

HANOVER TOWNSHIP, LEHIGH COUNTY  
SPECIAL COUNCIL MEETING

October 23, 2017  
6:00 P.M.

Present: Councilmen Heimbecker, Lawlor, Paulus, Wegfahrt, Woolley; Sandra A. Pudliner; Vicky Roth

Absent: J. Jackson Eaton, III, Esquire; Al Kortze, P.E.

Attendance: 3

Courtesy of the Floor:

Josef Fragnito, Township Crew Chief, appeared before the Board at this time representing himself as well as David Strongowski, Township Equipment Operator/Mechanic, who was also in attendance at the meeting. Township Administrative Assistant, Pina Romano, was also in attendance at the meeting as a person of interest in the discussions. Mr. Fragnito advised the Board that he has been an employee of the Township for 26 years and is beginning his 27<sup>th</sup> year. He indicated to Council that he felt the Board should look at salary increases and consider looking at the Ordinance which sets forth a formula to determine such increases. He noted that considering the financial position the Township is in, he did not feel that salary increases consistent with those in other municipalities should be out of the question and that the Board should consider revising the current formula set forth by Township Ordinance which deducts healthcare costs from COLA to determine any increase in wages in a given calendar year. Mr. Fragnito indicated that his review has provided him with information that the average salary increases in the Valley are between 2-1/2 and 3% yearly. He felt that the Township's handling of salary increases utilizing the formula currently in place causes Township employees to fall behind in salary compared to other municipalities in the Lehigh Valley. Councilman Heimbecker questioned Mr. Fragnito as to how he thought the Township compares benefit wise with other municipalities. Mr. Fragnito felt that it was his opinion that the Township is average. However, he did note that healthcare costs are all over the board, but he could look at those costs if the Board wished him to. In summary, Mr. Fragnito advised Council that both he and Mr. Strongowski are of the opinion that the Township should look at the current formula set forth by Ordinance and either revise same or repeal the Ordinance since they were of the opinion that this formula method hurts Township employees.

New Business:

1. Public Hearing – Proposed 2018 Operating, Capital, Liquid Fuels, Water and Sewer Budgets (Review and Discussion)  
The Township Manager advised the Board that she would like to begin with the Revenue portion of the Operating Budget. Councilman Heimbecker questioned the Township Manager as to any significant difference between the 2018 Budget and the 2017 Budget. Mrs. Pudliner advised that a difference is shown with respect to surplus funds which are down from the 2017 Budget by approximately

\$250,000. The Board now began a review of the Department for Taxes and determined that no revisions would be made to same. With respect to the Department for Licenses and Permits, Council reviewed the items as set forth therein but no revisions were made at this time. With respect to the Department for Department Earnings, it was noted that a line item showing therein for interest earnings would be removed in its entirety. Additionally, the line item for Firemen's Relief Association would be revised from \$27,000 to \$25,000. The Department for Administration was reviewed and the Township Manager noted that the line item for Temporary Help/Unused Vacation has been increased to accommodate the part-time employment of Anna Wegfahrt by the Township. Councilman Heimbecker raised an issue as to Anna being considered a contract employee and the Township Manager advised that she would speak to the Township Solicitor regarding same. Councilman Heimbecker also raised an issue regarding Council salaries as to whether or not there is a cap on such compensation and also how the Board would go about increasing the compensation. The Township Manager advised that she would determine if there is a cap mandated for salaries for elected officials in the Commonwealth. As to any increase in salary, the Township Manager noted that a referendum would need to be prepared and placed on the ballot for such increase. Employee' salaries reflect the formula adopted by Ordinance and provide for a 1.49% increase for employees in the Administration Department. With respect to the Department for Municipal Building, no revisions were made at this time. However, as to the Maintenance and Repairs line item, Council indicated that they would be interested as to the number of maintenance contracts and the cost relating thereto. The Township Manager noted that she would speak to the Township's Maintenance Supervisor regarding same and report back to the Board at a later time.

At this point in the meeting, the Board determined to close the Public Hearing on the Proposed 2018 Budgets. The next Budget Hearing will be held on Monday, October 30, 2017 at 6:00 p.m.

Courtesy of the Floor: None.

Adjournment:

The meeting was adjourned at 7:05 P.M.

Respectfully submitted,

Sandra A. Pudliner  
Township Manager