-year spread so that Township Staff would only incur for 2021 - 13% for single and 16% for family; for 2022 - 19% single and 25% family and 2023 - single 25% and family 34%. **Motion Failed 2/3.**

### Comments

Solicitor Hovis stated this is for approval of the budget for 2021 and although the proposal may apply for 2022 and 2023, the proposal by Commissioner Clark is for a compromise based on the original proposal and extending it out over three years.

President Commissioner Rooney stated based on budget information for 2022 and 2023 with compensation packages or healthcare changes to the plan, the Board may want to look at different option scenarios in terms of changing the sequence of increase.

Commissioner Luciani commented that Covid-19 will have a big impact on the taxpayers and the Township on the funds received and felt this was a good compromise to get the Township in line with medical benefits that other entities have and as part of this cost saving measure the employees will be impacted.

President Commissioner Rooney commented that his preference would be to keep the 6% and then obtain more details in terms of a total compensation package. By reviewing changes in healthcare and benefits for next year, and after obtaining more thorough data, a more informed decision on the actual premium could be determined.

Commissioner Detwiler stated he sent out a recent email which expressed his concern that he did not have enough information to make a decision. He felt there were other ways to bring the cost down. He did not feel the employees should bear the brunt of it. He felt there were other areas to cut costs other than employee healthcare.

Commissioner Luciani was in agreement but pointed out the need to meet fiduciary deadlines for the budget.

President Commissioner Rooney stated he also agreed and stated they were at the lowest premium for the family plan and competitive at 6%.

Commissioner Clark commented the new proposal on the table is almost half of what the former proposal was for the family plan.

Commissioner Gwilt commented although he would like to see a change, he talked to officials from other townships on the matter and they shared their problems encountered financially and physically. He noted he would have liked to see this start back in September. He agreed with Commissioner Luciani and Commissioner Clark's comments that change is needed. But he also agreed with Commissioner Detweiler and President Commissioner Rooney that more

information is needed. He agreed with the idea of stretching it over a 3-year period in order to let everyone know about the change.

**Public Comment**

Barbara Rooney commented she is concerned about what the effects of the decisions will affect the staff and their morale.

Lynette Eisenhuth commented the radical changes of healthcare is concerning and she is hoping the Township does not put in place a radical change. She would like if the Township would investigate what other plans could be offered for the next year.

- 2 Action:** Motion to change the healthcare premium percentage from the December budget meeting.

**Motion:** (Gwilt/Rooney) to change the percentage to 9% for both single and family over a period of 3 years – a 3% increase the first year, 3% additional increase the second year, and another 3% the third year, conditioned upon Chief Financial Officer Gardner will calculate the difference and the impact on the deficit, with any additional deficit covered by the fund balance. **Motion Carried 3/2.**

**Public Comment**

Lynette Eisenhuth asked if the Township considered selling the Mt. Rose property to get income back into the Township. President Commissioner Rooney indicated it was discussed at last month’s meeting and will continue discussions into the next year.

Barbara Rooney suggested in terms of money making since the Township does not have a sewer treatment plant and has to rely on the treatment plants of York City and Springettsbury Township, that they build a sewer treatment plant using a \$5 million bond. She felt this would allow the Township to control prices and potentially make money from surrounding townships to use it as well.

- 3. Action:** Motion to approve the 2021 Budget.

**Motion:**(Detwiler/Gwilt) to approve the 2021 budget with the proposed changes agreed to in the previous motion. Ordinance 2020-5. A roll call vote was cast. **Motion Carried 3/2**

President Commissioner Rooney - aye  
Commissioner Luciani - nay  
Commissioner Clark - nay  
Commissioner Gwilt - aye  
Commissioner Detweiler - aye

- 4. Action:** Motion to approve the Tax Levy for 2021

**Motion: (Luciani/Clark)** to approve the Tax Levy for 2021 with no increase in the Spring Garden Township tax. Ordinance 2020-4. A roll call vote was cast **Motion Carried 5/0.**

President Commissioner Rooney - aye  
Commissioner Luciani - aye  
Commissioner Clark - aye  
Commissioner Gwilt - aye  
Commissioner Detweiler – aye

### C. Change Orders for Building Construction

1. Township Manager Krūm-Tinsley indicated she had two change orders regarding the building construction. One is to connect the TV monitor in the training room to the sound system to aid in sound levels for training purposes. The change order is \$1259.27.

President Commissioner Rooney indicated he was at the police station today and Police Chief Swartz showed him the situation. He noted it was suggested by Commissioner Clark to install a soundbar instead. President Commissioner Rooney stated in discussing it with the construction manager and Chief Swartz, he noted since the ceiling tiles are down, now would be the opportunity to replace them with special large tiles allowing access wiring to the speakers. He was concerned that a soundbar would not be sufficient for the size of the room.

**Action:** Motion to approve the change order for the sound system connection.

**Motion:** (Luciani/Detweiler) to approve the change order for the sound system for \$1,259.27.

**Motion Carried 4/1.**

2. Township Manager Krūm-Tinsley indicated the second change order is a not- to-exceed amount of \$750.00 to hardwire the cubicle desks in the police wing for the sergeant's room and control room.

President Commissioner Rooney indicated he reviewed this with Police Chief Swartz noting the furniture was not ordered at the time this was done so outlets were put into the floor with the anticipation they would be connected to the furniture when purchased. Police Chief Swartz indicated this would be in three locations – the Sergeant's office, Criminal Investigations office and the Patrol Room. He explained how the room was set up with the desks and how they would be hard-wired from the floor panels to allow plugging in from the cubicle.

**Motion:** (Luciani/Detweiler) to approve the change order for the hard wiring of the various cubicles for the amount not-to-exceed \$750.00. **Motion Carried 5/0.**

### D. 2021 Budget Committee

1. President Commissioner Rooney indicated for next year's budget he would like to see the committee begin work in January establishing the parameters and development of a timeline. The Budget Committee composed of two commissioners and the Chief Financial Officer Gardner, would check back with the Board monthly to provide an update on the status.

He opened the floor for volunteers to be on the 2021 Budget Committee.

Commissioner Detweiler stated he would be interested in being on the Committee.

Commissioner Clark stated she is currently on the Committee.

**Motion:** (Luciani/Gwilt) to appoint Commissioner Detweiler as the new member on the 2021 Budget Committee. **Motion Carried 4/1.** (Commissioner Clark abstained as a current member of the committee.)

### E. Adjourn

President Commissioner Rooney adjourned the meeting at 7:06 p.m.

Respectfully submitted,

Marcy L. Krūm-Tinsley  
Township Manager, Secretary